Kingdom of Cambodia
Nation Religion King

Ministry of Land Management, Urban Planning and Construction (MLMUPC)

Ministry of Agriculture, Forestry and Fisheries (MAFF)

LAND ALLOCATION FOR SOCIAL AND ECONOMIC DEVELOPMENT

PROJECT III (LASED III)

Environmental and Social Management Plan (ESMP) for Development Support to Titled Indigenous Communities (TIC) in Six Indigenous Communities.

ESMP-Cluster 9: Five in Ratanak Kiri province – Khmaeng, Kam Phlenh, Svay, Thuoy Tum, Pa Ar Villages, and one in Mondul Kiri province- Lam Meh village.

"Subprojects development support: concrete school buildings, community center, laterite and concrete road, street solar light, and agriculture and livelihoods support"

Existing community center in Kam Phlenh Village

Existing School building in Khmaeng Village

Existing School building in Thuoy Tum Village

Existing Road alignment in Lam Meh Village

November 25, 2025 (Final)

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List of Abbreviations and Acronyms

ADF	Agriculture Development Facilitator
CamGAP	Cambodian Good Agricultural Practices
CC	Commune Council
CLT	Communal Land Titling
DWG	District Working Group
ECOP	Environment Code of Practice
EOI	Expression of Interest
ES	Environment and Social
ESF	Environmental and Social Framework
ESHS	Environmental, Social, Health and Safety
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Safeguards
FGD	Focus Group Discussion
FFS	Farmer Field School
BCS	Broader Community Support
GRM	Grievance Redress Mechanism
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
IC	Indigenous Community
ICC	Indigenous Community Committee
ICF	Indigenous Community Facilitator
ICLT	Indigenous Community Land Titling
TIC	Title Indigenous Commumnities
ILO	International Labour Organization
IP	Indigenous People
IPCC	Indigenous People Community Committee
IPM	Integrated Pest management
LASED	Land Allocation for Social and Economic Development
LWC	Labor and Working Conditions
MAFF	Ministry of Agriculture, Forestry and Fisheries
MLE	Multilingual Education
MLMUPC	Ministry of Land Management, Urban Planning, and Construction

MOH	Ministry of Health
MOI	Ministry of Interior
MRD	Ministry of Rural Development
NGO	Non-Government Organization
NTFP	Non-Timber Forest Products
OHS	Occupation, Health, and Safety
PDH	Provincial Department of Health
PDLMUCC	Provincial Department of Land Management, Urban Planning, Construction, and Cadastral
PDRD	Provincial Department of Rural Development
PGRC	Provincial Grievance Redress Committee
PPE	Personal Protective Equipment
RP	Resettlement Plan
SEP	Stakeholder Engagement Plan
STD	Sexually transmitted diseases
TB	Tuberculosis
TIC	Titled Indigenous Community
TOR	Terms of Reference
VAHW	Village Animal Health Workers
VEW	Village Extension Workers (VEWs)
PDEYS	Provincial Department of Education, Youth and Sport
GBV/SEA/SH	Gender-Based Violence/ Sexual Exploitation and Abuse/ Sexual Harassment

1. Introduction

1. 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. Under the LASED III Project, the Indigenous Communal Land Titling (ICLT) process has progressed to the issuance of communal land titles for seven communities—Srae Chis (in Kratie province), Khmaeng, Kam Phlenh, Svay, Thuoy Tum, Pa Ar (in Ratanak Kiri province) and Lam Meh (in Mondul Kiri province). Following title issuance, the project launched the infrastructure development support phase, defined through participatory consultations with each community to identify and prioritize their development needs in line with the available project budget.

3. The six ICLT sites—Khmaeng, Kam Phlenh, Svay, Thuoy Tum, Pa Ar (Ratanak Kiri), and Lam Meh (Mondul Kiri)—are consolidating into Cluster 9 for the preparation of a Cluster Environmental and Social Management Plan (ESMP) to guide the implementation of proposed subproject development supports. Meanwhile, the Srae Chis site has been included separately under Cluster 1 ESMP.

4. 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 subproject of these six sites/communities as mentioned in paragraph 3 above.

5. 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 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.

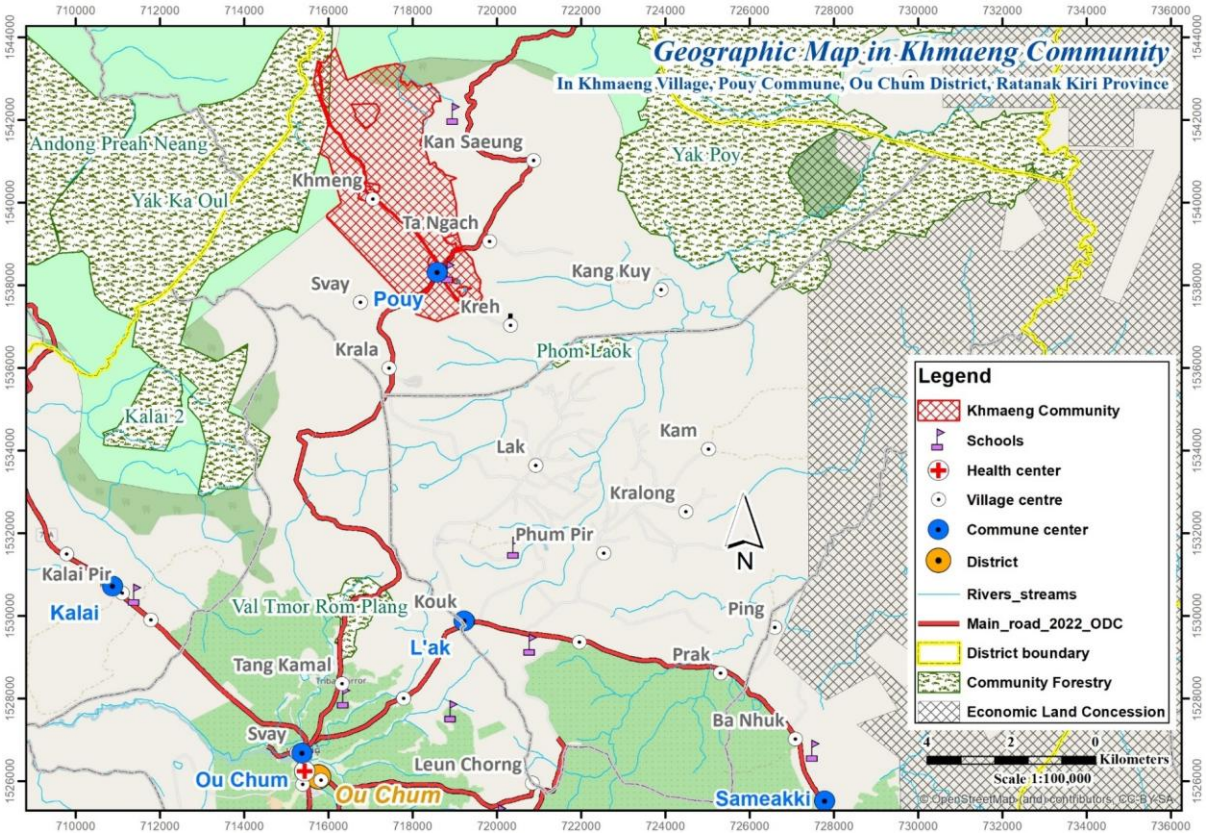
- ***Site Visits and Observations.*** Field visits to the proposed project sites to observe baseline conditions and the socio-economic activities around the project area of influence in section 1.2.
- ***Preparation of ESMP.*** The findings and conclusions from the literature review, design drawings, 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

6. The proposed sub-projects development support will be implemented in six communities under the ICLT support process of LASED III, all of which have received the communal land titles. These consist of five communities in Ratanak Kiri and one in Mondul Kiri Province, as shown in the geographical areas below.

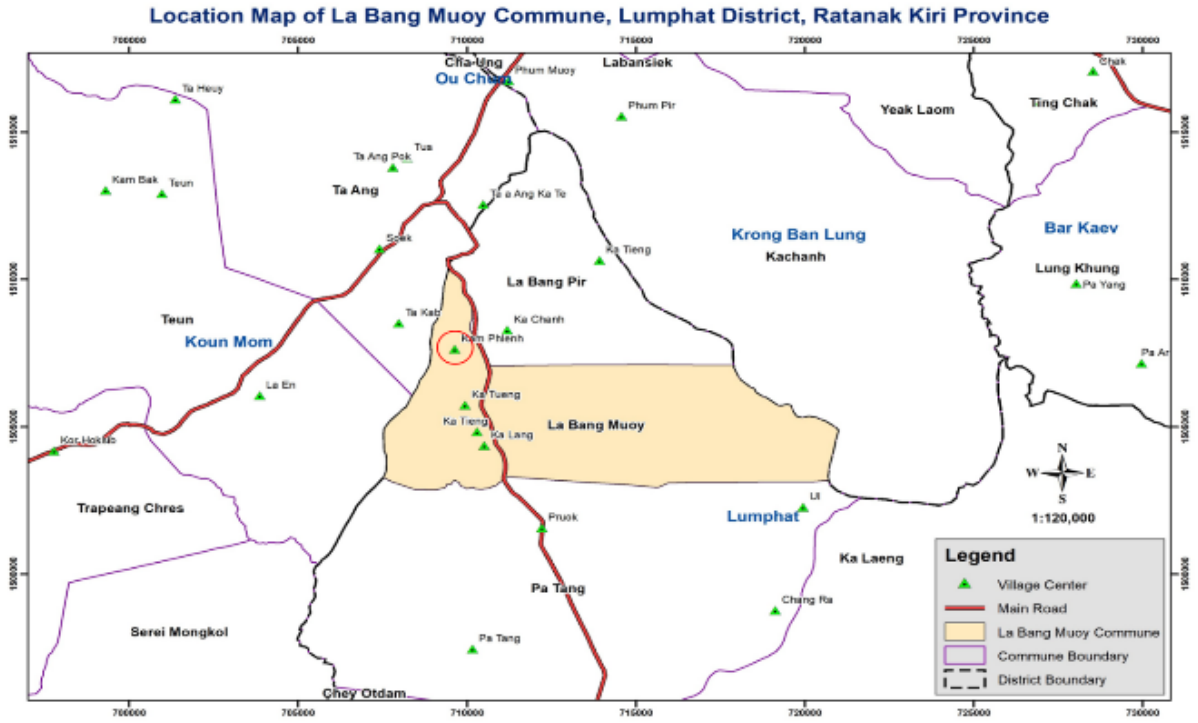
7. Khmaeng community is a Kroeng indigenous community located in Pouy commune, Ou Chum district, Ratanak Kiri province. It borders Tun Village (Ta Vaeng Kraom commune, Ta Vaeng district) and Khuon Village (Koah Peak commune, Veun Sai district) in the north, Kalai Bei Village (Kalai commune, Ou Chum district) and Svay and Kala Village (Pouy commune, Ou Chum district) to the South, Kres village, Ta Ngach village (Pouy commune, Ou Chum district), and Kan Chheung village (Pouy commune, Ou Chum district) to the east, and Vong, Vay, and Choun villages in the west. Khmaeng is about 30 km North of Banlung Town/Krong of Ratanak Kiri province. The village contains two groups/clusters: the Khmaeng village center (with most of the population) and the Satuk group/cluster, located along the national road 76A and close to the Pouy commune center and market (Figure 1). Travel distance between the village center and the commune hall is about 3 km, 22 km from the district hall, and about 30km from Ban Lung town.

Figure 1: Geographical Map – Khmaeng Community



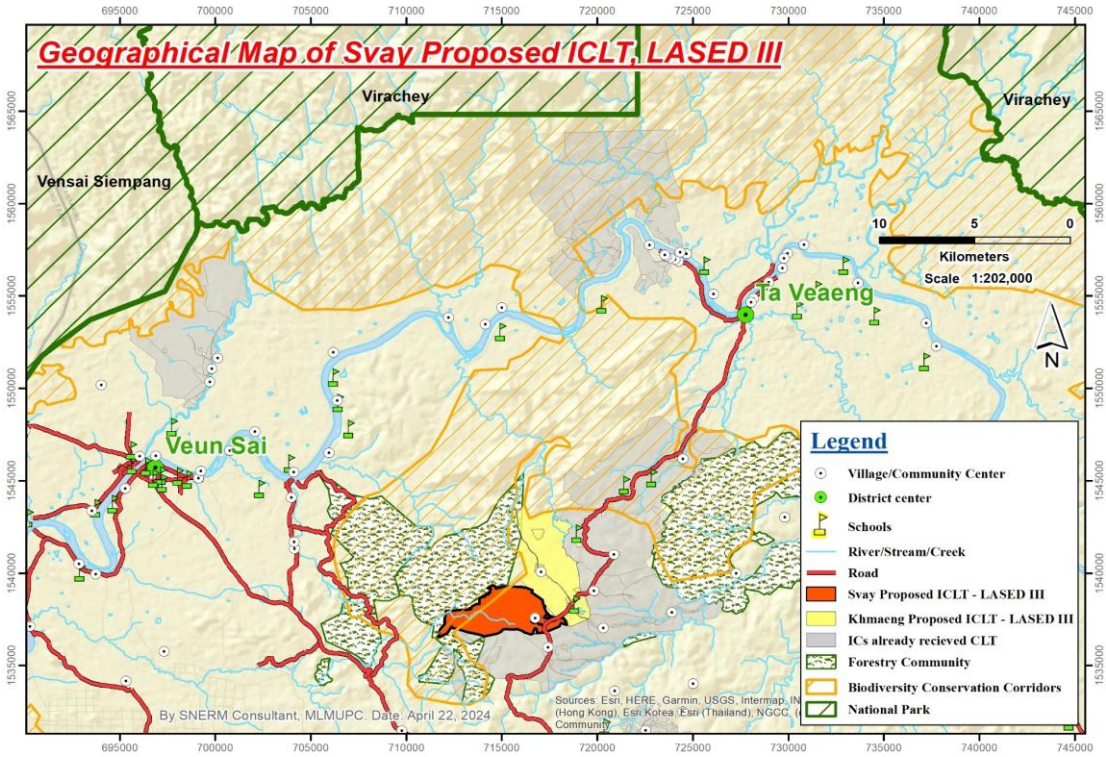
8. **Kam Phlenh** village is a Brao Indigenous Community under the administration of Lbang Muoy commune, Lumphat district, Ratanak Kiri province. It is bordered on the North by Sek and Ang Ka Te villages in Ta Ang commune of Koun Mom district, on the South by Ka Tueng village, on the East by Ka Chanh village in Lbang Pir commune, and on the West by Ta Kab village in Ta Ang commune of Koun Mom district (Figure 2). The road distance from the provincial town (Krong Banlung of Ratanak Kiri province) to Kamphlenh village is about 21 kilometers, 21 kilometers from Lumphat district town, and from the village center to the commune hall is about 1km, and about 31.30 kilometers to the Lumphat Wildlife Sanctuary.

Figure 2: Geographical Map – Kam Phlenh Community



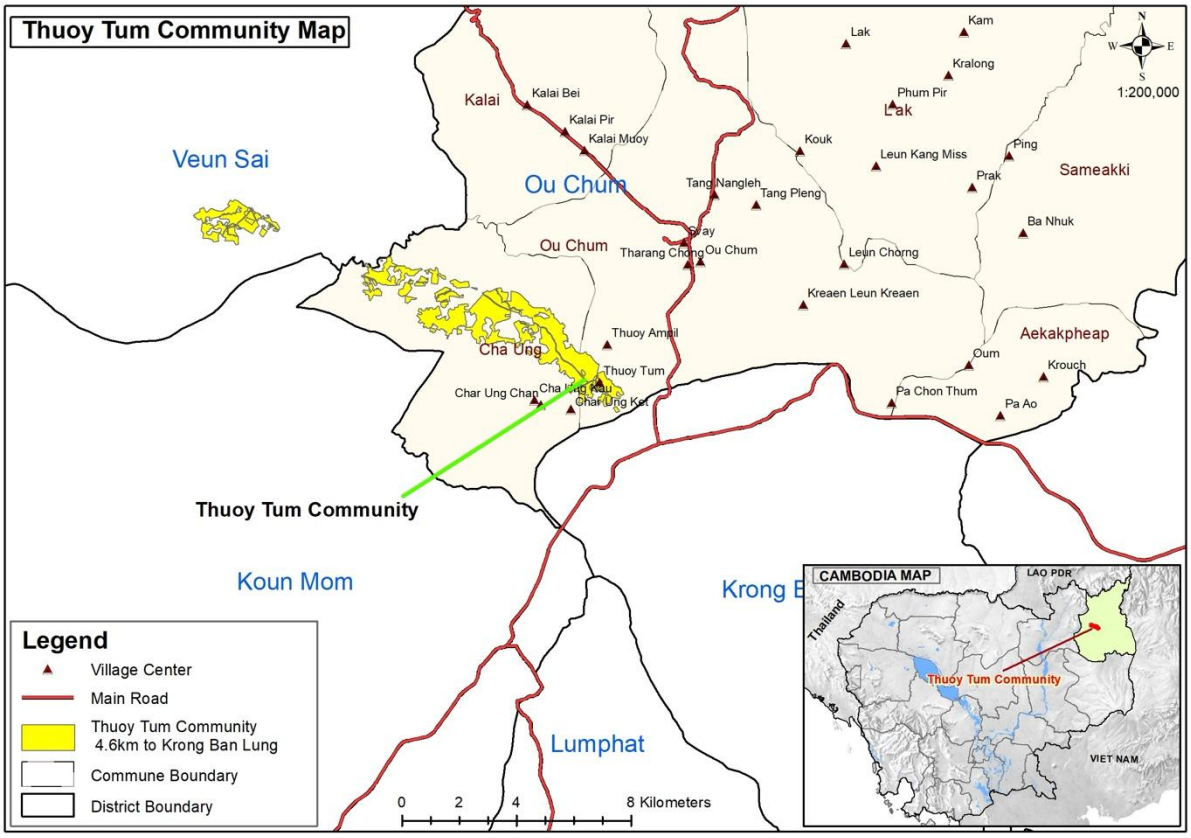
9. **Svay** is a Kroeng Indigenous community in Pouy commune, Ou Chum district, Ratanak Kiri province. It borders Khmaeng village in the North, Krala village in the South and East, Kralai Bei village, Kalai commune, and Ou Chum district in the West (Figure 3). The Svay indigenous community is positioned on a high plateau with stream networks across the area. The distance between the village center and the commune center is about 8km via an accessible laterite road, the distance from the village center to the district town is about 25km, and about 80km away from Ban Lung town.

Figure 3: Geographical Map – Svay Community



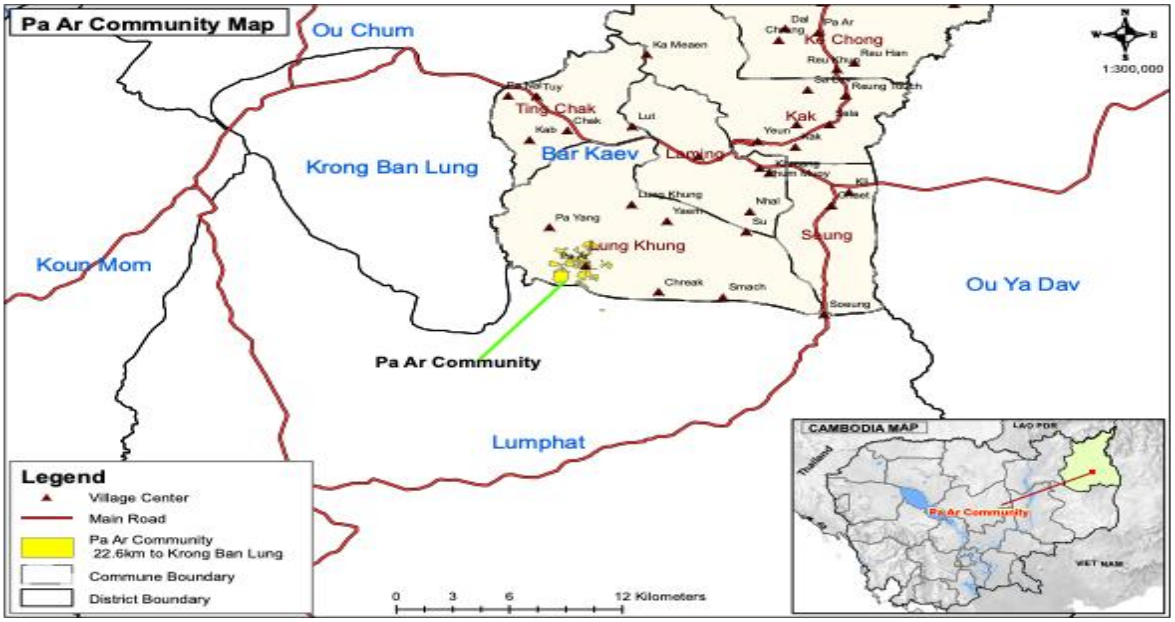
10. **Thuoy Tum** village is a Kroeng indigenous community under the administration of Cha Ung commune, Ou Chum district, Ratanak Kiri province. It borders Thuoy Ampil village by the North, Cha Ung Ket village by the South, Svay village in Pouy commune by the East, and Cha Ong village by the West (Figure 4). The travel distance between the Thuoy Tum village centre and the Cha Ung commune hall is about 6 km with an earth road and 13 km away from the district hall, about 43 km from the village centre to the Ratanak Kiri provincial hall.

Figure 4: Geographical Map – Thuoy Tum Community



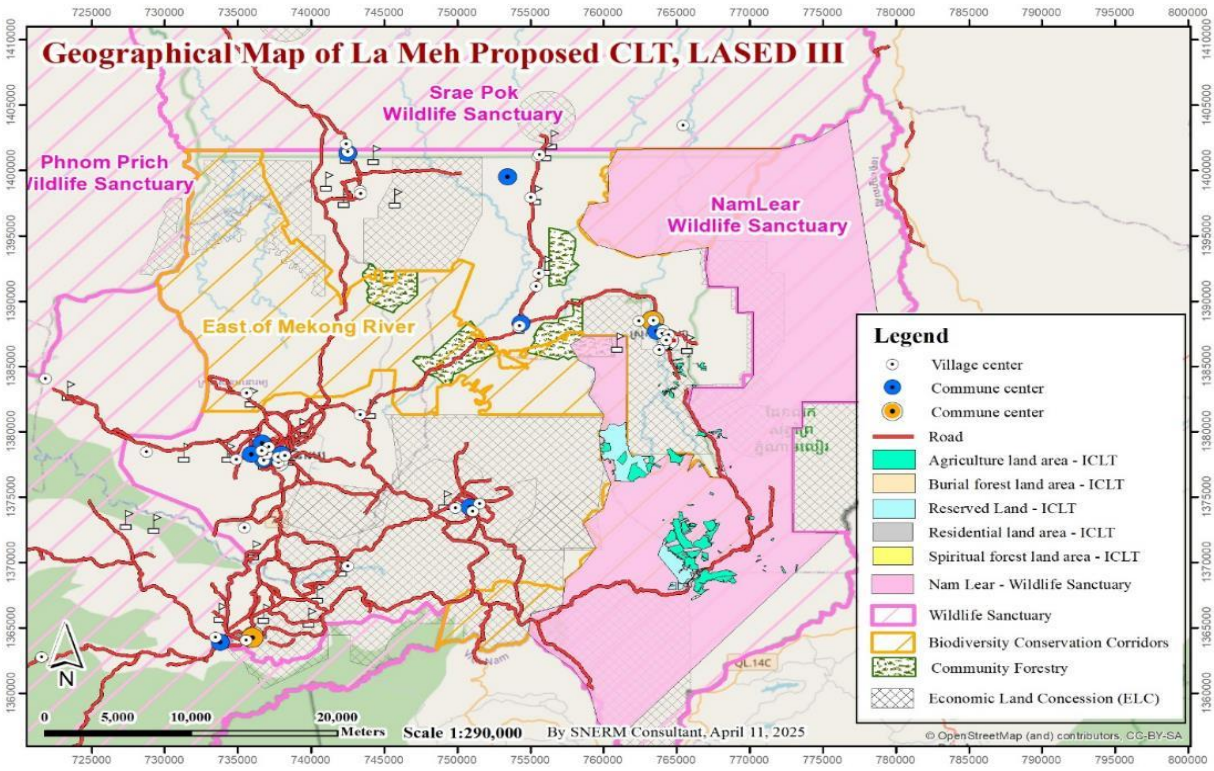
11. **5. Pa Ar** village is a Tumpuon Indigenous Community under the administration of Lung Khung commune, Bar Kaev district, Ratanak Kiri province. Pa Ar village is bordered by Chreak village in the East, Pa Yang village, Saeda commune, Lum Phat district on the West, Ol village, Pa Tang commune, Lumphat district on the South, and Lung Khung village on the North (Figure 5). The travel distance from the village center to the Lung Khung commune hall is about 7 km, and about 28km to Bar Kaev district hall. The distance from Banlung Town of Ratanak Kiri province to Pa Ar village center is about 37 km in the northern part.

Figure 5: Geographical Map – Pa Ar Community



12. **Lam Meh** village is a Bunong Indigenous community under the administration of Busra commune, Pech Chreada district, Mondul Kiri province. It is bordered to the North by Pu Reang village, to the South by Pulu village, to the East by Pu Reang and Pu Cha villages, and to the West by Dak Dam commune of Ou Reang district (Figure 6). The travel distance between the village center and the commune hall is about 1.5 km, about 1km away from the district hall, and between the village center and Krong Senmmnorum, about 45km. There is an access road (access to market, health center), which is in medium condition, and one concrete road (SBST road connecting from the village to the main road, No. 78)

Figure 6: Geographical Map – Lam Meh Community, Mondul Kiri Province



13. The population and beliefs of each ethnic group of the six communities are summarized in the table below.

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

Village Name	Families	Population				Religion		
		Total	Male	Female	Year 18 +	IP	Buddhism	Others
Khmaeng	289	954	502	546	323	94.8%	5.2%	0%
Kam Phlenh	153	476	230	246	289	100%	0%	0%
Svay	106	360	174	186	244	100%	0%	0%
Thuoy Tum	152	563	284	279	369	98.68%	1.31%	0%
Pa Ar	229	854	426	428	464	93%	7%	0%
Lam Meh	813	971	507	464	622	100%	0%	0%

Source: Project data

14. The community infrastructure data records are summarized in the Table below:

Table 2: Community Infrastructure Data Record

No	Community Name	Community Hall	Kindergarten School	Primary School	Pumped Well	Motor Pumped Well	Open Well	Dug well	Drill well	Rainwater tank	Springwater (Teuk Chrab)	Stream/River	Lake/Pond	Irrigation scheme	Roads	Remarks
1	**Khmaeng**	1	1	1	10	0	0	24	11	0	NA	1	0	0	4	• Kindergarten: Located within the village in a wooden building that is currently in poor condition. • Primary School: A wooden structure in poor condition accommodating students from grades 1 to 6, with a total of 51 pupils (20 females). • Community Road: A laterite road in good condition, providing internal village connectivity. • Access Road: Approximately 3 km of access road connecting the village to the main National Road 76A and the local market. The same road provides about 300 m of access to water sources and 7 km of access to farmland and non-timber forest product (NTFP) areas. • Community Road (additional): Another laterite road within the

																community, also in good condition. • Community Center: A wooden community building with concrete restrooms, located within the village. • Wells: A total of 26 families use water from dug wells, while 27 families rely on drilled wells.
2	**Kam Phlenh**	1	0	1	0	0	0	2	3	0	NA	1	0	0	4	• **One concrete primary school**: A Concrete Primary School (5rooms) grade 1 to 6. Built by Ministry of Education. This school building is located in Lbang Pir commune, about 2km from Kamphlenh village centre. • **Roads:** Internal earth road within the village, within the village 200 m. Laterite Road from village to paddy field, from village to paddy field about 120m. Laterite Road to Ou Cheng stream about 3km. Laterite road from road #76 A to Kamphlenh Ou Rumchek 5 km. • **Wells:** 3 drill wells and 2 dug wells • **Stream:** At the present, most people in the village use water from a natural stream called Ou Totoeng about 30m to 40m from the village center.

																• **Community center:** wooden community center in poor condition. They proposed to LASED III project to support one building to replace wooden building.
3	**Svay**	1	1	1	0	0	0	15	1	0	1	0	0	0	3	• **Community Centre:** Woodend hall in good condition and provide service aditquately. • **Kindergarten:** located in primary school, it is wooden building. Located in village. • **Primary school:** wooden school building in poor condition community proposed to project support new concrete building with 5 rooms. It located in village. There are 71 pupils (27 females) • **Roads:** Community roads 450m, **Access road** (one line connected to 76A about 2km and other one access to farm about 7km), • **Wells:** 15 dug wells and 1 drill well, 37 families utilized dug well and drill well and other collect water from Toek Chrob.
4	**Thuoy Tum**	1	0	0	0	0	0	0	5	5	NA	0	0	0	3	• **Community center:** wooden bulding in good condition located in middle of residential area. It is constructed by community.

																• **Water utilization:** community used 5 drill wells, and 32 dugwells in village. They received sponsor from EU and NGOs. • **Roads:** Connecting road from the village centre to the commune centre/Sala Khum, about 2.5 Km long, It is an average-condition laterite road. This road was built and financed by the commune fund in the year 2000. Entrance Road connecting from the main road to the village centre, about 3 Km long, It is an average-condition laterite road. This road was built and financed by the commune fund in the year 2000.Road from the village centre to the paddy field about 13 Km long. It is a poor-condition laterite road. • **Primary School:** three wooden building in poor condition. 200 m from village center built in 2015, 185 students (86 females) • **Wells:** 5 drill wells within village. • **Rain water tank:** PDR and Plan International supported 5 giant jars for rainwater storage.
5	**Pa Ar**	1	0	1	0	0	5	0	0	0	NA	1	2	0	3	**Roads:** 1. Phyang laterite road to agri-land, connecting from PaAr village to Payang village, 7km long.

																2. Entrance laterite road connecting from main road # 78 to the commune hall and connected to the village hall with a length of 6km x 6 m width. 3. Road to water stream (Teuk Chrob), connecting the main road to the commune hall with a length of 300m x 4m width. - Community consumed water from open well and pond in village. • Based on the Infra assessment June 2025, found this community did not propose subproject because school, health care center, community center their condition is good and provided services adequately to community.
6	**Lam Meh**	1	1	1	4	0	0	2	0	0	0	2		0	4	• **Kindergarten school:** An old wooden kindergarten building located close to the village center, funded by the Christian Fund. Fair condition. • **Primary school:** It is in good condition. About 100-200 meters from the location of La Meh IC. It is in medium to good condition. One building was built by a private company (Socfin) and the other was built by the Ministry of Education, Youth and Sport (MOEYS).

																• **Community Center:** • **Roads:** Access road (one access to market, health center…etc..) From poor to medium condition, one concrete road (SBST road connecting from the village to the main road, No. 78), and under commune development fund. Community roads (2 roads network). • **Wells:** 4 hand-pump and 2 hand-dug wells. Four hand-pump and two hand-dug wells (one hand-pump and one hand-dug well are not working), and the other three pumps and one hand-dug well are in good working condition.)

15. The total collective land size of TICs, including residential land area, agricultural land area, reserved land area for shifting cultivation, spiritual forest land area, and burial forest land area are in the Table below:

Table 3: Size and composition of the TICs land in the six communities

Nº	Community Name	Ethnicity	Number of Parcels and Area Size	Land Types					Total
				Residential land area	Agricultural land area	Reserved land for traditional agriculture	Spiritual Forest land area	Burial Forest land area	
1	Khmaeng	Kroeng	# Parcels	18	52	0	1	2	**73**
			Size (ha)	51.4120	1599.2200	0	6.8266	6.0420	**1663.500**
2	Kam Phlenh	Brao	# Parcels	6	46	0	0	5	**57**
			Size (ha)	10.1215	281.0494	0	0	5.455	**296.6259**

3	**Svay**	**Kroeng**	**# Parcels**	6	22	0	2	2	**32**
			Size (ha)	26.3544	884.5770	0	7.0790	5.6947	**923.7051**
4	**Thuoy Tum**	**Kroeng**	**# Parcels**	8	49	0	1	2	**60**
			Size (ha)	12.7902	1,068.857	0	1.738	6.562	**1,089.9472**
5	**Pa Ar**	**Tumpuon**	**# Parcels**	6	21	0	1	1	**29**
			Size (ha)	10.4997	276.9975	0	7.9700	5.2133	**300.6806**
6	**Lam Meh**	**Bunong**	**# Parcels**	25	90	5	5	2	**127**
			Size (ha)	67.75	1,463.61	990.96	6.86	3.11	**2,532.29**

1.2. Scope and Activities

16. 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.

17. 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).

18. Below is the summary of the proposed subproject development support.

Table 4:The summary table of the Proposed Subproject Development Support

N°	Community Name	Concrete Pavement road (m)	Laterite Surfacing road (m)	School	Community Center	Street Solar Light	Agriculture and livelihood support	Remarks
1	**Khmaeng**	300	2,500	1	0	20	Yes	• Sub-project school building with 5 classrooms, including one water tank, one latrine (sanitary toilet) with 5 rooms, one drilling well, one Playground, Flag pole. • The existing primary school land area is 3,657m2 • Road improvement is in the existing road alignment.
2	**Kam Phlenh**	1,150	3,000	0	1	20	Yes	• The proposed a community center with two rooms will be built on the existing area to replace the old wooden community center. The size is 30m by 50m. The building includes two rooms of latrines. • Road improvement is in the existing road alignment.
3	**Svay**	420	3000	1	0	20	Yes	• School building with 5 classrooms, including one water tank, one latrine (sanitary toilet) with 5 rooms, one drilling well, one Playground, Flag pole. the existing primary school land area is located in village with total

Nº	Community Name	Concrete Pavement road (m)	Laterite Surfacing road (m)	School	Community Center	Street Solar Light	Agriculture and livelihood support	Remarks
								area of 4,687 m2 and Road improvement is in the existing road alignment inside IC's boundary.
4	**Thuoy Tum**	1,000	1,000	1	0	20	Yes	• School building with 5 classrooms, including one water tank, one latrine (sanitary toilet) with 5 rooms, one drilling well, one Playground, Flag pole. the existing primary school land area is located in village with total area of 2500m2. • Road improvement is in the existing road alignment inside IC's boundary.
5	**Pa Ar**	370	800	0	0	0	Yes	• Road improvement is in the existing road alignment inside IC's boundary.
6	**Lam Meh**	220	0	0	0	0	Yes	• Road improvement is in the existing road alignment for concrete road.
	Total	**3,460**	**13,300**	**3**	**1**	**80**		

19. **Agriculture and Livelihood Support for all communities**: A group of volunteer farmers will be selected before the demonstration process. Volunteer farmers must have a piece of land to grow crops and a sufficient labor force to manage field demonstrations such as vegetable production, cassava production, and other crops. For livestock raising, the volunteer farmers must have a piece of land to construct a shelter (for swine or cattle, or a cage for local chicken raising). The activities include (a) livestock demo farms, pig raising, chicken raising, and a cow shelter. (b). vegetable demo, including a greenhouse. MAFF will provide technical support and disseminate various improved agricultural techniques to indigenous groups and people in the community/village. These sub-projects will promote good environmental and social practices, including an Integrated Pest Management (IPM) approach according to national regulations and international best practices.

20. In addition, LASED III-MAFF has already provided and will continue to provide technical support and disseminate the various improved agricultural techniques to indigenous groups and the community through various agricultural activities, according to villagers' demands. These

activities will improve their agricultural knowledge and capacity, increasing their income generation. The agricultural activities in these communities/villages are as follows:

- **Demonstration Plot Establishment:**

1). Chicken Breeding Demonstration Plot (size: 24spm 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^2 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 x 12m): Greenhouses or Net houses can produce fresh vegetables all year-round. Generally, greenhouses are easy to construct and very tolerant to local weather (climate change) and insects. All the elements to build a greenhouse, such as structure, cover materials, climate-control systems, irrigation, and fertilization equipment, are available. In addition, Hkati village presents suitable conditions for the construction of greenhouses. Greenhouse demonstration aims to disseminate techniques such as mulching, water management, and fertilization to improve vegetable production. This demonstration plot stands on a covered surface of 60 m^2 surrounded by a net. It will be monitored and maintained by Village Extension Workers (VEWs), who will interact with vegetable producer production groups and other IPs through demo training and farmer field day (FFD).

3). Rice production demonstration: The demonstration will introduce to the indigenous people or community the improved techniques and technologies of rice production to increase the yield and the income of farm households. In addition, this demonstration plot will compare the yield of an experimental field with a traditional one. The rate of rice growth and yield increment will be presented to villagers through demo training and farmer field day (FFD), which will be facilitated by VEW under the technical support of the Agriculture Development facilitator (ADF).

2. Stakeholder Engagement

21. The assessment of the outcomes of the consultation and engagement during the entire ICLT[1] process has been presented for all six ICs in previous simple infrastructure ESMPs, all of which have already received no objection/clearance.

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

2.1. Stakeholders

22. 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 the planning and implementation of development support activities is explained in Table below, including local stakeholders from national (National LASED Project team), or sub-national government entities such as the Provincial Department of Environment, the Provincial Department of Rural Development (PDRD), Provincial Department of Education Youth and Sport (PDEYS), District Working Group (DWG), Commune Council (CC) involved in the implementation of LASED III at the community level and the beneficiary IC, ICC and facilitating NGO(s).

23. 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[2] (INA) for the six titled ICs is the result of full consultation/engagement with the whole community and stakeholders.

24. Subsequently, LASED III and firm under LASED III coordinated for the technical survey to determine the existing conditions, which have been conducted by LASED III's engineer and the relevant departments including the ES risk and impact screening/consultation[3] with all stakeholders (see table below for more details).

[2] Infrastructure need assessment report for six community - https://drive.google.com/file/d/1G2NeXyTF8yTT1SFTlurxMoo_OBIubR_R/view?usp=sharing
[3] The E&S risk and impact screening report and attendant list ca be found as in the link https://drive.google.com/file/d/1uxPhqjORrbNkHi3OZ5pZMX4U_gk4eLLh/view?usp=sharing

Table 5: Stakeholders Engagement

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

Community LASED III-MLMUPC	• Community outreach identifies the community's priority needs.
	• ICC consultation to propose and finalize priority needs of development support.
	• Lead the consultation and development of the following:
	  ○ Infrastructure Need Assessment
	  ○ Village Profile
	  ○ Sub-project E&S Risk and Impact Screening and ESMP.
	  ○ Proposed subprojects (roads and buildings) observation.
		Approx. 150	Khmer – each ethnic group's language (translation by community Elders). Physical/in-person meeting	• In-person, Phone, Telegram
				• Ensure that the SEP provisions are implemented for all outreach activities.
				• Ensure broader community support is obtained from IC.
				• FGD, community broad meeting
				• Identify with IC the needs of basic infrastructure development.
				• Undertake E&S Risk and Impact screening and ESMP consultation with the mitigation measures.
				• Lead in the technical survey for the proposed construction of the roads and buildings for each of these six communities.

LASED III-MAFF	• Outreach Activities • Beneficiary's Profile • Agriculture/ Livelihood development support	Approx. 140	Khmer – each ethnic group's language (translation by community elders), and physical/in-person meeting	• Ensure that the SEP provisions are implemented for all outreach activities. • To identify with the IC the needs of basic infrastructure development. • To identify with the IC the need for basic livelihood support. • Ensure broader community support obtained from IC • Undertake FGD with IC
PDLMUCC	• Sub-national Project Executive Agency • Coordination between the project's partner for physical study, planning, monitoring and reporting. • Monitoring and Reporting • GRM Implementation for sub-project contract	150	Khmer – each ethnic group's language (Translation by community elders), Physical/in-person meeting.	• In-person, Phone, Telegram • Topographical survey for the construction of a health post • Monitoring and reporting the sub-project contract implementation. • Reporting of GRM Complaints

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
PDRD	• Provide consultation and planning for required technical specifications. • Participate in physical study. • Monitoring the construction	3	Khmer – each ethnic group's language (Translation by community elders), Physical/in-person meeting	• In-person, Phone, Telegram • Commune meeting; • Involved in the design of drilling wells and roads.
DWG	• Participate in selecting and planning the construction of a health post within the village. • Monitoring and Reporting	15	Khmer – each ethnic group's language (Translation by community elders), Physical/in-person meeting.	• In-person, Phone, Telegram • E&S Risk and Impact consultation • GRM Implementing, coordinating and reporting. • Monitoring the sub-project construction in the community.
CC	• Participate in selecting and planning for the construction of health post. • Provincial Grievance Redress Committee (PGRC) member. • Monitoring and Reporting	2	Khmer – each ethnic group's language (Translation by community elders). Physical/in-person meeting	• In-person, Phone, Telegram • E&S Risk and Impact consulting • GRM Implementing, coordinating and reporting. • Monitoring the sub-project construction in the community.
ICC	• Broader community support • Participate in selecting and planning for the construction of health post. • Provincial Grievance Redress Committee (PGRC) member. • Monitoring the sub-project	100 including teachers	Khmer– each ethnic group's language (translation by community elders). Physical/in-person meeting	• In-person, Phone, Telegram • E&S Risk and Impact consultation • Provide broader community support to subproject activities • GRM Implementing, coordinating and reporting. • Participating in monitoring the sub-project construction in the community. • After the construction of the health post together with operation and Maintenance (O&M).

Type of Stakeholder	Stakeholder interest or role in project planning, implementation, and outcomes	Number of People	Language, Literacy, and Internet Use	Means of Communication / Specific Needs in the Consultation Process
PDEYS	• Provide consultation and planning for required technical specifications. • Participate in the school building physical study • Monitoring the construction	2	Khmer– each ethnic group's language	• In-person, Phone, Telegram • Commune meeting • Participated in a topographical survey • Involved in the detailed design of the school building and community centre.

2.2. Stakeholder Engagement Plan

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

Table 6: Stakeholder Engagement Plan (SEP)

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
Infrastructure Need Assessment	3-7 June 2025 (Completed)	• MLMUPC, DWG Commune Council	• Project leaflets • Project GRM	• Community broad meeting.	• Community outreach identified the	• Achieved broader community support through the consultation process on

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
		(CC), Indigenous Community Committee (ICC), Village Chief, Indigenous Community (ICs)			community's priority needs. • ICC meeting to propose priority needs of development support.	the sub-project activities development. The achieved broader community support is that the community achieved consensus on the number of sub-project proposals to LASED III. • Develop the ESMPs for these six new TICs, Communities/Villages.
		• **MLMUPC Infra** – PRD, DWG, CC, ICC. • PDEYS	• Community priority needs • Physical study	• Commune meeting • Subproject plan • ES screening format	• Meeting to finalize the priority needs. • Detailed design	
	Jun - Aug 2025 (Including, subproject construction	• **MLMUPC ESS**, PDE, PDRD, DWG • **Firm**	• Community hotspot map	• Community center plan. • ES screening format	• ES sub-project screening • (ICC, Village Chief).	

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	**Timing**	**Stakeholders**	**Information to Be Disclosed**	**Means of Disclosure**	**Consultation Activities**	**Expected Outcome of Consultation**
The ES Risk Screening and mitigation measures	and Agriculture & livelihood support.) **Completed**	• CC, ICC, Village Chief • TICs and village chief	• Community center.		• The affected individual household were donated voluntarily.	
	These were completed in the previous ESMPs – Simple infra.	• **MAFF ESS**, PDAFF, DWG, CC, ICC.	• Community priority needs for livelihood development support	• Community Meeting	• ES livelihood sub-project screening	
Physical Study and Design (School, Road, Community center)	Under progress	• **LASED III-Infra team,** PDRD, PDEYS, DWG • CC, ICC • ICs	Result of physical study report.	• FGD • Field survey format notes.	• ICC Meeting • Technical survey.	• Report the result of the field survey regarding the status of the land areas for the construction of the proposed building, roads and clean water distribution system. The land area required to construct the infrastructure as in

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
						above tables are located within the infrastructure are in the existing road alignment. • Verified with broader community support/ consensus to this reserved land for construction. • Schools and Community center design will follow the required specifications and Environmental Code of Conduct (ECOP) of the ESMF in Appendix 7 which is incorporated in this ESMP. • Update ESMPs.

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	**Timing**	**Stakeholders**	**Information to Be Disclosed**	**Means of Disclosure**	**Consultation Activities**	**Expected Outcome of Consultation**
Procurement and contracting (School Road improvement and Community center for these six communities)	**Mar-2026** • Contracted successful firm	• **MLMUPC Procurement Unit** • Infrastructure Unit • ESS Unit • Successful Candidate/firm	• Procurement Process and ToR • OHS is integrated into the tender document. • ESHS specification is integrated into the work contract document • Location-specific ESMP	• Announcement for Expression of Interest (EOI) • Work's contracting documents	• Development of Terms of Reference (TOR) and work contract for a successful firm.	• Selected firms to sign works contracts. • Before the contractor (s) start work, all land and asset acquisition issues, as well as associated compensation (or voluntary donation agreements), must be finalized (if any).
At the start of construction	**April-2026 (expected)**	• **LASED III - PDLMUPCC** • PDRD, PDEYS, DWG, CC • ICC, IC • Workers	• Awareness raising of OHS, ESHS, CHS, Project GRM and GRM among	• Extension training reports	• FGD and Individual interviews with contracted workers	• Confirmed commencement of the construction.

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
			contracted workers. • Inspection of worker's accommodation to ensure that it meets to minimum requirements agreed upon between the WB and the LASED III team.			
During Construction and Monitoring (School, Road and Community Center Construction)	**Apr-Oct 2026 (expected)**	• **LASED III -** • PDRD • DWG, CC • ICC, IC • Workers • Contractor	• Health and Safety Plan of the construction site.	• Site visit report • Reporting template provided for construction oversight	• Site Inspection • Interview of contracted workers and TICs	• ESMP implementation from the contractor. • Corrected action for OHS, ESHS, • GRM solutions • Monitoring and Reporting

Process Steps Regarding Consultations on Selection and Risk Screening of Development Support	Timing	Stakeholders	Information to Be Disclosed	Means of Disclosure	Consultation Activities	Expected Outcome of Consultation
				• GRM reports/records		
Operation & Maintenance (O&M)	**Post Construction**	• CC • ICC • O & M community committees • PDRD • PDEYS	• Hand over to mandated agencies for construction and buildings.	• Certificate of handing over construction • Handing over the ceremony. • List of O & M community committees.	• Handing over the ceremony. • Letter/certificate of handing over. • Checklist of E&S compliance	• The community receives school and community center. • Sustainability of use of school, road and community center. • School,road and community center maintenance is integrated into the commune investment plan (CIP).

Figure 7: E&S Consultation for Infrastructure and Livelihood sub-project support for Khmaeng Village in August 2025

<table>
<tr><td colspan="2">  </td><td>  </td><td>  </td></tr>
<tr><td colspan="3">ESS screening and Community Consultation</td></tr>
<tr><td colspan="2">  </td><td>  </td><td>  </td></tr>
<tr><td colspan="2">Wooden School Building</td><td>Community Consultation</td></tr>
</table>

Figure 8: E&S Consultation for Infrastructure and Livelihood sub-project support for Kam Phlenh Village in August 2025

<table>
<tr><td> 
</td><td>  </td><td>  </td></tr>
<tr><td>Site Monitoring</td><td>Community Center</td><td>Commumity road</td></tr>
<tr><td>  </td><td colspan="2">  </td><td>  </td></tr>
<tr><td>Local water source</td><td colspan="3">E&S screening and Consultation</td></tr>
</table>

Figure 9: E&S Consultation for Infrastructure and Livelihood sub-project support for Svay Village in August 2025



ESS screening and Community Consultation

School Building

Figure 10: E&S Consultation for Infrastructure and Livelihood sub-project support for Thuoy Tum Village

		
Community Consultation	E &S screening and consultation	Group Photo
		
Community Road	Inside Class room	School Location Thuoy Tum primary school

Figure 11: E&S Consultation for Infrastructure and Livelihood sub-project support for Pa Ar village in August 2025

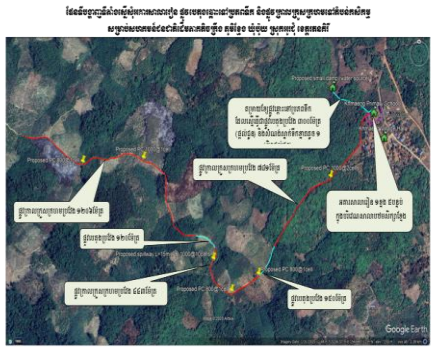
<table>
<tr><td colspan="2">  </td><td>  </td><td>  </td></tr>
<tr><td colspan="2">E &S screening and consultation</td><td>Meeting with Local Authority</td></tr>
<tr><td colspan="2">  </td><td>  </td><td>  </td></tr>
<tr><td colspan="2">Existing Raod Alignment</td><td>Community Water Sources</td></tr>
</table>

Figure 12: E&S Consultation for Infrastructure and Livelihood sub-project support for Lam Meh village in August 2025

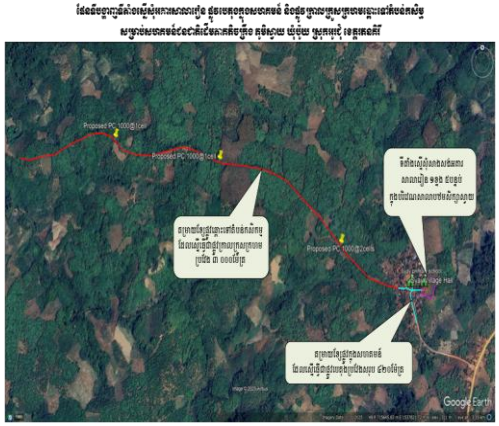
<table>
<tr><td colspan="2">  </td><td>  </td></tr>
<tr><td colspan="2">E &S screening and consultation</td><td>Meeting with commune authority</td></tr>
<tr><td>  </td><td>  </td><td>  </td></tr>
<tr><td>Road alignment Screening</td><td></td><td>Existing Road Alignment</td></tr>
</table>

3. E&S Risks and Mitigation Measures

Table 7: The Development Supports, Impacts and Consultation

Sites	Development Supports	Design and Specifications	Impacts	Agreement during Consultation	Remarks
Khmaeng	Laterite road on the existing alignment and Right of Way (RoW)	• Length: 2,500m • Width: 6m • Slope ratio: 1:2 • Traverse through farming areas	• Strip of land use within ROW (including tree) • Lose wooden fence for farm land: 300m	• Trees within RoW can be removed during construction with agreement from the tree owners and affirm by the donation letter of each owner. The removal of the cashew and rubber trees will not impact their livelihoods, as they retain other land and trees that continue to support their income. (Annex G presents a voluntary donation agreement between tree owners and the Project) • Reinstatement of the lost wooden fence outside of the ROW with the support of the contractor. Note: during field observation, Some of the farmers are already removed the cashew trees that exceed ten years of age from their farm due to their productivities is declined and reduced profitability.	 **Click here for a large image resolution.**
	Concrete road on the existing alignment and Right of Way (RoW)	• Length: 300m • Width: 4m • Slope ratio: 1:2 • Traverse through the residential area to water source (Chrop).	• Strip of land use within ROW (including trees) Lose wooden fence for farm land: 200m		
	School building in the school complex	• 5 rooms including toilet and water supply facilities with solar system.	• No related impacts of landuse		

Kam Phlenh	Laterite road on the existing alignment and Right of Way (RoW) within Kamphlenh Ou Rumchek sub-village.	• Length: 3000m • Width:6m • Slope ratio: 1:2 • Traverse through farming areas	• Strip of land use within ROW (including tree) • Lose wooden fence for farm land: 120m • Moveable one stall	• Trees within RoW can be removed during construction with agreement from the tree owners. The removal of the cashew trees will not impact their livelihoods, as they retain other farm land and trees that continue to support their income. (Annex G presents a voluntary donation agreement between tree owners and the Project) • Reinstatement of the lost wooden fence outside of the ROW with the support of the contractor.	 **Click here for a large image resolution**.
	Concrete road on the existing alignment and Right of Way (RoW) located in Kamphleng Leu sub-village	• Length: 1150m • Width: 5m • Slope ratio: 1:2 • Traverse through residential areas	• Strip of land use within ROW (including tree) • No Impact of land use		
	Community Center building in the existing area to replace old wooden building	One building with two rooms of latrine within existing land area of 640m^2.	No related impacts of landuse.		
Svay	Laterite road on the existing alignment and Right of Way (RoW)	• Length: 3000m • Width: 5m • Slope ratio: 1:2 • Traverse through farming areas	• Strip of land use within ROW (including tree) • Lose wooden fence for farm land: 23m.	• Trees within RoW can be removed during construction with agreement from the tree owners. The removal of the cashew trees, rubber trees and fruit trees will not impact their livelihoods, as they	

	Concrete road on the existing alignment and Right of Way (RoW)	• Length: 420m • Width: 6m • Slope ratio: 1:2 • Traverse through the residential area	• Strip of land use within ROW (including tree)	retain other farm land and trees that continue to support their income. (Annex G presents a voluntary donation agreement between tree owners and the Project) • Reinstatement of the lost wooden fence outside of the ROW with the support of the contractor. **Note: during field observation,** Some of the farmers are already removed the cashew trees that exceed ten years of age from their farm due to their productitivies is declined and reduced profitability.	 **Click here for a large image resolution.**
	School building in the school complex	5 rooms including toilet and water supply facilities with solar system.	• No related impacts of landuse.		
Thuoy Tum	Laterite road on the existing alignment and Right of Way (RoW)	• Length: 1000m • Width: 6m • Slope ratio: 1:2 • Traverse through the farm area	• Strip of land use within ROW (including tree) • Lose wooden fence for farm land: 95.5m • Moveable one stall	• Trees within RoW can be removed during construction with agreement from the tree owners. The removal of the cashew trees will not impact their livelihoods, as they retain other farm land and trees that continue to support their income. (Annex G presents a	

	Concrete road on the existing alignment and Right of Way (RoW)	• Length: 1000m • Width: 6m • Slope ratio: 1:2 • Traverse through the residential area	No related impacts of landuse.	voluntary donation agreement between tree owners and the Project) • Reinstatement of the lost wooden fence outside of the ROW with the support of the contractor.	 **Click here for a large image resolution.**
	School building in the school complex	3 rooms including toilet and water supply facilities with solar system.	No related impacts of landuse.		
Pa Ar	Laterite road on the existing road alignment and Right of Way (RoW)	• Length: 800m • Width: 6m • Slope ratio: 1:2 • Traverse through farming areas	• Strip of land use within ROW (including trees) •	• Trees within ROW can be removed during construction with agreement from the tree owner. The removal of the cashew trees and fruit tree will not impact their livelihoods, as they retain other farm land and trees that continue to support their income. (Annex G presents a voluntary donation	

	Concrete road on the existing alignment and Right of Way (RoW)	• Length:370 m • Width: 5m • Slope ratio: 1:2 • Traverse through the residential area to water source (chrop) at the east of village.	• Strip of land use within ROW (including trees) No related impact of land use	agreement between tree owner and the Project)	 **Click here for a large image resolution.**
Lam Meh	Concrete road on the existing alignment and Right of Way (RoW)	• Length: 220m • Width: 4m • Slope ratio: 1:2 • Traverse through the residential area.	• Strip of land use within ROW (including trees) • Lose wooden fence for residential areas: 58m	• Trees within RoW can be removed during construction with agreement from the tree owner. The removal of the fruit tree will not impact their livelihoods, this fruit trees are not business purpose it for home use only, otherwise, they retain other farm land and trees that continue to support their income. (Annex G presents a voluntary donation agreement between tree owner and the Project) • Reinstatement of the lost wooden fence outside of the ROW with the support of the contractor.	 **Click here for a large image resolution.**

3.1 Risk Mitigation Measures for Subproject Development Support

Table 8: Risk Mitigation Measures for Subproject development in Khmaeng, Kam Phlenh, Svay, Thuoy Tum, Pa Ar, Lam Meh Villages

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
1. Land Acquisition											
1.1. Property issues with Indigenous people (land, fruit trees, fences, and store)			✓				✓		i. Conduct a Public consultation to determine the issues that are affected by road construction to reach the voluntary donation by not allowing more than 5% of the total assets. ii. Prepare a voluntary asset donation (VAD) letter after getting approval from the asset owner. iii. In kind support for affected vunerable households as in RPF.	• Donating person • Local authorities • PDLMUCC • Consulting Firm	Design stage
2. Occupational Health and Safety (OHS)											
2.1. OHS Housekeeping and General Conditions			✓				✓		i. Notify local construction/ environment inspectorates and communities of upcoming activities. ii. Relevant stakeholders are informed of the works through appropriate means and in a manner acceptable to the communities. iii. Acquire all key legally required permits for the implementation of all subproject activities. iv. Selected contractor(s) are mandated to formally agree to conduct all works following contractual requirements as designed to minimize impacts on	• Contractor	Construction stage

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

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									neighboring 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. ix. Provide training to workers on risk management, code of conduct, and safety measures.		
2.2. Establishment and operation of worker camps could increase waste generation, water pollution, disturbance, and other direct and			✓				✓		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 apropriate housing equipped with	• Contractor • Workers	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
indirect social impacts to local community.									latrines and shower facilitates, eating areas, safe water supply, mosquito nets, blanket, safe paths, fire distinguisher and other basic amenities as needed. iii. Ensure that washing areas are demarcated and water from washing areas shall not flow to 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, 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 camp site including the construction materials storage.The contractor shall provide		

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									training and information to ensure awareness of appropriate waste disposal methods.		
2.3. The establishment and operation of worker camps could cause social conflict with communities.			✓				✓		i. The camp site should be appropriately located in the subproject area ensuring no conflict with local community. ii. Manager and workers shall strictly adhere to the worker's code of conduct. Conduct awareness sessions on respectful behavior and local customs	• Contractor	Construction stage
2.4. The establishment and operation of worker camps could cause health and sanitation risks.			✓				✓		i. Provide clean drinking water and sanitation facilities ii. Regular cleaning of toilets and showers iii. Vector control (mosquito nets)	• Contractor	Construction stage
2.5. Accidents and incidents, including those involving moving vehicles and types of machinery			✓				✓		i. All moving vehicles and machinery are operated by trained and qualified drivers. ii. Each moving equipment operator will provide a spotter and a flagman to guide the vehicle's movement. iii. The Operator will receive relevant safety equipment and training to all equipment/ machinery and vehicle drivers.	• Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iv. All workers are protected from falling objects in the work areas v. All construction vehicles shall be equipped with proper lighting and warning systems and a seat belt system. vi. All vehicles and moving equipment/machinery should be maintained and regularly inspected.		
2.6. 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) 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.	• Contractor • Workers	Construction stage
2.7. Risk of injury while operating			✓					✓	i. The contractor needs to identify and assess the hazards and risks for	• Contractor • Workers	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
machinery and tools									operating the machinary and tools and provides training for the operation of machinery and equipment. ii. Operators shall wear PPE properly while operatingmachinery/equipment. iii. 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.		
2.8. E-waste management for solar panel components				✓				✓	i. Appoint an ES Focal Person at PMU responsible for managing inventory, tracking usage, and 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	• Contractors, workers, and MLMUPC	Installations and operational stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									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: a) Cool, dry, and away from direct sunlight or heat sources b) Not prone to flooding or water/rain leakage c) Not dusty and equipped with firefighting equipment d) Accessible by authorized personnel only • **Handling Fragile Equipment:** Carefully handle and store fragile items (e.g., keep them in their original packaging). • **Transportation and disposal of E-waste.** 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,		

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									or move the e-waste to unauthorized users or locations. iv. The disposal service licensed facilities should establish a collection, transportation, and issuance of disposal certificates process for the generated e-waste.		
2.9. 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. 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.	• Contractor • Workers	Construction stage
2.10. Storage of hazardous material			✓				✓		i. Hard compacted, impervious and bounded flooring should be provided for storage of hazardous material. They should also be adequately labelled. Ensuring that no	• Contractor • Workers	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									contaminated effluent is released to the environment. ii. Fuel tanks should be labeled and stored in impervious lining and dykes etc., and firefighting arrangements should also be made available. iii. All workers should be trained on 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.		
3. Labour and Working Conditions											
3.1. Risk of Using Child 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	• Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									labour according to the ESF requirements. iv. Encouragement to hire worker from the community. v. The contractor is to attend orientation training including labor and working conditions (LWC) from the PMU.		
3.2. Risk of unfair treatment/ discrimination.				✓				✓	i. Ensure that workers are informed of their rights to submit a grievance through the Project Worker Grievance Mechanism. ii. The contractor shall follow ESF requirements and Cambodian Labour Law.	• Contractor	Construction stage
3.3. Risk of GBV/SEA/SH				✓				✓	i. Training before construction for workers, stakeholders, and the local community on the risks of GBV/SEA/SH. ii. Workers shall be hired or recruited from within the community iii. Women shall be encouraged to hire or recruit. iv. Ensure that workers sign the code of conduct. v. The manager's code of conduct will be properly implemented (including GBV/SEA/SH).	• Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
4. Community, Health and Safety (CHS)											
4.1. 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. Implement the traffic management plan (including flagman, speed limit, traffic control, traffic and warning signs, road bumper, and safe access/ crossing for pedestrians, etc). iii. Brief on safety requirements for the driver. iv. Fencing the construction site v. Restricted access to the construction site. vi. Soundproof machinery shall be used at the site. vii. Schedule noise activities at reasonable times iii. Provide a spotter during the movement of trucks in and out of the site. ix. It is particularly important to take measures and raise awareness	• Contractor • Workers	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									regarding children and community members when passing by active construction areas, especially at night or when there is limited lighting. x. Record road crashes or /accident and inform/report to PMU and the Bank no later than 24 hours as stated in the ESCP.		
4.2. Life and fire risk				✓				✓	i. Always have suitable fire extinguishers readily to hand and a fire and emergency plan in place. ii. All workers need to be trained on the fire and emergency plan/ procedure, and on how to use fire extinguishers, know the evacuation procedure, and escape routes. iii. Do not dispose of rubbish by burning it. Site 'bonfires' are prohibited and can get out of control easily. iv. Maintaining a strict no-smoking policy that is communicated to all employees and workers v. Provide a designated safe smoking area to prevent fire risks due to ash or carelessly discarded. vi. Make sure that electrical wiring is regularly inspected on the premises.	• Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									vii. Take notice of any electricals left unattended. iii. Workers must not be allowed to bring any cooking equipment to the construction site.		
4.3. 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 faucal waste. iii. PVC pipe used to connect a pour-flush toilet to a septic tank must be buried underground or covered over (with cement) for protection and to prevent exposure to sunlight. iv. Ensure there is gas venting pipe in septic tanks. Septic tanks must have a vent pipe to prevent gas buildup inside the chamber.	• Contractor	Construction stage
4.4. Inadequate design of buildings may lead to an impact on community health and the environment. (including			✓				✓		i. Provide adequate drainage in the buildings' immediate surroundings to avoid standing water. Possible insect disease vectors and unsanitary conditions may develop due to inadequate drainage. ii. Maximize natural light and ventilation systems to minimize the	• MLMUPCC (design) • Contractor (implementation stage)	

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
Universal Accessibility)									need for artificial light and the necessity of air conditioning; use large windows for bright and well-ventilated rooms. iii. School buildings should comprise a large room for indoor activities, 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 with grab bars, sufficient turning space for wheelchairs, and fixtures at appropriate heights.		
4.5. Potential health and safety Issues/Risks from the unfinished job sites			✓				✓		i. Ensure the entire perimeter of the job site is enclosed with durable fencing (e.g., chain-link, solid wooden barriers). ii. Any entry points should be secured with locked gates when workers are absent.	• Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									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.		
4.6. Risk of communicable diseases				✓				✓	i. Conduct awareness raising to the community and the workers to prevent all types of STDs related diseases.	• Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
4.7. 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.	• Contractor • Workers	Construction stage
4.8. 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.	• Contractor	Construction stage
4.9. 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	• Contractor	Construction stage
4.10. 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.	LASED III Contractor • Workers	during construction

Description of Risks associated with each planned sub-project	Level of Impact[4]				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 for technical support, clearance, and certification prior to 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 demining Agency throughout the project lifecycle.		
5. Environment and Natural Resources											
5.1. 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.	• Contractor • Workers	Construction stage
5.2. Dust emissions			✓					✓	i. Conduct regular sprinkling activities to prevent dust and pollution in surrounding houses. ii. loads with canvas to avoid dust blowing.	• Contractor • Workers	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									iii. Enforce vehicle speed limits (max 20km/h)		
5.3. Disposal of excavated materials, including excavation and rehabilitation borrow pits/areas			✓				✓		i. Stockpile the excavated material to non-agricultural and in a minimum area and away from storm water and flood pathway. The disposal should be in consultation and agreement with the local authorities. ii. Excavation of borrow soil should be harnessed with slope boundaries and managed with appropriate erosion control measures. 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	• Contractor	Construction stage
5.4. Affected forests, wetlands and/or protected areas including risk to protected areas			✓				✓		i. All recognized natural habitats, wetlands and protected areas within the immediate vicinity of the project areas and connected communities will not be damaged or exploited. ii. Contractor and the workers should be strictly prohibited from hunting, foraging, logging or other damaging activities to these recognized	• Contractor • Workers	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									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.		
5.5. Impact of increasing extraction of water from a natural river, stream, or spring, etc.				✓				✓	i. The contractor shall ensure that the water spraying for reducing dust and road compaction should not affect water resources and conflict with community use.	• Contractor	Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
5.6. Environmental contamination/ spills			✓				✓		ii. 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. iii. Provide absorbent and intervention materials in sufficient quantities and at appropriate locations for intervention in case of leakages/spills. iv. Ensure immediate cleaning of any spills and remediation of contaminated areas.	• Contractor • workers	Construction stage
5.7. Loss of fertile soil and vegetation; impacts on natural vegetation			✓				✓		i. Remove top layer of soil of the location, stock in a proper place and once the construction is finished, put the soil back on that place. The leftover spoil soil should be collected and kept aside for rehabilitation of the project site at later stage of the work. ii. Re-vegetate the embankments with only local plant species.	• Contractor	Construction stage
5.8. Generation of Wastes during site clearance at the end of				✓				✓	i. Waste management (including waste separation, recycling and proper disposal). ii. Waste will be recycled, and reused as well as composted. The rest of waste	• Contractor	• Construction stage • Completion stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
construction stage									will be disposed at approved dumpsite. iii. Provide litter bins, containers, and recycling systems for waste at construction sites. iv. No burning, burial, or disposal of hazardous waste on site. v. Construction waste will only be collected and disposed by licensed collectors. vi. The campsite and roadway shall be cleaned up after completion. vii. All cleaned-up waste shall be handled with proper procedure including stockpiling and disposal in designated and approved areas.		
5.9. Water Quality (Erosion and Sedimentation)			✓				✓		i. The project site should establish appropriate erosion and sediment control measures to prevent sediment and erosion from construction sites causing pollution to the environment.	• Contractor	• Construction and Post construction stage
5.10. Risks in sourcing wood and/or other construction material (including stone, sand, gravel)			✓					✓	i. The sourcing of wood from the Protected Area (PA) must be banned. ii. Construction materials such as stone, sand, and gravel must be purchased from outside the community and from a licensed quarry.	• Contractor • IC Community • LASED III-MLMUPC	• Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
from the PAs, forests, and rivers/other water bodies.									iii. Any furniture for the school must be purchased from outside the community and from a licensed provider/seller.		
5.11. Chance find of cultural heritage resources.			✓				✓		i. Once cultural heritage objects/ sites are identified, contractor or sub-contractor shall immediately stop works within an approximate distance of the site. ii. Contractor/sub-contractor shall call EA/IA from the provincial office to the location to make a rapid determination of the significance of the find. iii. Contractor/sub-contractor shall, in the event that a site of potentially high significance is discovered, demarcate and secure the area. iv. EA/IA, provincial Department of Culture and Fine Arts and contractor shall evaluate sites or objects in accordance to the procedure required by the Ministry of Culture and Fine Arts. v. Contractor and EA/IA shall work together to determine any requirements for community	• Contractor • ICC • LASEDII-MLMUPC • Consulting Firm	• Construction stage

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									engagement in accordance with ESS10. vi. To minimize the impact to the site through partial or complete project redesign or relocation, should be the preferred option for cultural resource management perspective.		
6. **Agriculture**											
6.1. **Farming activities (provision of agricultural services and extension)**											
				✓				✓	i. Awareness raising, including pesticide and herbicide reduction. ii. Wear necessary PPE during implementation. iii. Apply the existing Cambodia Good Agricultural Practice (GAP). iv. Avoid the introduction of invasive species. 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…) vi. Reduce topsoil losses from erosion and the reduction in soil fertility	PDAFF, MAFF MLMUPC	**Aug-Dec 2025**

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									(cover crops and mulches, establishing leguminous ground cover, and applying plant residues), grass barriers (planting grass in strips along the contour lines, etc) a. Induce conservation and efficient use of water. b. Reduce the misuse of agrochemicals, contributing to a reduction of toxic substances in soil and water. c. Reduce the usage of pesticides and promote integrated pest management approaches recommended by the national regulations. d. Reduce, recycle, and reuse agricultural waste (natural, animal, and plant waste) e. In community meetings and with other communities to 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 short-duration crop lifecycle with early harvest, and planning cropping. calendar, h. Digging more pounds, or drilling more wells in the community.		
6.2. Livestock breeding											
(a). Risk to community				✓				✓	i. Introduce national good animal husbandry practices into training and	PDAFF Community	**August-Dec 2025**

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
health and Safety from activities related to Demo-farm Livestock.									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 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	MLMUPC	

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									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 remove waste. xi. Locate manure stacks and urine away 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, consider		

Description of Risks associated with each planned sub-project	Level of Impact[4]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
									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. xxi. Identify and contain sick animals and develop containment and cully procedures for adequate removal and disposal of dead animals following the guidance from the national regulation.		

4. TIC Sustainability and Infrastructure Operation & Maintenance

Table 9: Infrastructure Operation & Maintenance

Description of Risk associated with each planned sub-project	Level of Impact[5]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
3.6.1 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 while finalizing the community guidelines for O & M. ii. Formation of community infrastructure management committee to support O&M. iii. Orientation O&M follows community operation and maintenance (COM). iv. Operation and maintenance of health post is integrated into the commune investment plan (CIP). v. Implementation infrastructure O&M vi. Follow-up implementation and administration support.	• LASED III • PDoEYS and IPs communities are working closely with the provincial, district and commune teams. • Commune operational and maintenance infrastructure committee (health post). • Commune council with the relevant authority (ICC, village chief) to support the implementation of	Post construction.

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

Description of Risk associated with each planned sub-project	Level of Impact[5]				Probability				Risk Mitigation Measures and Instruments	Responsibility	Timing
	H	S	M	L	H	S	M	L			
										infrastructure O&M and resource mobilization.	

5. Institutional and sustainability risks for sub-project development

5.1 Institutional Arrangement

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

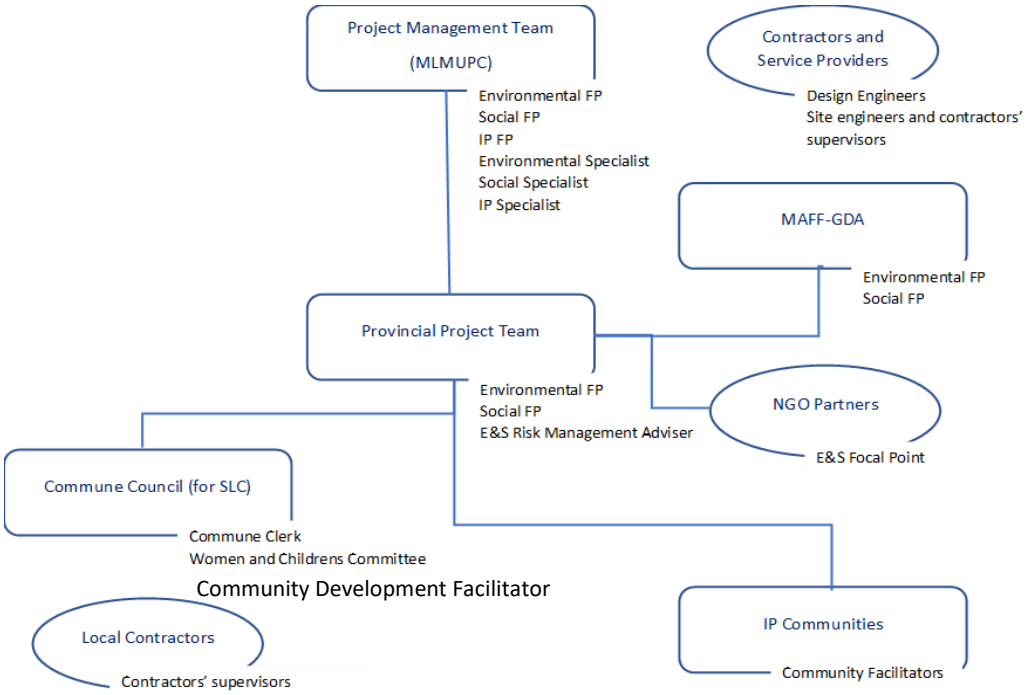
27. MAFF and PDAFF support agricultural development. MAFF promotes adopting the Cambodia Good Agriculture Practices (CAMGAP) standards, Integrated Pest Management (IPM) and zero chemical use on TIC and SLC sites.

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

29. 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.

30. The project also supports establishing and strengthening the O&M Committee to ensure community mobilization and commune investment plan to maintain school, community center and 80 solar lights panels after construction completion. The Provincial Department of Rural Development (PDRD) and the Provincial Department of Education Youth and Sport (PDEYS) play a vital role in supporting, maintaining, and functioning the O &M Committee.

Figure 13: Key Personnel for E&S Risk Management



5.2 Capacity Building

31. 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.

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

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

34. 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).

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

6. Grievance Redress Mechanism

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

for the grievance redress process. Affected individuals and the community may send their complaints verbally (also in their local language for IP) or in writing to the local authority (including a trained IP community representative or customary authority) or drop a complaint letter in the complaint box in a village/IPs community public space or at the commune administrative office. The following complaints, include but are not limited to, inquiries or ideas, rent-seeking/corruption, unfair treatment/activities, and other environmental and social issues/complaints on contractors which may arise throughout the project support. All feedback and complaints will be processed and addressed promptly and effectively by the project. Within five working days, we will acknowledge the comments or complaints. After the grievance is lodged, the mechanism will take up to 30 working days to process it, giving time for evidence collecting and analysis (if necessary). The grievance resolution process with the parties may be extended to 45 working days, but not any longer (also refer to LASED III GRM for Project Worker and affected parties).

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

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

- H.E. Khiev Borin, Project Coordinator, Chairperson, Tel: 085 806 808, Email: khieu.borin808@gmail.com
- Dr. Thol Dina, Project Director, Chairperson, Tel: 088 410 7778 & Email: tholdinajp@gmail.com;
- Mr. Khy Kosal, Grievance Redress Officer from MAFF, Member, Tel: 081 839 345, Email: kosalkhy@yahoo.com
- Mr. Rithy Rattanakcheyseth, Grievance Redress Officer from MLMUPC, Member, Tel: 017 988 333 & Email: rrcheyseth@yahoo.com
- National Social [or E&S] Risk Management Adviser/Consultant, Secretary
- Complainants can also submit their grievances or concerns on any potential adverse impacts caused by the project via email: LASEDIIIGRM@GMAIL.COM;

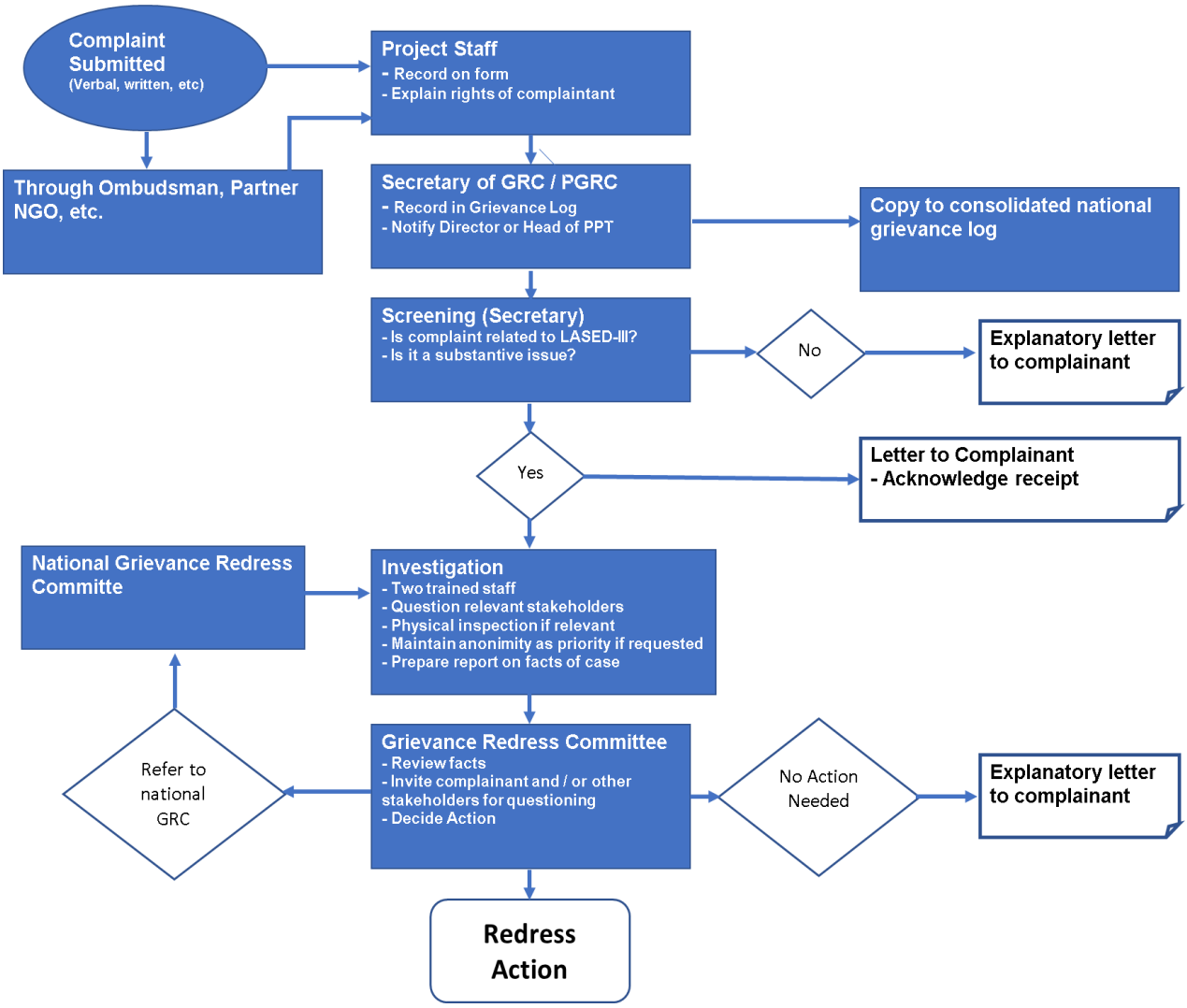
2) The Provincial Grievance Redress Committees of Ratanak Kiri province is located at the provincial/ municipal halls or the Provincial Departments of Land Management, Urban Planning, Construction, and Cadastre. The committee comprises:

- Mr. Ly Ousaphea, Director of Provincial Department of LMUPCC_Ratanak Kiri, Project Manager of LASED III, Chairman of Provincial Grievance Redress Committee, Tel: (+855) 12663661 (Telegram);
- Mr. Hou Kim Leung, Head of Development & Construction Management Office of Provincial Hall Inter-Section Office, Tel: (+855) 12 599 171 (Telegram);
- Mr. Ngeth Theara, Deputy Provincial Department of Agriculture, Forestry and Fisheries (PDAFF), Tel: (+855)12 255 926 (Telegram);
- Mr. Den Chanthorn, Director of the Provincial Department of Labor and Vocational Traning (PDLVA), Tel: (+855) 98 888 684 (Telegram)
- Mr. Heng Sam Oeun, Head of Indigenous People Office, Provincial Department of Rural Development (PDRD); Tel: (+855) 977 624 556;
- Mr. Soeung Kemarak, Head of Lumphat Wildlife Sanctuary Office, Provincial Department of Environment (PDoE), Tel: (+855)97 993 6916 (Telegram);
- Mr. Suy Sovanarith, Deputy Director of The Provincial Department of Water Resources and Methodology (PDWRoM), Tel: (+855) 97 8364 948 (Telegram);

- Mr. Nao To, Deputy Director of the Provincial Department of Women Affairs (PDWA), Tel: (+855)31 798 9333 (Telegram);
- Mr. Tim Monirath, Deputy Director of Provincial Department of LMUPCC, Indigenous Community Land Titling, Tel: (+855) 716216238 (Telegram);
- Mr. Koe Moeun Chhey, Deputy Director of Provincial Department of LMUPCC, Indigenous Community Land Titling, Tel: (+855) 12 480 590 (Telegram);
- Mr. Uch Vanny, Head of Construction Office of the Provincial Department of LMUPCC, Tel: (+855) 71 456 8007 (Telegram);
- Mr. Kong Sronos, Regional Environmental Risk Management Consultant (Region 3); based in Ratanak Kiri province, Tel: (+855) 117 894 68 (Telegram);
- Mr. Cheth Kimngoy, Regional Social Risk Management Consultant in Region 3, based in Ratanak Kiri province, Tel: (+855) 11 604 406 (Telegram);
- Mr. So VannThin, District Governor of Ta Veng, Tel: (+855) 97 758 0440; (Telegram);
- Mr. Men Bunthoeun, Chief of Ta Veng Krom commune, Tel: (+855) 88 9045 440;
- Ms. Tang Phyrum, Chief of Tumpuon Reung Touch village, Tel: (+855) 97 830 1085;

3) The Provincial Grievance Redress Committees of Mondul Kiri province is located at the provincial/ municipal halls or the Provincial Departments of Land Management, Urban Planning, Construction, and Cadastral. The committee comprises:
    - Mr. Lim Chan Sophy, Provincial Project Manager, Tel/Telegram: 088 888 8457
    - Mr. Vin Sophea, Inter-sectoral Focal Officer of the Provincial Grievance Redress Unit, Secretary, Tel/Telegram:088 858 8805
    - Mr. Song Kheang, Focal Officer of the Provincial Department of Agriculture, Forestry and Fisheries (PDAFF), Tel/Telegram: 097 929 2999
    - Mr. Sorn Vutha, Focal Officer of the Provincial Department of Rural Development (PDRDM), Tel/Telegram: 097 813 9363
    - Mr. Rath Sovvan, Focal Officer of the Provincial Department of Environment (PDoE), Tel/Telegram: 088 606 2444
    - Mr. In Veasna, Focal Officer of the Provincial Department of Water Resource and Methodology (PDWRD), Tel/Telegram: 069 661 547
    - Mrs. Som Sovathey, Focal Officer of the Provincial Department of Woman Affairs (PDWA), Tel/Telegram: 097 813 9363
    - Mr. Blong Lel, A trained community representative in the operation of GRM of La Meh TIC site, Tel: 097 616 0491

Figure 14: Flow Diagram of LASED III GRM



7. Budgeting, Monitoring, and Reporting

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

39. 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.

40. 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).

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

Table 10: Costing of the ESMP Implementation

N	Activities	Cost Estimation (Average/Community)	Number of Community	Total Cost
1	ESMP consultation with the local authority and IPs Community and disclosure	$ 1,000	6	$ 6,000
1	Awareness raising and practices OHS, ESHS, CHS, GRM and Leaflet/booklet printing	$ 1,000	6	$ 6,000
3	Stakeholders' Engagement & Grievance Redress Mechanism Implementation	$ 2,000	6	$ 12,000
4	Supervision, Monitoring, and Reporting	$ 2,000	6	$ 12,000
5	Training for ESMP implementation	$1,500	6	$ 9,000
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).	$ 15,000	6	$ 90,000
	Total	**$ 157,500**	**6**	**$135,000.00**

42. This ESMP implementation will be monitored by the National and Sub-national E&S teams and E&S consultants, including the relevant stakeholders and the project management level from MLMUPC & MAFF. The monitoring shall refer to Tables of risk and mitigation measure above.

Table 11. 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. • Full-day training at the construction site (before the road construction starts). • Display at the construction site and distribute User-Friendly Leaflet on OHS & CHS as a training tool to workers.	Extension training reports	LASED III Provincial team (Focal person and consultant)	At the start of the sub-project
2	a) Risk related to Occupational Health and Safety 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	Refer to tables risk and mitigation measure above.	Training record, GRM in place and GRM records Contractor Monthly report Project Site visit report.	PDMUPCC, MAFF ICC and IC	Throughout project implementation

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
	e) Risk related to Agriculture and Livelihood Support				
3	Grievance Redress	a) GRM functioning. b) GRM training to the focal points or GRM committee, IP community, and workers c) Make an easy way for complaint filling through 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	LASED III Sub-national Grievance Redress Mechanism Committee (GRMC), National GRMC	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	Community Infrastructure Management Committee Formation Records of an orientation O&M following Community Operation and Maintenance (COM). M&E Report of Infrastructure O&M	• LASED III • Responsible Department for working closely with the provincial team, district and commune. • Commune Operational and Maintenance Infrastructure Committee .	Post Construction

N	Type of monitoring	Mitigation Measure	Means of Verification	Responsibility	Frequency
		c) Follow-up implementation and administration support.		• Commune council with the relevant authority (ICC, Village Chief) to support the implementation of infrastructure O&M and resource mobilization.	

Annexes

ANNEX A: E&S Screening for Development Support to Titled IC in Khmaeng IPs

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

E&S Screening Form for Development Support:

For Primary School and Road Improvement Sub-project in Khmaeng Community, Pouy commune, Ou Chum district, Ratanak Kiri province

August 07, 2025

Table 1: Summary of sub-projects on infrastructure and agriculture, including risks and impacts[6]

What are the planned infrastructure and agriculture/ livelihood sub-projects?	Yes/ No	Brief summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
1). Concrete pavement and laterite surfacing road	Yes	• Rehabilitation of two road sections — one 300 m concrete pavement (5 m carriageway, 10 m ROW) for residential access, and one 3,000 m laterite road (6 m carriageway, 10 m ROW) for agricultural access. • Land and Asset Impacts: 14 Indigenous Peoples' families affected; voluntary donation of 3,918 m² of agricultural land; loss of 179 cashew trees and 18 rubber trees; relocation of 180 m farm fence. • Minor temporary effects during construction such as dust, noise, waste generation, occupational health and safety (OHS) issues, and traffic disturbance. To mitigate these impacts, road design optimization will minimize land acquisition within the existing right of way (ROW). The contractor will implement Environmental, Social, Health, and Safety Specifications (ESHSS) as part of the construction contract, ensuring effective dust and noise control, proper waste management, installation of traffic and safety signage, and enforcement of community safety and OHS measures throughout construction.
2). Installation of 20 street solar lights	Yes	• Solar Lights: LASED III will also finance the instalment of 20 solar lights along the community road. This proposed subproject will not require land acquisition and will not cause any adverse impact on the environment and natural resources.
3). School building construction	Yes	• The LASED III project will support one school building with 5 classrooms, including one water tank, one latrine (sanitary toilet) with 5 rooms, one drilling well, one Playground, Flag pole. The school will be built within the existing Khmaeng Primary School compound.

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

Table 2: Screening information on Impacts and Risks for the subproject

No.	Screening Questions	Road	School	Street Solar light	Remarks
1	**Location:** Will any part of the sub-project be located outside the area of the ICLT?	No	No	No	Road located in community land boundary
2	**Water Courses:** Will the sub-project affect any water body or watercourse that has a part that is outside the area of the SLC or ICLT?	No	No	No	Ou Antang Stream water source 360m away from village
3	**Labor and Working Conditions:** Will the sub-project be implemented by workers employed by a construction contractor?	Yes	Yes	-	The contractor will sign a Code of Conduct which protects workers' rights.
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	No	No	No	
5	Will any community workers be used to implement the sub-project?	Yes	Yes	No	The worker will be directly contracted by the contractor.
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	No	it will import from outside area with legal bricks and tiles.
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	No	No	No	not relevant
8	**Environment:** Will the sub-project create dust pollution that may affect people living nearby?	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	No	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 any streams or water bodies that may be polluted due to the sub-project?	No	No	No	the location the school construction is far from the streams or water.
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	No	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures., and the LASED III ES team will conduct the regular field monitoring at the site and provide any feedback and instruction to manage non-biodegradable solid waste properly

No.	Screening Questions	Road	School	Street Solar light	Remarks
12	Community Health and Safety: Will the sub-project result in increased road traffic?	Yes	No	No	Coordination with local authorities, including detours, signage, and designated routes for construction vehicles.
13	Will construction of the sub-project result in road traffic hazards during construction?	Yes	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?	Yes	Yes	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	it is not relevant
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 evidence, but the project will be built on the exsting road alignment. There is no risk from UXO.
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Not involve	Not involve	No	it is not relevant
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Not involve	Not involve	No	it is not relevant
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Not involve	Not involve	No	it is not relevant
20	Climate Change: Will the sub-project result in a large increase in CO2 emissions?	Yes	Yes	No	Small numbers of machinery, low emission.
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	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?	Not involve	No	No	Not relevant
23	**Land Acquisition:** Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use?	Existing road alignment	No	No	The sub-project will be constructed in the existing road alignment. Affect on agricultural land especially cashew farm of 14 IP's families. However, meaningful consultation

No.	Screening Questions	Road	School	Street Solar light	Remarks
					with broader community consensus have been conducted and documented (Voluntary asset donation).
24	Will any people have to move their homes to make room for a sub-project?	No	No	No	
25	Will any people lose part of their productive land because of a sub-project?	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	
27	Will any sub-project require access to land outside the SLC or IC site?	No	No	No	It is IC's land boundary
28	If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained?	Existing road alignment	In school complex	No	- The school director will offer the land to construct the school in the Khmaeng primary school with a total area of 3,657 m^2 as attached in a guarantee letter recognized by ICC, the village and the commune chiefs. - There are 14 IP's families affected on properties for road improvement subproject. Voluntary asset donation by ICs in Annex.
29	Natural Resources: Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	Yes	No	No	The construction is not use too much water during operation. Construction stage, use water for spraying to reduces dust and compaction road. But not to much water uses from this small-scale construction period.
30	Will the sub-project result in increased extraction of water from a natural lake?	No	No	No	No natural lake
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	No	
32	Will any sub-project be constructed in any area that is natural forest or natural wetland now?	No	No	No	it will be constructed in the land of Khmaeng primary school complex.

No.	Screening Questions	Road	School	Street Solar light	Remarks
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	No	Yes	it about 9 km from the community forestry site or biodiversity corridor
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	No	No	No	it will use stone, gravel and sand with imports from the provincial town with the official company.
35	Cultural Heritage: Are there any places of tangible cultural heritage (ancient temples, valuable cultural buildings, places that are culturally important to local communities) that may be affected by any sub-project?	No	No	No	
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	
37	Are there any risks that a sub-project will have a negative effect non-physical cultural heritage that is important to the local community?	No	No	No	
38	Indigenous People: Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	Yes	No affect,	Yes	No affect, this is IP prioriry and needs the school It will be benefit to the whole community for those proposed construction. There is no adversely affected in any form to community.
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	Yes	No affect	Not affected	Actively engaging with indigenous representatives and community members to gather their views, concerns, and suggestions. There is no adverse impact on the IPs community as stated at the public consultation meetings.
40	Will any indigenous minority people outside the IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No	No affect	Not affected	
41	Stakeholder Consultation: Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project been informed about the sub-project plans?	Yes	Yes	Yes	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

No.	Screening Questions	Road	School	Street Solar light	Remarks
					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)?	Yes	No	Yes	All the IC members in Khmaeng village have been involved in planning, ES screening and mitigating the impact of the school construction. The construction of school will not affect to any community because the new school building will be built in exsting school complex. For Road improvement: All stakeholder consultation meeting and community engagement session were held within the community. These focused on Environmental and Social (E&S) risk screening and the technical study for the detailed engineering design. The discussions included road construction design. This collaborative approach ensured that community members played an active role in shaping decisions, fostering a sense of ownership and alignment with their priorities and expectations. Their involvement has been central to identifying and addressing potential social and environmental impacts, paving the way for a more sustainable and inclusive implementation of the project. However, there is no adverse impact to the community.
43	Is there any objection to any part of the sub-project from the local community?	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

The proposed sub-projects — including (i) the improvement of concrete pavement and laterite surfacing roads, (ii) the installation of 20 solar streetlights, and (iii) the construction of a school building complex — are all small-scale, community-based infrastructure initiatives under the LASED III project. These sub-projects are designed to improve community access, education facilities, and local safety while enhancing the overall livelihood and well-being of Indigenous Communities (ICs).

All proposed activities are located within the Indigenous Communal Land area and do not require involuntary land acquisition or resettlement. The minimal land requirements for the road improvement were obtained through Voluntary Asset Donation (VAD) from 14 Indigenous families, following meaningful consultation and community consensus. The school construction will be implemented within the existing Khmaeng Primary School compound, while the solar streetlights will be installed along existing community roads — both requiring no additional land.

The potential risks and impacts are site-specific, temporary, and minor, primarily related to construction activities such as dust generation, noise, solid waste, occupational health and safety (OHS) issues, and temporary traffic disturbance. These will be effectively managed through the Environmental, Social, Health, and Safety Specifications (ESHSS) included in contractor agreements, ensuring dust suppression, restricted work hours, proper waste handling, and the installation of safety and warning signage to protect both workers and the community.

No significant risks were identified regarding pollution, biodiversity, cultural heritage, UXO hazards, or climate change vulnerability. The sub-projects are also expected to have no adverse effects on Indigenous Peoples, but rather to benefit them directly through improved access, education, and safety. Extensive stakeholder consultations were conducted with Indigenous leaders, community members, and local authorities, confirming full community support with no objections raised.

ANNEX B: E&S Screening for Development Support to Titled IC in Kam Phlenh Community

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

E&S Screening Form for Development Support

Community Center and Road Improvement Sub-project in Kam Phlenh Community, Lbang Muoy Commune, Lumphat district, Ratanak Kiri province

August 06, 2025

Table 1: Summary of sub-projects on infrastructure and agriculture, including risks and impacts[7] (Kam Phlehn Community)

What are the planned infrastructure and agriculture/ livelihood sub-projects?	Yes/No	Brief summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
1). Concrete pavement and laterite surfacing road	Yes	The sub-project involves rehabilitation and upgrading of existing village roads from earth to concrete pavement (1.159 km, 5 m carriageway, 10 m ROW) and improvement of one laterite surfacing road (3 km, 6 m carriageway, 10 m ROW). These roads provide residential access and connectivity to neighboring communities. These sub-project will result in minor land and asset impacts, affecting seven Indigenous Peoples (IP) families who will voluntarily donate approximately 452 square meters of land for right-of-way clearance. A few trees and a short section of fencing will also be affected. Construction activities may temporarily generate dust, noise, solid waste, and traffic disturbances, and there will be typical occupational health and safety (OHS) risks for workers. However, these impacts are localized and short-term, and no significant environmental or social risks are anticipated since the sub-project does not affect watercourses, forests, or biodiversity areas. Mitigation measures will be implemented through the Environmental, Social, Health, and Safety Specification (ESHSS), which forms part of the works contract. These include minimizing tree cutting and land use through careful design, suppressing dust through water spraying, managing construction waste responsibly, enforcing OHS standards, and ensuring safe traffic management around work zones. Continuous consultation with the affected IP families and community members has been conducted to ensure full understanding and agreement, and the LASED III environmental and social (ES) team will carry out regular monitoring. Overall, the project will bring positive benefits by improving accessibility and living conditions for the IP community with no significant adverse or long-term impacts.
2). Community Center	Yes	The LASED III project will support one the community center in the Brao IC, Kamphlehn village, Lbang Muoy, Lomphat, Ratanak Kiri. One building with two latrine rooms.
3). Installation of 20 street solar lights	Yes	Solar Lights: LASED III will also finance the instalment of 20 solar lights along the community road. This proposed subproject will not require land acquisition and will not cause any adverse impact on the environment and natural resources.

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

Table 2: Screening information on Impacts and Risks for the sub-project

No.	Screening Questions	Road	Community Center	Street Solar light	Remarks
1	Will any part of the sub-project be located outside the area of the ICLT?	No	No	No	Road located in community land boundary.
2	Water Courses: Will the sub-project affect any water body or **Location:** watercourse that has a part that is outside the area of the SLC or ICLT?	No	No	No	
3	**Labor and Working Conditions:** Will the sub-project be implemented by workers employed by a construction contractor?	Yes	Yes	-	The contractor will sign a Code of Conduct which protects workers' rights.
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	No	Yes	No	
5	Will any community workers be used to implement the sub-project?	Yes	Yes	No	it is possible
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	No	it will import from outside area with legal bricks and tiles company.
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	No	No	No	not relevant
8	Environment: Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes	No	Regularly watering on the dry surfaces, construction roads, and excavation areas, especially during dry or windy conditions, to suppress dust emissions. there is little impact during the construction stage. However the project will have a plan for a contractor or service provider to mitigate it
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	Yes	No	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 any streams or water bodies that may be polluted due to the sub-project?	No	No	No	the location the community center construction is far from the streams or water body.
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	No	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures.

No.	Screening Questions	Road	Community Center	Street Solar light	Remarks
					the project will have a plan for a contractor to manage it, and the LASED III ES team will conduct the regular field monitoring at the site and provide any feedback and instruction to manage it.
12	Community Health and Safety: Will the sub-project result in increased road traffic?	Yes	No	No	Coordination with local authorities, including detours, signage, and designated routes for construction vehicles.
13	Will construction of the sub-project result in road traffic hazards during construction?	Yes	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?	Yes	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	it is not relevant
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 evidence.
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Not involve	No	No	it is not relevant
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Not involve	No	No	it is not relevant
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Not involve	No	No	it is not relevant
20	Climate Change: Will the sub-project result in a large increase in CO2 emissions?	Yes	No	No	Small numbers of machinery, low emission.
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	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?	Not involve	No	No	
23	**Land Acquisition:** Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use?	No	No	No	The sub-project will be constructed within the existing Community land area and in the existing road alignment. However, meaningful consultation with broader community consensus have been conducted and documented.

No.	Screening Questions	Road	Community Center	Street Solar light	Remarks
24	Will any people have to move their homes to make room for a sub-project?	No	No	No	
25	Will any people lose part of their productive land because of a sub-project?	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	
27	Will any sub-project require access to land outside the SLC or IC site?	No	**No**	No	It is IC's land boundary
28	If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained?	Existing road alignment	Yes	No	The community center will be built in the location of community reserve land at Kamphlehn Srae village with a total area of 30m x 50m, as attached in a guarantee letter recognized by ICC, the village and the commune chiefs. Road iprovement: There are seven IP's families affected on properties for laterite road improvement. Voluntary asset donation by ICs in Annex. The improvement of concrete road on the existing road alignment no any impact.
29	**Natural Resources:** Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	Yes	No	No	Construction stage, use water for spraying to reduces dust and compaction road. But not to much water uses from this small-scale construction period. Will use water from Ou Cheng stream 958m away.
30	Will the sub-project result in increased extraction of water from a natural lake?	No	No	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	No	
32	Will any sub-project be constructed in any area that is natural forest or natural wetland now?	No	No,	No	It will be constructed in the location of community reserve land at Kamphlehn Srae village
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	No	Yes	
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	No	No	No	it will use stone, gravel and sand with taking from the provincial town with the legal company.
35	Cultural Heritage:	No	No	No	It is 100m away from burial ground

No.	Screening Questions	Road	Community Center	Street Solar light	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	
37	Are there any risks that a sub-project will have a negative effect non-physical cultural heritage that is important to the local community?	No	No	No	
38	Indigenous People: Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	Yes	No	Yes	affect, this is the IP prioriry and needs
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	Yes	No affect	Not affected	Actively engaging with indigenous representatives and community members to gather their views, concerns, and suggestions. There is no adverse impact on the IPs community as stated at the public consultation meetings.
40	Will any indigenous minority people outside the IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No	No affect	Not affected	No affect for community center.
41	Stakeholder Consultation: Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project been informed about the sub-project plans?	Yes	Yes,	Yes	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.

No.	Screening Questions	Road	Community Center	Street Solar light	Remarks
42	Have the communities that will be affected by the sub-project participated in discussions about the design of the sub-project and mitigation of its adverse impacts (if any)?	Yes	No affect	Yes	No affect for community center construction. Road Improvement: All stakeholder consultation meeting and community engagement session were held within the community. These focused on Environmental and Social (E&S) risk screening and the technical study for the detailed engineering design. The discussions included road construction design. This collaborative approach ensured that community members played an active role in shaping decisions, fostering a sense of ownership and alignment with their priorities and expectations. Their involvement has been central to identifying and addressing potential social and environmental impacts, paving the way for a more sustainable and inclusive implementation of the project. However, there is no adverse impact to the community.
43	Is there any objection to any part of the sub-project from the local community?	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

Overall, the three proposed sub-projects—**Concrete Pavement and Laterite Surfacing Road, Community Center, and Installation of 20 Street Solar Lights**—under the LASED III initiative in Kamphlenh Community are assessed as **environmentally and socially sound, with minor and manageable impacts**. All activities will take place within existing community land and rights-of-way, avoiding any involuntary resettlement or physical displacement. For the road sub-project, **seven (7) Indigenous Peoples (IP) families** will be affected by minor land and asset impacts, involving a **voluntary donation of approximately 452 square meters** (of the total 39,052 square meters of IP's land) for right-of-way clearance. The improvement covers a **1.159 km concrete pavement road** and a **3 km laterite surfacing road**, both designed to enhance accessibility and inter-village connectivity. All affected households have been fully consulted, and their consent and land donation have been properly documented.

The potential risks and impacts are site-specific, temporary, and minor, primarily related to construction activities such as dust generation, noise, solid waste, occupational health and safety (OHS) issues, and temporary traffic disturbance. These will be effectively managed through the Environmental, Social, Health, and Safety Specifications (ESHSS) included in contractor agreements, ensuring dust suppression, restricted work hours, proper waste handling, and the installation of safety and warning signage to protect both workers and the community.

No significant risks were identified regarding pollution, biodiversity, cultural heritage, UXO hazards, or climate change vulnerability. The sub-projects are also expected to have no adverse effects on Indigenous Peoples, but rather to benefit them directly through improved access, education, and safety. Extensive stakeholder consultations were conducted with Indigenous leaders, community members, and local authorities, confirming full community support with no objections raised.

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

E&S Screening Form for Development Support for Svay community, Pouy commune, Ou Chum district, Ratanak kiri province

August 07, 2025

Table 1: Summary of sub-projects on infrastructure and agriculture, including risks and impacts[8] (Svay community)

What are the planned infrastructure and agriculture/ livelihood sub-projects?	Yes/No	Brief summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
1). Concrete pavement and laterite surfacing road	Yes	The sub-project involves rehabilitation and upgrading of existing village roads from earth to concrete pavement (420 m, 5 m carriageway, 10 m ROW) and improvement of one laterite surfacing road (3 km, 6 m carriageway, 10 m ROW). These roads provide residential access and connectivity to neighboring communities. These sub-project will result in minor land and asset impacts, affecting 27 Indigenous Peoples (IP) families who will voluntarily donate approximately 6,811 sqm of land for right-of-way clearance (among their total areas of 320,400 sqm). A 295 cashew trees (among total cashew trees farm of 25.5 ha) and a short section of 23m of fencing will also be affected. Construction activities may temporarily generate dust, noise, solid waste, and traffic disturbances, and there will be typical occupational health and safety (OHS) risks for workers. However, these impacts are localized and short-term, and no significant environmental or social risks are anticipated since the sub-project does not affect watercourses, forests, or biodiversity areas. Mitigation measures will be implemented through the Environmental, Social, Health, and Safety Specification (ESHSS), which forms part of the works contract. These include minimizing tree cutting and land use through careful design, suppressing dust through water spraying, managing construction waste responsibly, enforcing OHS standards, and ensuring safe traffic management around work zones. Continuous consultation with the affected IP families and community members has been conducted to ensure full understanding and agreement, and the LASED III environmental and social (ES) team will carry out regular monitoring. Overall, the project will bring positive benefits by improving accessibility and living conditions for the IP community with no significant adverse or long-term impacts.
2). School building construction	Yes	The LASED III project will support one School building with 5 classrooms, including one water tank, one latrine (sanitary toilet) with 5 rooms, one drilling well, one Playground, Flag pole.
3). Installation of 20 street solar lights	Yes	Solar Lights: LASED III will also finance the instalment of 20 solar lights along the community road. This proposed subproject will not require land acquisition and will not cause any adverse impact on the environment and natural resources.

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

Table 2: Screening information on Impacts and Risks for the sub-project

No.	Screening Questions	Road	School	Street Solar light	Remakrs
1	Location: Will any part of the sub-project be located outside the area of the ICLT?	No	No	No	Road located in community land boundary.
2	Water Courses: Will the sub-project affect any water body or watercourse that has a part that is outside the area of the SLC or ICLT?	No	No	No	Ou Kok Kang Stream 200m away from village and O Ta Yav 300m away.
3	Labor and Working Conditions: Will the sub-project be implemented by workers employed by a construction contractor?	Yes	Yes	-	The contractor will sign a Code of Conduct which protects workers' rights. Labor cost 40000R per day for ordinary worker and 60000R per day for skill worker
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	No	Yes	No	
5	Will any community workers be used to implement the sub-project?	Yes	Yes	No	it is possible
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	No	Will be brought from a licensed quarry/provider.
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	Not relevant	No	No	not relevant
8	Environment: Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes	No	Regularly watering on the dry surfaces, construction roads, and excavation areas, especially during dry or windy conditions, to suppress dust emissions. There is little impact during the construction stage. However the project will have a plan for a contractor or service provider to mitigate it
9	Will the sub-project create noise pollution that may affect people living nearby?	Yes	Yes	No	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.

No.	Screening Questions	Road	School	Street Solar light	Remakrs
10	Are any streams or water bodies that may be polluted due to the sub-project?	No	No	No	the location the school construction is far from the streams or water.
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	No	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures.
12	Community Health and Safety: Will the sub-project result in increased road traffic?	Yes	No	No	Coordination with local authorities, including detours, signage, and designated routes for construction vehicles.
13	Will construction of the sub-project result in road traffic hazards during construction?	Yes	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?	Yes	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	it is not relevant
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 evidence.
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	No	No	No	it is not relevant
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	No	No	No	it is not relevant
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	No	No	No	it is not relevant
20	Climate Change: Will the sub-project result in a large increase in CO2 emissions?	Yes	No	No	Small numbers of machinery, low emission.
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	No	No	

No.	Screening Questions	Road	School	Street Solar light	Remakrs
22	Is there a risk that climate change will make the project unsustainable (e.g. growing a crop that will not grow when the climate becomes hotter?	Not Relevant	No	No	
23	Land Acquisition: Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use?	No	No	No	The sub-project will be constructed within the existing school complex and in the existing road alignment. However, meaningful consultation with broader community consensus have been conducted and documented.
24	Will any people have to move their homes to make room for a sub-project?	No	No	No	
25	Will any people lose part of their productive land because of a sub-project?	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	
27	Will any sub-project require access to land outside the SLC or IC site?	No	No	No	It is IC's land boundary
28	If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained?	Existing Road alignmen t	Yes	No	Road Improvement: There are 27 IP's families affected on properties for road improvement. Voluntary asset donation by ICs in Annex. The improvement of concrete road on the existing road alignment no any impact.
29	Natural Resources: Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	Yes	No	No	Construction stage, use water for spraying to reduces dust and compaction road. But not to much water uses from this small-scale construction period.
30	Will the sub-project result in increased extraction of water from a natural lake?	No	No	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	No	
32	Will any sub-project be constructed in any area that is natural forest or natural wetland now?	No	No	No	it will be constructed in the land of Svay primary school

No.	Screening Questions	Road	School	Street Solar light	Remakrs
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	No	Yes	it about 8 km from the community forestry site or biodiversity corridor.
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	No	Yes	No	it will use stone, gravel and sand with imports from the provincial town with the lisence company.
35	Cultural Heritage: Are there any places of tangible cultural heritage (ancient temples, valuable cultural buildings, places that are culturally important to local communities) that may be affected by any sub-project?	No	No	No	
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	
37	Are there any risks that a sub-project will have a negative effect non-physical cultural heritage that is important to the local community?	No	No	No	
38	Indigenous People: Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	Yes	No	Yes	No affect, this is IP prioriry and needs. Road Improvement: It will be benefit to the whole community for those proposed construction. There is no adversely affected in any form to community.
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	Fully participated and consulted	No affect	Not affected	Actively engaging with indigenous representatives and community members to gather their views, concerns, and suggestions. There is no adverse impact on the IPs community as stated at the public consultation meetings.
40	Will any indigenous minority people outside the IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No	No affect	Not affected	

No.	Screening Questions	Road	School	Street Solar light	Remakrs
41	Stakeholder Consultation: Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project been informed about the sub-project plans?	Yes	Yes	Yes	All the IC members have known and been informed about a plan for school construction in Svay village. 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)?	Yes	Yes	Yes	All stakeholder consultation meeting and community engagement session were held within the community. These focused on Environmental and Social (E&S) risk screening and the technical study for the detailed engineering design. The discussions included road construction design. This collaborative approach ensured that community members played an active role in shaping decisions, fostering a sense of ownership and alignment with their priorities and expectations. Their involvement has been central to identifying and addressing potential social and environmental impacts, paving the way for a more sustainable and inclusive implementation of the project. However, there is no adverse impact to the community.
43	Is there any objection to any part of the sub-project from the local community?	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

The proposed sub-projects in svay community— including (i) the improvement of concrete pavement and laterite surfacing roads, (ii) the installation of 20 solar streetlights, and (iii) the construction of a school building complex — are all small-scale, community-based infrastructure initiatives under the **LASED III project**. These sub-projects are designed to enhance community access, education facilities, and local safety, thereby contributing to the overall livelihood and well-being of Indigenous Communities (ICs) in Svay Village, Pouy Commune, Ou Chum District, Ratanakiri Province.

All proposed activities are located within the **Indigenous Communal Land Title (ICLT)** boundary and do not require involuntary land acquisition or resettlement. The minimal land required for the road improvement was voluntarily donated by **27 Indigenous families**, amounting to approximately **6,811 m²** of land, with the loss of **295 cashew trees**, **9 fruit trees**, and **23 meters of fencing**—all agreed upon through **Voluntary Asset Donation (VAD)** following meaningful consultations and community consensus. The school construction will take place within the existing **Svay Primary School compound** , and the 20 solar streetlights will be installed along existing community roads, both requiring no additional land.

The potential environmental and social risks are **minor, site-specific, and temporary**, mainly associated with construction-phase impacts such as dust generation, noise, solid waste, and occupational health and safety (OHS) issues. These impacts will be mitigated through the **Environmental, Social, Health, and Safety Specifications (ESHSS)**, integrated into the contractor's works contract to ensure responsible construction management, dust suppression, proper waste disposal, and safety signage installation. No significant risks are anticipated regarding biodiversity, water bodies, UXO hazards, cultural heritage, or climate change vulnerability.

Overall, the sub-projects are expected to have **no adverse impacts** on Indigenous Peoples and will provide direct socio-economic benefits through improved access, education opportunities, and community safety. Comprehensive stakeholder consultations confirmed **strong community support** and **no objections** to the proposed interventions. The LASED III environmental and social team will continue regular monitoring to ensure that all mitigation measures and community agreements are effectively implemented.

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

E&S Screening Form for Development Support

Primary School Building and Road Improvement suproject of Thuoy Tum Community, Cha Ong commune, Ou Chum district, Ratanak Kiri province

August 05, 2025

Table 1: Summary of sub-projects on infrastructure and agriculture, including risks and impacts[9] (Thuoy Tum Community)

What are the planned infrastructure and agriculture/ livelihood sub-projects?	Yes/No	Brief summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
Road (laterite and concrete)	Yes	The sub-project involves rehabilitation and upgrading of existing village roads from earth to concrete pavement (1km, 6 m carriageway, 10 m ROW) and improvement of one laterite surfacing road (1 km, 6 m carriageway, 10 m ROW). These roads provide residential access and connectivity to neighboring communities. These sub-project will result in minor land and asset impacts, affecting 4 Indigenous Peoples (IP) families who will voluntarily donate approximately 35.5 sqm of land for right-of-way clearance (among the total areas of residential area of 1200 sqm). 1 cashew tree and a short section of 23m of fencing will also be affected. Construction activities may temporarily generate dust, noise, solid waste, and traffic disturbances, and there will be typical occupational health and safety (OHS) risks for workers. However, these impacts are localized and short-term, and no significant environmental or social risks are anticipated since the sub-project does not affect watercourses, forests, or biodiversity areas. Mitigation measures will be implemented through the Environmental, Social, Health, and Safety Specification (ESHSS), which forms part of the works contract. These include minimizing tree cutting and land use through careful design, suppressing dust through water spraying, managing construction waste responsibly, enforcing OHS standards, and ensuring safe traffic management around work zones. Continuous consultation with the affected IP families and community members has been conducted to ensure full understanding and agreement, and the LASED III environmental and social (ES) team will carry out regular monitoring. Overall, the project will bring positive benefits by improving accessibility and living conditions for the IP community with no significant adverse or long-term impacts.
School building	Yes	The LASED III project will support one School building with 3 classrooms, including one water tank, one latrine (sanitary toilet), one drilling well, one Playground, Flag pole.
3). Installation of 20 street solar lights	Yes	Solar Lights: LASED III will also finance the instalment of 20 solar lights along the community road. This proposed subproject will not require land acquisition and will not

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

		cause any adverse impact on the environment and natural resources.

Table 2: Screening information on Impacts and Risks for the sub-project

No.	Screening Questions	Road	School	Street Solar light	Remarks
1	Location: Will any part of the sub-project be located outside the area of the ICLT?	No	No	No	Road located in community land boundary.
2	Water Courses: Will the sub-project affect any water body or watercourse that has a part that is outside the area of the SLC or ICLT?	No	No	No	There are two stream (Lapo and Ou Kaneng) 1km away from village. It can be used for construction. There is a water fall (Rongko or Pa Kong) 1km away from village.
3	Labor and Working Conditions: Will the sub-project be implemented by workers employed by a construction contractor?	Yes	Yes	-	The contractor will sign a Code of Conduct which protects workers' rights
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	No	Yes	No	
5	Will any community workers be used to implement the sub-project?	Yes	Yes	No	The worker will be directly contracted by the contractor.
6	Will the sub-project require the use of bricks or tiles?	Yes	Yes	No	Will be brought from a licensed quarry/provider.
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	No	No	No	not relevant
8	Environment: Will the sub-project create dust pollution that may affect people living nearby?	Yes	Yes,	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,	No	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 any streams or water bodies that may be polluted due to the sub-project?	No	No	No	the location the school construction is far from the streams or water body.
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Yes	No	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures.

No.	Screening Questions	Road	School	Street Solar light	Remarks
12	Community Health and Safety: Will the sub-project result in increased road traffic?	Yes	No	No	Coordination with local authorities, including detours, signage, and designated routes for construction vehicles.
13	Will construction of the sub-project result in road traffic hazards during construction?	Yes	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?	Yes	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	it is not relevant
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	
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	No	No,	No	it is not relevant
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	No	No,	No	it is not relevant
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	No	No,	No	it is not relevant
20	Climate Change: Will the sub-project result in a large increase in CO2 emissions?	Yes	No	No	Small numbers of machinery, low emission.
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	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.	Screening Questions	Road	School	Street Solar light	Remarks
23	Land Acquisition: Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use?	No	No	No	The sub-project will be constructed within the existing school complex and in the existing road alignment. However, meaningful consultation with broader community consensus have been conducted and documented.
24	Will any people have to move their homes to make room for a sub-project?	No	No	No	
25	Will any people lose part of their productive land because of a sub-project?	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	
27	Will any sub-project require access to land outside the SLC or IC site?	No	No	No	
28	If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained?	Existing Road alignment	Yes	No	New School building constructed within the existing school complex. Road Improvement: There are four IP's families affected on properties for road construction subproject. Move residential land fence back by one metter. Voluntary asset donation by ICs in Annex.
29	Natural Resources: Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	Yes	No	No	Construction stage, use water for spraying to reduces dust and compaction road. But not to much water uses from this small-scale construction period.
30	Will the sub-project result in increased extraction of water from a natural lake?	No	No	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	No	No	
32	Will any sub-project be constructed in any area that is natural forest or natural wetland now?	No	No,	No	it will be constructed within the Thuoy Tum primary school's complex.

No.	Screening Questions	Road	School	Street Solar light	Remarks
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	No	Yes	
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	No	Yes,	No	it will use stone, gravel and sand taking from the provincial town with the licsence company.
35	Cultural Heritage: Are there any places of tangible cultural heritage (ancient temples, valuable cultural buildings, places that are culturally important to local communities) that may be affected by any sub-project?	No	No	No	
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	Water fall is 1km away from village.
37	Are there any risks that a sub-project will have a negative effect non-physical cultural heritage that is important to the local community?	No	No	No	
38	Indigenous People: Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	Yes	No	Yes	It will be benefit to the whole community for those proposed construction. There is no adversely affected in any form to community.
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	Yes	No affect	Not affected	Actively engaging with indigenous representatives and community members to gather their views, concerns, and suggestions. There is no adverse impact on the IPs community as stated at the public consultation meetings.
40	Will any indigenous minority people outside the IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No	No affect	Not affected	

No.	Screening Questions	Road	School	Street Solar light	Remarks
41	Stakeholder Consultation: Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project been informed about the sub-project plans?	Yes	Yes,	Yes	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)?	Yes	No affect	Yes	All stakeholder consultation meeting and community engagement session were held within the community. These focused on Environmental and Social (E&S) risk screening and the technical study for the detailed engineering design. The discussions included road construction design. This collaborative approach ensured that community members played an active role in shaping decisions, fostering a sense of ownership and alignment with their priorities and expectations. Their involvement has been central to identifying and addressing potential social and environmental impacts, paving the way for a more sustainable and inclusive implementation of the project. However, there is no adverse impact to the community.
43	Is there any objection to any part of the sub-project from the local community?	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.
44	Additional Questions Based on Risks Identified in the Location-Specific ESMP	No	No		

Conclusion

The proposed sub-projects — including (i) the improvement of concrete pavement and laterite surfacing roads, (ii) the installation of 20 solar streetlights, and (iii) the construction of a school building complex — are all small-scale, community-based infrastructure initiatives under the LASED III project. These sub-projects are designed to improve community access, education facilities, and local safety while enhancing the overall livelihood and well-being of Indigenous Communities (ICs).

All proposed activities are located within the Indigenous Communal Land area and do not require involuntary land acquisition or resettlement. The minimal land requirements for the road improvement were obtained through Voluntary Asset Donation (VAD) from 4 Indigenous families, following meaningful consultation and community consensus. The school construction will be implemented within the existing Thuoy Tum Primary School compound, while the solar streetlights will be installed along existing community roads — both requiring no additional land.

The potential risks and impacts are site-specific, temporary, and minor, primarily related to construction activities such as dust generation, noise, solid waste, occupational health and safety (OHS) issues, and temporary traffic disturbance. These will be effectively managed through the Environmental, Social, Health, and Safety Specifications (ESHSS) included in contractor agreements, ensuring dust suppression, restricted work hours, proper waste handling, and the installation of safety and warning signage to protect both workers and the community.

No significant risks were identified regarding pollution, biodiversity, cultural heritage, UXO hazards, or climate change vulnerability. The sub-projects are also expected to have no adverse effects on Indigenous Peoples, but rather to benefit them directly through improved access, education, and safety. Extensive stakeholder consultations were conducted with Indigenous leaders, community members, and local authorities, confirming full community support with no objections raised.

ANNEX E: E&S Screening for Development Support to Titled IC in Pa Ar IPs

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

E&S Screening Form for Development Support of Pa Ar community, Lung Khung Commune, Bar Kaev district, Ratanak Kiri province

August 08, 2025

Table1: Summary of planned infrastructure sub-project along with risks impacts and mitigation[10] (Pa Ar community)

What are the planned infrastructure and agriculture/ livelihood sub-projects?	Yes/No	Brief summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
Concrete pavement and laterite surfacing road	Yes	The sub-project involves rehabilitation and upgrading of existing village roads from earth to concrete pavement (800m, 6 m carriageway, 10 m ROW) and improvement of one laterite surfacing road (370m, 5 m carriageway, 10 m ROW). These roads provide residential access and connectivity to neighboring communities. These sub-project will result in minor land and asset impacts, affecting 4 Indigenous Peoples (IP) families who will voluntarily donate approximately 600 sqm of land for right-of-way clearance (among the total areas of 30,000 sqm). 24 cashew trees, and 2 mango trees will be affected. Construction activities may temporarily generate dust, noise, solid waste, and traffic disturbances, and there will be typical occupational health and safety (OHS) risks for workers. However, these impacts are localized and short-term, and no significant environmental or social risks are anticipated since the sub-project does not affect watercourses, forests, or biodiversity areas. Mitigation measures will be implemented through the Environmental, Social, Health, and Safety Specification (ESHSS), which forms part of the works contract. These include minimizing tree cutting and land use through careful design, suppressing dust through water spraying, managing construction waste responsibly, enforcing OHS standards, and ensuring safe traffic management around work zones. Continuous consultation with the affected IP families and community members has been conducted to ensure full understanding and agreement, and the LASED III environmental and social (ES) team will carry out regular monitoring. Overall, the project will bring positive benefits by improving accessibility and living conditions for the IP community with no significant adverse or long-term impacts.

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

Table 2: Screening information on Impacts and Risks for the sub-project

No.	Screening Questions	Road	Remarks
1	Location: Will any part of the sub-project be located outside the area of the ICLT?	No	Road located in community land boundary.
2	Water Courses: Will the sub-project affect any water body or watercourse that has a part that is outside the area of the SLC or ICLT?	No	
3	Labor and Working Conditions: Will the sub-project be implemented by workers employed by a construction contractor?	Yes	The contractor will sign directly with worker. Local labor cost 4000Reil to 5000 Reil per day
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	No	Possible
5	Will any community workers be used to implement the sub-project?	No	Possible
6	Will the sub-project require the use of bricks or tiles?	Yes	it will take the bricks or tile from outsite (depo within district or province)
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	No	Not relevant
8	Environment: Will the sub-project create dust pollution that may affect people living nearby?	Yes	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	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 any streams or water bodies that may be polluted due to the sub-project?	No	

No.	Screening Questions	Road	Remarks
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures.
12	Community Health and Safety: Will the sub-project result in increased road traffic?	Yes	Coordination with local authorities, including detours, signage, and designated routes for construction vehicles.
13	Will construction of the sub-project result in road traffic hazards during construction?	Yes	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?	Yes	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	
16	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	No	Cleaned by CMAC sinc 2018.
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Not involve	
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Not involve	
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Not involve	
20	Climate Change: Will the sub-project result in a large increase in CO2 emissions?	Yes Little	Small numbers of machinery, low emission.
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	

No.	Screening Questions	Road	Remarks
22	Is there a risk that climate change will make the project unsustainable (e.g. growing a crop that will not grow when the climate becomes hotter?	Not involve	
23	Land Acquisition: Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use?	No	Improvement existing road alignment. However, meaningful consultation with broader community consensus have been conducted and documented.
24	Will any people have to move their homes to make room for a sub-project?	No	
25	Will any people lose part of their productive land because of a sub-project?	No	
26	Will any sub-project be constructed on land that is used for common property resource purposes (grazing, fishing, non-timber forest products, etc.)?	No	
27	Will any sub-project require access to land outside the SLC or IC site?	No	It located in IC's land boundary.
28	If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained?	Existing Road alignment	There are 4 IP's families affected on 24 cashew trees and 2 magroves trees for road improvement. Voluntary asset donation by ICs in Annex. The improvement of concrete road on the existing road alignment no any impact.
29	Natural Resources: Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	Yes	Construction stage, use water for spraying to reduces dust and compaction road. But not to much water uses from this small-scale construction period.Will use water from Ou Phlong.
30	Will the sub-project result in increased extraction of water from a natural lake?	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	
32	Will any sub-project be constructed in any area that is natural forest or natural wetland now?	No	

No.	Screening Questions	Road	Remarks
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	No	Contractor will bring from outside.
35	Cultural Heritage: Are there any places of tangible cultural heritage (ancient temples, valuable cultural buildings, places that are culturally important to local communities) that may be affected by any sub-project?	No	Closed to burial ground but not affect.
36	Are there any places that are important because of their natural beauty (e.g. waterfalls, lakes, etc.) that may be affected by any sub-project?	No	
37	Are there any risks that a sub-project will have a negative effect non-physical cultural heritage that is important to the local community?	No	
38	Indigenous People: Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	No	No affect, this is IP prioriry needs
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	Fully participated and consulted	Actively engaging with indigenous representatives and community members to gather their views, concerns, and suggestions. There is no adverse
40	Will any indigenous minority people outside the IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No	
41	Stakeholder Consultation:	Yes	Community outreach consultations, infrastructure needs assessments, and design meetings have been conducted

No.	Screening Questions	Road	Remarks
	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?		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)?	Ye s	All stakeholder consultation meeting and community engagement session were held within the community. These focused on Environmental and Social (E&S) risk screening and the technical study for the detailed engineering design. The discussions included construction design, land requirements for buildings, associated risks, and proposed mitigation measures. This collaborative approach ensured that community members played an active role in shaping decisions, fostering a sense of ownership and alignment with their priorities and expectations. Their involvement has been central to identifying and addressing potential social and environmental impacts, paving the way for a more sustainable and inclusive implementation of the project. However, there is no adverse impact to the community on this project support.
43	Is there any objection to any part of the sub-project from the local community?	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.

No.	Screening Questions	Road	Remarks
44	Additional Questions Based on Risks Identified in the Location-Specific ESMP	No	

Conclusion:

The proposed sub-project, which involves the improvement of concrete pavement and laterite surfacing roads, is designed to enhance community access and connectivity within the Indigenous Communal Land area. The activities will not require any involuntary land acquisition or resettlement. Minimal land requirements for the road improvement were secured through Voluntary Asset Donation (VAD) from four Indigenous families, following meaningful consultations and full community consensus. In total, approximately 600 m² of land (out of a combined 30,000 m² of residential and farmland) will be voluntarily donated, with an impact on 24 cashew trees and 2 mango trees.The potential risks and impacts are site-specific, temporary, and minor, primarily related to construction activities such as dust generation, noise, solid waste, occupational health and safety (OHS) issues, and temporary traffic disturbance. These will be effectively managed through the Environmental, Social, Health, and Safety Specifications (ESHSS) included in contractor agreements, ensuring dust suppression, restricted work hours, proper waste handling, and the installation of safety and warning signage to protect both workers and the community.

No significant risks were identified regarding pollution, biodiversity, cultural heritage, UXO hazards, or climate change vulnerability. The sub-projects are also expected to have no adverse effects on Indigenous Peoples, but rather to benefit them directly through improved access. Extensive stakeholder consultations were conducted with Indigenous leaders, community members, and local authorities, confirming full community support with no objections raised.

ANNEX F: E&S Screening for Development Support to Titled IC in Lam Meh IPs

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

E&S Screening Form for Development Supportof Road Improvement in Lam Meh community, Bu Sra commune, Pech Chreada district, Ratanak Kiri province

August 5, 2025

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

What are the planned infrastructure and agriculture/ livelihood sub-projects?	Yes/No	Brief summary description of planned sub-projects, their associated risks and impacts, and the required mitigation instruments (if any).
Concrete pavement	Yes	1. The length of road lines will be rehabilitated and improved from the earth to be a concrete pavement road (220m), 4-meter carriageway, and 10-meter right-of-way (ROW). This road serves as a residential access road, providing essential connectivity within the village. The proposed concrete roads irmprovement are impacted on 10 IP's families which affected on properties for this road improvement within residential area approximately 275.10m^2 (within ROW) of total 6610m^2 of IP's lands will be donated for the existing road alignment's improvement and 11 fruit trees will be cut down from road side. These fruit trees for home use only not for business, all of the families have other farm land and trees to support their icome. To minimize land acquisition as possible as for the road improvement through the road design (design based on the available ROW). 3. The construction-related impacts include Labour Rights, Occupational health and safety impact, and Community and Safety Impact. All of these associated risks will be mitigated and managed through the instrument of Environmental, Social, Health, and Safety Specification (ESHSS). The ESHSS will be developed and included in the works contract documents.

Table 2: Screening information on Impacts and Risks for the sub-project

No.	Screening Questions	Road	Remarks
1	Location: Will any part of the sub-project be located outside the area of the ICLT?	Yes	Laterite Road located outside community land boundary in Naim Lea Wildlife Sunctury. This proposed road is 7km away from village. Concrete road located within community land boundary.
2	Water Courses: Will the sub-project affect any water body or watercourse that has a part that is outside the area of the SLC or ICLT?	No	
3	Labor and Working Conditions: Will the sub-project be implemented by workers employed by a construction contractor?	Yes	The contractor will sign a Code of Conduct which protects workers' rights.
4	Will the sub-project be implemented by workers employed by any other type of contractor or service provider?	Yes	Possible
5	Will any community workers be used to implement the sub-project?	Yes	The worker will be directly contracted by the contractor.
6	Will the sub-project require the use of bricks or tiles?	Yes	Will be brought from a licensed quarry/provider.
7	Will the sub-project require the use of agriculture planting materials produced on a commercial plantation?	Not relevant	
8	Environment: Will the sub-project create dust pollution that may affect people living nearby?	Yes	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	During the construction. Restrict noisy construction activities (e.g., drilling, excavation, machinery operation) to daytime hours only—

No.	Screening Questions	Road	Remarks
			typically between 7:00 AM and 5:00 PM—to avoid disturbing residents at night.
10	Are any streams or water bodies that may be polluted due to the sub-project?	No	
11	Will the sub-project result in non-biodegradable solid waste that will need to be disposed of properly?	Yes	Concrete process and plastic from worker during construction. This will manage according to relevant legislation and mitigation measures.
12	Community Health and Safety: Will the sub-project result in increased road traffic?	Yes	Coordination with local authorities, including detours, signage, and designated routes for construction vehicles.
13	Will construction of the sub-project result in road traffic hazards during construction?	Yes	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?	Yes	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	
16	Is there any known hazard of landmines / UXO / ERW at the sub-project site or close to the sub-project site?	No	No evidence.
17	If the sub-project involves drinking water supplies, has the supply been tested for arsenic?	Not involve	

No.	Screening Questions	Road	Remarks
18	If the sub-project involves drinking water supplies, has the supply been tested for chemical pollution?	Not involve	
19	If the sub-project involves drinking water supplies, has the supply been tested for biological pollution?	Not involve	
20	Climate Change: Will the sub-project result in a large increase in CO2 emissions?	Yes	Small numbers of machinery, low emission.
21	Is the sub-project in an area that is at risk of climate hazards (e.g. floods)?	No	
22	Is there a risk that climate change will make the project unsustainable (e.g. growing a crop that will not grow when the climate becomes hotter?	Not involve	
23	Land Acquisition: Will any sub-project (or part of it) be constructed on land that is in private ownership or in private use?	No	
24	Will any people have to move their homes to make room for a sub-project?	No	
25	Will any people lose part of their productive land because of a sub-project?	No	
26	Will any sub-project be constructed on land that is used for common property resource purposes (grazing, fishing, non-timber forest products, etc.)?	No	
27	Will any sub-project require access to land outside the IC site?	No	

No.	Screening Questions	Road	Remarks
28	If any land is required for any sub-project (whether inside or outside the IC site), how will it be obtained?	Existing road alignment	IP's families affected on properties for concrete road improvement in village. Voluntary asset donation by ICs in Annex. The improvement of concrete road on the existing road alignment there are number of impact on families.
29	Natural Resources: Will any sub-project result in increased extraction of water from a natural river, stream, or spring?	Yes	Construction stage, use water for spraying to reduces dust and compaction road. But not to much water uses from this small-scale construction period. Will use water from Ou pol stream.
30	Will the sub-project result in increased extraction of water from a natural lake?	No	
31	Will any sub-project result in increased extraction of groundwater (except for domestic consumption)?	No	
32	Will any sub-project be constructed in any area that is natural forest or natural wetland now?	No	
33	Are there any areas that are important for biodiversity within 1km of any sub-project?	No	Naim Lea Wildlife Sunctury more than one km away.
34	Will any sub-project require the extraction of mineral resources, stone, gravel, or sand of any kind?	No	Company will bring from outside.

No.	Screening Questions	Road	Remarks
35	Cultural Heritage: Are there any places of tangible cultural heritage (ancient temples, valuable cultural buildings, places that are culturally important to local communities) that may be affected by any sub-project?	No	It is 100m away from burial ground
36	Are there any places that are important because of their natural beauty (e.g. waterfalls, lakes, etc.) that may be affected by any sub-project?	No	
37	Are there any risks that a sub-project will have a negative effect non-physical cultural heritage that is important to the local community?	No	
38	Indigenous People: Will any sub-project affect any indigenous minority people in any way (as beneficiaries or adversely)?	Yes	It will be benefit to the whole community for those proposed construction. There is no adversely affected in any form to community.
39	If any sub-project will affect indigenous minority people, have they been fully consulted and agreed to the sub-project(s)?	Yes	Actively engaging with indigenous representatives and community members to gather their views, concerns, and suggestions. There is no adverse impact on the IPs community as stated at the public consultation meetings.
40	Will any indigenous minority people outside the IC site be affected by a sub-project, and if so, have they been fully consulted and agreed to the sub-project?	No	

No.	Screening Questions	Road	Remarks
41	Stakeholder Consultation: Whether they are intended beneficiaries or adversely impacted, have the communities that will be affected by the sub-project been informed about the sub-project plans?	Yes	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)?	Yes	All stakeholder consultation meeting and community engagement session were held within the community. These focused on Environmental and Social (E&S) risk screening and the technical study for the detailed engineering design. The discussions included road construction design. This collaborative approach ensured that community members played an active role in shaping decisions, fostering a sense of ownership and alignment with their priorities and expectations. Their involvement has been central to identifying and addressing potential social and environmental impacts, paving the way for a more sustainable and inclusive implementation of the project. However, there is no adverse impact to the community.
43	Is there any objection to any part of the sub-project from the local community?	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.
44	Additional Questions Based on Risks Identified in the Location-Specific ESMP	Yes	Laterite Road located outside community land boundary in Naim Lea Wildlife Sunctury. Concrete road located in commynity land boundary.

Conclusion:

The proposed sub-project, which involves the improvement of concrete pavement is designed to enhance community access and connectivity within the Indigenous Communal Land area. The activity will not require any involuntary land acquisition or resettlement. Minimal land requirements for the road improvement were secured through Voluntary Asset Donation (VAD) from 10 Indigenous families, following meaningful consultations and full community consensus. In total, approximately 275 m^2 of land voluntarily donated, with an impact on 11 fruittrees.The potential risks and impacts are site-specific, temporary, and minor, primarily related to construction activities such as dust generation, noise, solid waste, occupational health and safety (OHS) issues, and temporary traffic disturbance. These will be effectively managed through the Environmental, Social, Health, and Safety Specifications (ESHSS) included in contractor agreements, ensuring dust suppression, restricted work hours, proper waste handling, and the installation of safety and warning signage to protect both workers and the community.

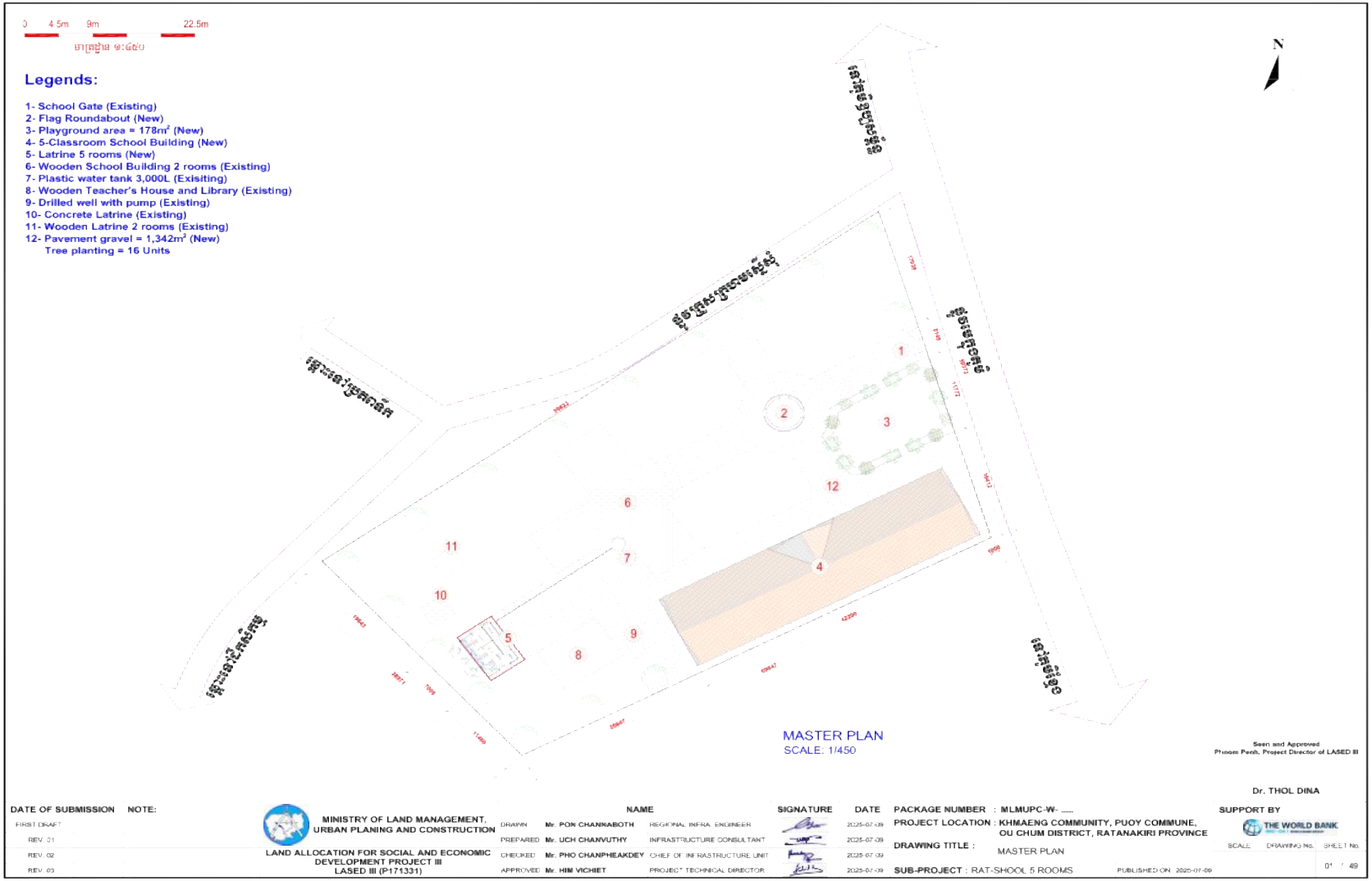
No significant risks were identified regarding pollution, biodiversity, cultural heritage, UXO hazards, or climate change vulnerability. The sub-projects are also expected to have no adverse effects on Indigenous Peoples, but rather to benefit them directly through improved access. Extensive stakeholder consultations were conducted with Indigenous leaders, community members, and local authorities, confirming full community support with no objections raised.

ANNEX G: Contract Agreement for Voluntary Donation (AVD) of land, moving fences, cutting down cashew trees, and fruit trees from the road side[11]

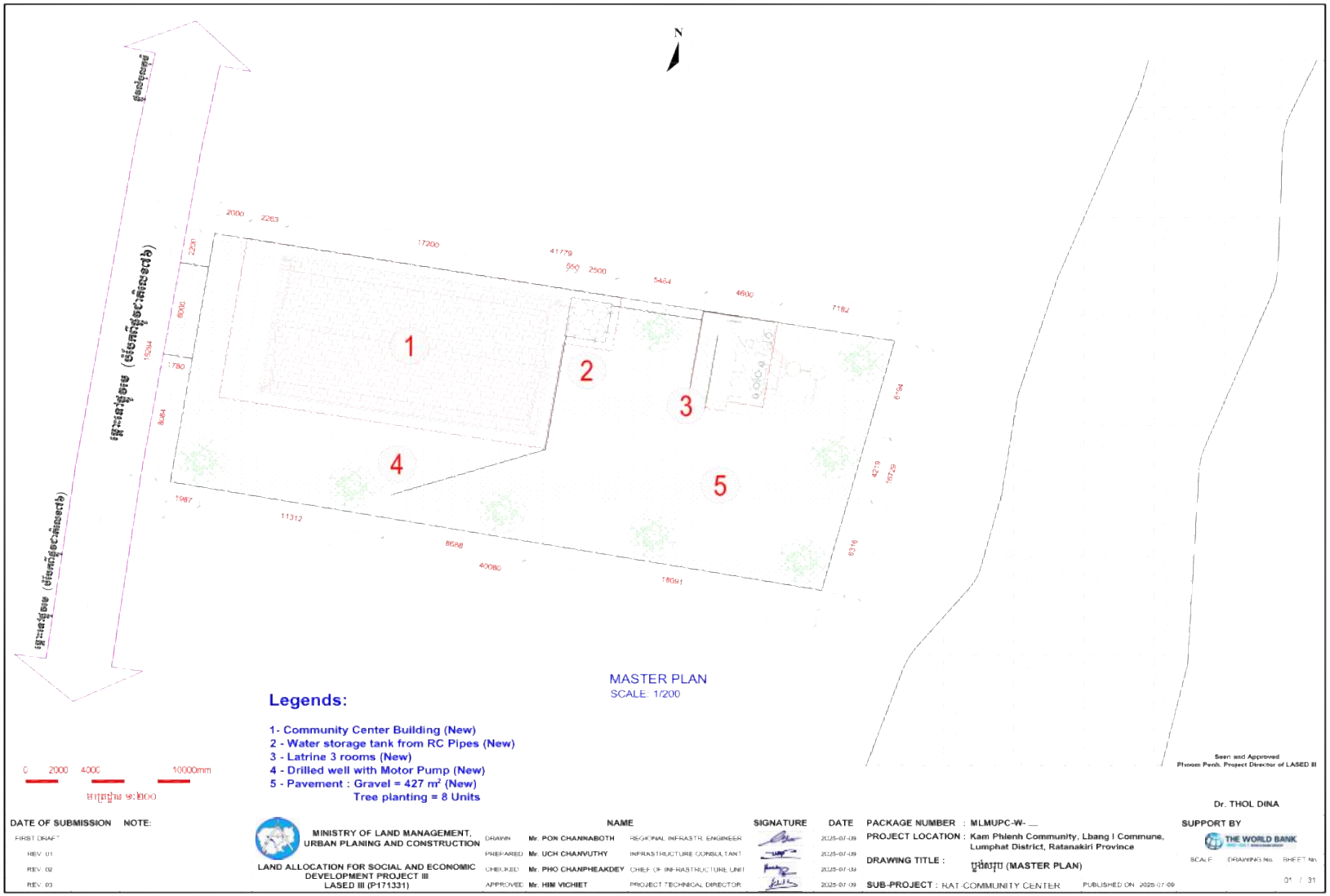
Nº	Community Name	Voluntary Donation
1	**Khmaeng**	14 Households - Contract Agreement for Voluntary Donation **Link:** https://drive.google.com/file/d/1kFCKz-xxBPTHowxPQmNeji_Am__Uus_u/view?usp=share_link
2	**Kamphlenh**	7 Households - Contract Agreement for Voluntary Donation **Link:** https://drive.google.com/file/d/1tnYSwmS1Nzvfk9JqVc7O57YFJ0LQ_O6D/view?usp=share_link
3	**Svay**	21 Households - Contract Agreement for Voluntary Donation **Link:** https://drive.google.com/file/d/13nafyV-MVrJgm4Wg1tqK7LmLEBzqiTc9/view?usp=share_link
4	**Pa Ar**	4 Households - Contract Agreement for Voluntary Donation **Link:** https://drive.google.com/file/d/1BZfKIbNo48wIbNai5KQxJEnoMHTpwBcb/view?usp=share_link
5	**Thuoy Tum**	4 Households - Contract Agreement for Voluntary Donation **Link:** https://drive.google.com/file/d/1BZfKIbNo48wIbNai5KQxJEnoMHTpwBcb/view?usp=share_link
6	**Lam Meh**	10 Households - Contract Agreement for Voluntary Donation **Link:** https://drive.google.com/file/d/1BD1hF4AyiFLodsxTNG4OSEMNtHpv3Gwr/view?usp=sharing

[11] **To open the link above:**
Option1: press and hold the "Ctrl" key then click the link
Option 2: Mouse right-click on the link, then select “Open hyperlink”.

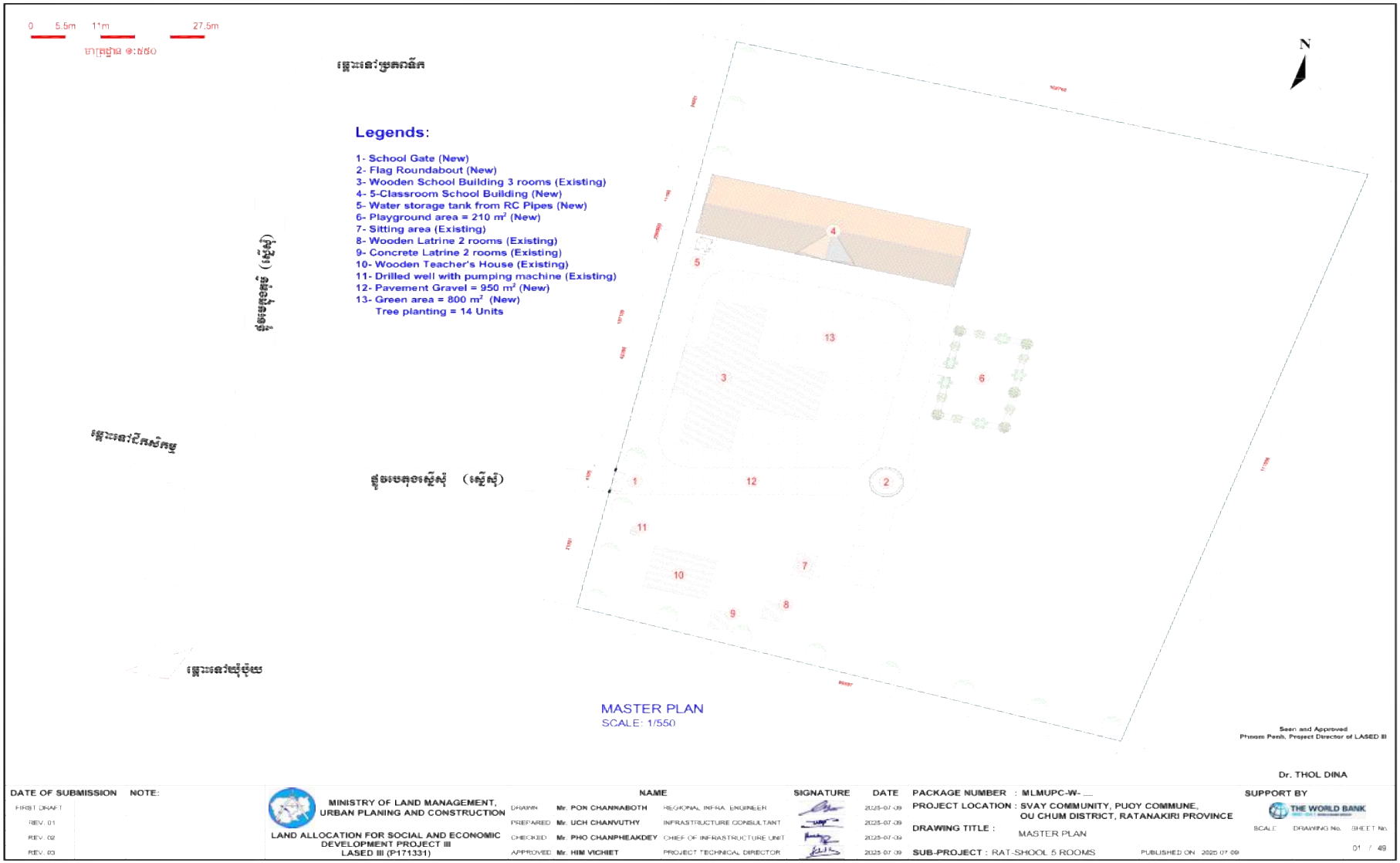
ANNEX H: Master Plan Primary School in Khmaeng village



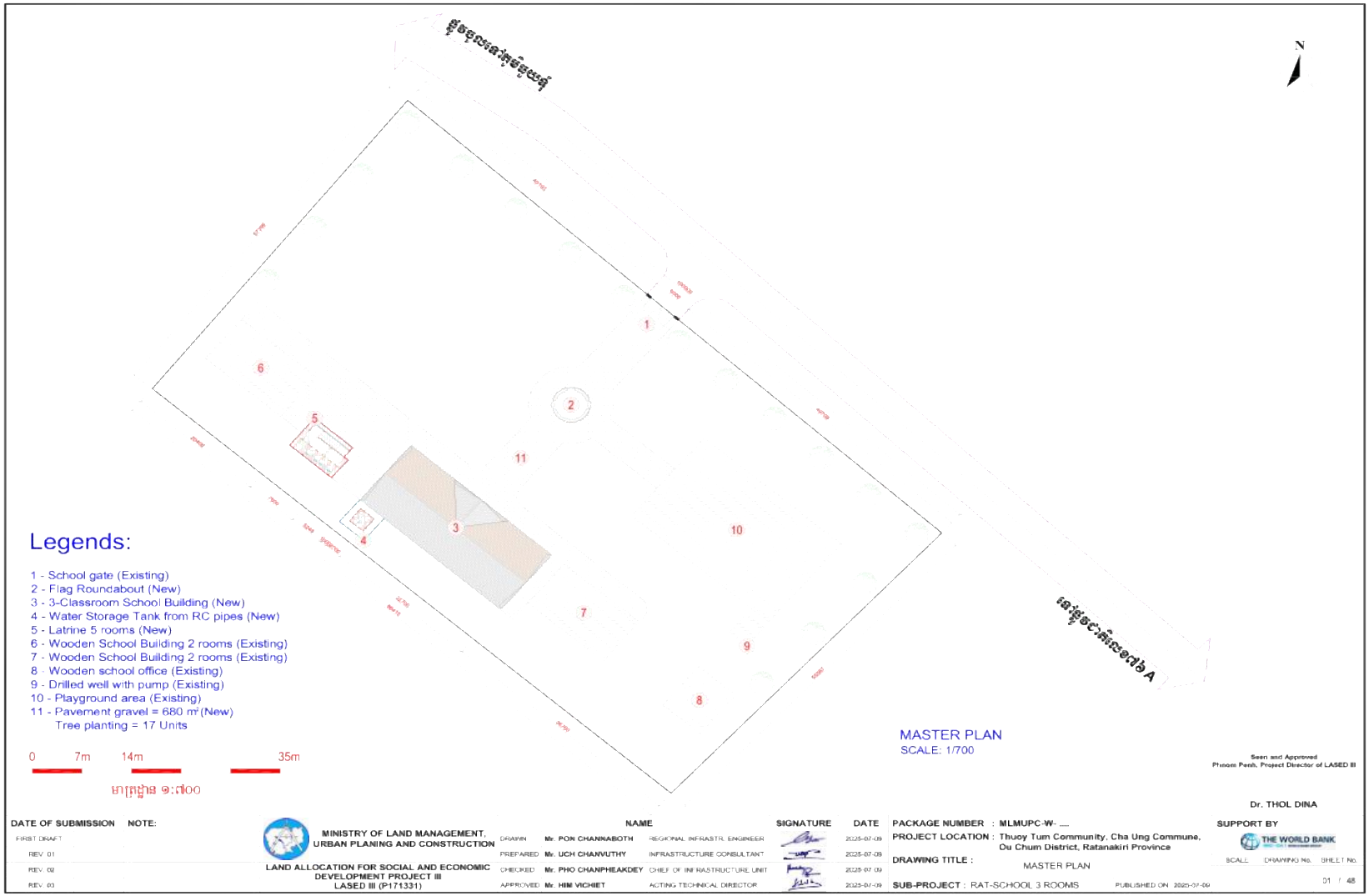
ANNEX I: Master Plan Community Center in Kamphlenh village



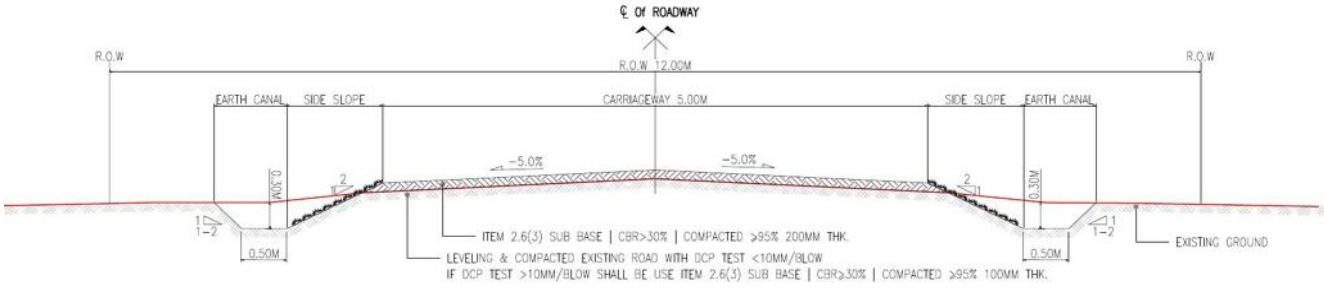
ANNEX J: Master Plan Primary School in Svay village



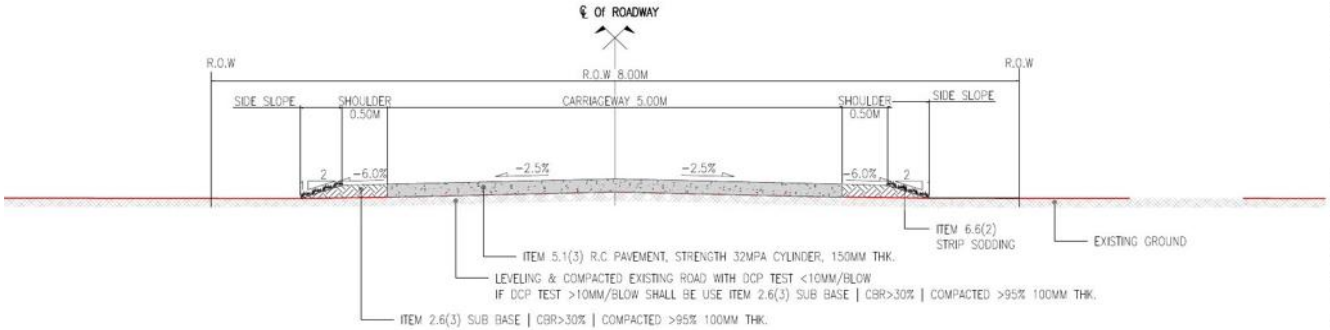
ANNEX K:Master Plan Primary School in Thuoy Tum village



ANNEX L: Design Road Cross Sections for the Concrete Pavement Road



1 - TYPICAL CROSS SECTION TIC-28A
SCALE 1:50

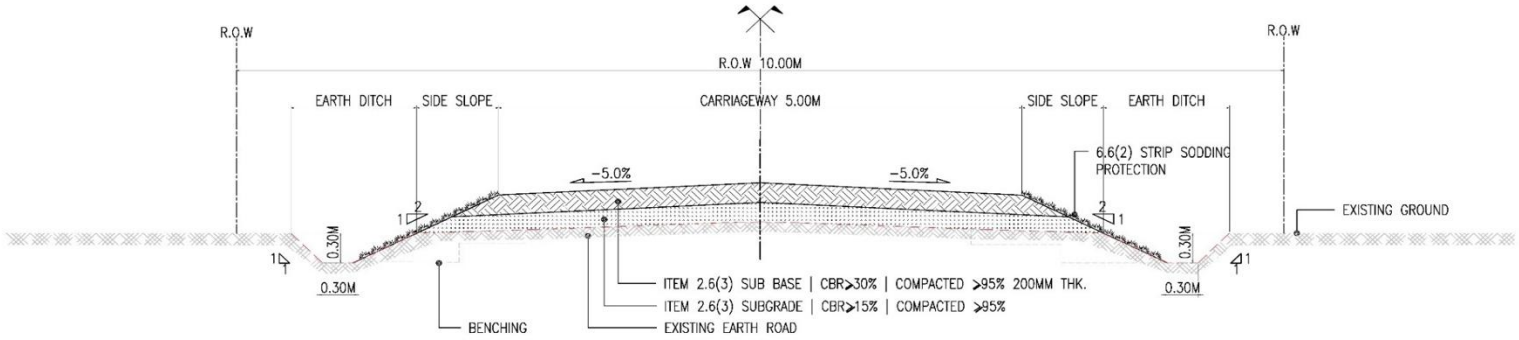


2 - TYPICAL CROSS SECTION TIC-28B
SCALE 1:50

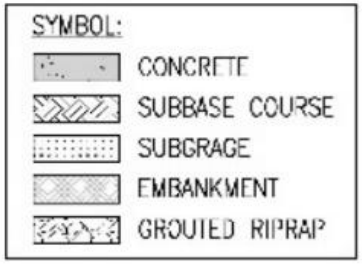
SYMBOL:
- CONCRETE
- SUBBASE COURSE
- SUBGRADE
- EMBANKMENT

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 SPLICE 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.

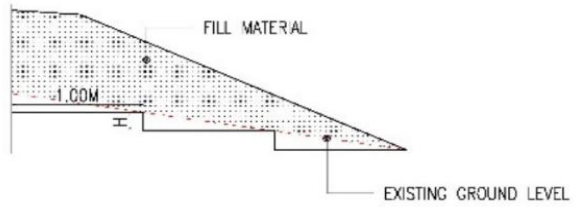
ANNEX M: Design Road Cross Sections for The Laterite Surfacing Road



1 TYPICAL CROSS SECTION TIC-10 STA.0+000 TO 2+420 (L=2420M)
SCALE 1:50



BENCHING DETAILS



H = THICKNESS OF FILL LAYER AFTER COMPACTION
(150MM-300MM) OR REQUIRED BY MPWT SPECIFICATION

ANNEX N: 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 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 O: 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[1] by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered "non-consensual" within the scope of this code.
- 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 concerned should raise the issue promptly. This can be done within the grievance mechanism or directly reported to the site manager or LASED III at the sub-nation and national level.

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 : .....