

Lao People's Democratic Republic

Peace Independence Democracy Unity Prosperity

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# Lao PDR Pollution and Waste Management Project (PWMP) (P175996)

# Revised Draft

# ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

11 March 2024

# ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Lao People's Democratic Republic (Lao PDR) (the Recipient) shall implement the Pollution and Waste Management Project (PWMP) ("the **Project**"), with the involvement of (a) the Environmental Protection Fund (EPF); (b) the Ministry of Natural Resources and Environment (MONRE); (c) The Ministry of Planning and Investment (MPI); (d) the Ministry of Public Works and Transport (MPWT); and (e) the Vientiane City Office for Management and Service (VCOMS). The International Development Association (the Association) has agreed to provide financing (P175996) for the Project, as set out in the referred agreement(s).

2. The Recipient shall ensure that the Project is carried out in accordance with the World Bank Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).

3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form, substance and manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.

4. As agreed by the Association and the Recipient, this ESCP shall be revised from time to time if necessary during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through EPF and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through EPF. The Recipient shall promptly disclose the updated ESCP. The designated authority and official in EPF that can sign letters confirming any changes to the ESCP is the Director General of the Environmental Protection Fund Office (EPFO)

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| **MONITORING AND REPORTING** | | | |
| A | **REGULAR REPORTING**<br>a) Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism (GRM). | No later than 45 days after the end of each reporting period, throughout Project implementation. | Environmental Protection Fund Office – Project Coordinating Unit (EPFO-PCU) shall be the overall responsible for consolidating all reports with inputs from Subproject Delivery Agencies (SDAs) (MONRE and MPI Departments)<br>Ministry of Public Works and Transport - Project Management Unit (MPWT PMU) will be responsible for Component 2 monitoring and reporting. |
| B | **INCIDENTS AND ACCIDENTS** | | |

| | MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| | a) Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury including emergency event occurred at VWMC concession area that may affect EWMP area and vise-versa. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicatiVng immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.<br>b) Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence. | Notify the Association within 48 hours after learning of the incident or accident.<br>Provide subsequent report to the Association within a timeframe acceptable to the Association. | EPFO-PCU with inputs from SDAs (MONRE and MPI departments) for Components 1 and 3<br>MPWT PMU for Component 2 |
| C | **CONTRACTORS AND CONSTRUCTION SUPERVISORS MONTHLY REPORTS**<br>a) Require Component 2 contractors and supervising firms shall provide monthly monitoring reports on ESHS performance to MPWT PMU. These monthly reports shall include the summary of the implementation of environmental and social mitigation and monitoring measures and performance in accordance with the metrics specified in the respective bidding documents and contracts.<br>b) Such monthly reports shall be submitted to the Association by the Recipient upon request.<br>c) Summarize the implementation progress and include it as annex to | Monthly throughout the contract execution (and upon request by the World Bank) | MPWT PMU for Component 2 |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | the reports to be submitted under action A above.<br>d) The template of the contractor's and construction supervisor's monthly report shall be submitted to the World Bank for review before preparing the first report. | | |
| D | **NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS**<br>a) Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor's obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB's decision on such referral; (ii) the contractor's Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB's decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any. | No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable). | EPFO-PCU for Components 1 and 3 and MPWT PMU for Component 2 |
| **ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS** | | | |
| 1.1 | **ORGANIZATIONAL STRUCTURE**<br>a) Establish and maintain at EPFO-PCU and MPWT PMU qualified staff/consultants and adequate resources to support management of | No later than 90 days after Effective Date, and thereafter | EPFO-PCU for Components 1 and 3 |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | ESHS risks and impacts of the Project.<br>b) Assign/recruit at EPFO: one Chief Technical Advisor (CTA) with qualification and international experience on environmental or social management of development projects to support EPFO-PCU in overall supervision and monitoring of the implementation of environmental and social measures including Grievance Redress Mechanism (GRM) for Component 1 and Component 3; one environmental and social (E&S) Consultant and two E&S Supporting staff with qualification and experience in stakeholder Engagement, environment management, labour management, solid waste management or occupational health and safety; and one Subproject Delivery Agency (SDA) Coordinator for each line departments . The SDA Coordinators shall be responsible for ensuring proper implementation of ESF instruments and regular monitoring and reporting to the EPFO-PCU.<br>c) Recruit at MPWT PMU one international environmental and social team leader, one national environmental consultant, and one national social consultant.<br>d) Establish a coordination mechanism between the management teams of the KM32 site operated by VCOMs and the neighboring waste facility operated by Vientiane Waste Management Company (VWMC) . The mechanism will facilitate coordination on key issues that may arise related to E&S compliance, OHS, CHS, waste pickers, and response protocols for emergencies. The Ministry of Natural Resources and Environment (MONRE) will lead the coordination | maintain these positions throughout Project implementation.<br><br>Coordination meeting will be regularly organized (e.g. monthly or quarterly) between MONRE and stakeholders. | and MPWT PMU for Component 2<br><br>MONRE |

| | MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| | among MONRE, VWMC, VCOMS, Ministry of Public Works and Transport (MPWT) and the provincial office of natural resources and environment and other related stakeholders. | | |
| 1.2 | **ENVIRONMENTAL AND SOCIAL INSTRUMENTS** | | |
| | a) Adopt and implement an Environmental and Social Management Framework (ESMF), Social Impact Assessment (SIA) and Social Management Plan (SMP) and Stakeholder Engagement Plan (SEP) for the Project, consistent with the relevant ESSs. The SMP includes Labor Management Procedures (LMP), including a Worker Grievance Procedure; Community Health and Safety Plan (CHSP); Resettlement Policy Framework (RPF) and, Ethnic Group Development Framework (EGDF). The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. | Prior to the commencement of activities and implemented throughout Project implementation. | EPFO-PCU for Components 1 and 3 and MPWT PMU for Component 2 |
| | b) Prepare, adopt and implement a Full Environmental and Social Impact Assessment (ESIA), Health Impact Assessment, and corresponding Environmental and Social Management Plan (ESMP)/s; Ethnic Group Development Plan (EGEP)/s; and Abbreviated Resettlement Action Plan (ARAP)/ Resettlement Action Plan (RAP)/ Livelihood Restoration Plan (LRP), if any, for the waste management infrastructure/works to be conducted in Vientiane Capital, consistent with the relevant ESSs. | Prior to the commencement of activities and implemented throughout Project implementation. | MPWT PMU; Department of Housing and Urban Planning (DHUP) and Environmental and Disaster Prevention Division/ Public Works and Transport Institute (EDPD/PTI), VCOMS and Contractors |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| 1.3 | **MANAGEMENT OF CONTRACTORS**<br>a) Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, especially the ESMF, ESMP, or site-specific ESMP, ESCOP, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.<br>b) Require all contractors and subcontractors to implement the following procedures included in the bidding documents and contracts.<br>• Contractor ESMPs (CESMPs): Requirements for the preparation and implementation of CESMPs following the ESIA/ESMP prepared by the government and the Term of Reference (ToR)/contracts to builders which are satisfactory to the Association.<br>• Social commitments on child labor; GBV; SEA/SH and VAC<br>• Work plan and Timeline<br>• Labour Management and Health and Safety procedures as required in the LMP<br>• Standard working procedures/methodologies<br>• Workers Code of Conduct (CoC)<br>• Workers GRM | Before commencement of bidding, as part of the preparation of procurement documents and respective contracts.<br><br>Throughout Project implementation. | EPFO-PCU for Components 1 and 3 and MPWT PMU (and Supervise contractors) for Component 2 |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | • Training plan<br>• Communication plan as agreed in the SEP that incorporate COVID19 communication measures<br>• GBV and SEA/SH Action Plan<br>• ESHS Action Plan<br>• Contingency/Emergency Plan | | |
| 1.4 | **TECHNICAL ASSISTANCE**<br>a) Ensure that the consultancies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.<br>b) Ensure the Terms of Reference for the full-ESIA shall include requirements for consideration of potential E&S risks and impacts in a manner consistent with the ESSs. This TOR shall include the elements of public consultation and information disclosure consistent with GOL's requirements on consultation and ESS10 and submit the TOR to the Bank for review and no-objection. Thereafter ensure that the full-ESIA comply with the terms of reference. | Throughout Project implementation. | EPFO-PCU for Components 1 and 3 and MPWT PMU for Component 2 |
| 1.5 | **CONTINGENT EMERGENCY RESPONSE FINANCING**<br>a) Ensure that the CERC Manual, , includes general provisions related to the ESHS assessment and management inserted in the Project | • Twelve months after | EPFO-PCU will be the overall responsible for |

| | MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| | Operation Manual for the implementation of Part 4 in accordance with the ESSs.<br>b) Prepare and disclose a CERC-ESMF Addendum or self-standing CERC-ESMF.<br>c) Adopt any environmental and social (E&S) instruments which may be required for activities under Component 4, Contingency Emergency Response Component, of the Project, in accordance with the CERC Manual and CERC-ESMF Addendum or self-standing CERC-ESMF and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments. | Effective Date.<br>• Before commencement of Part 4 activities and thereafter throughout project implementation. | preparing the CERC with inputs from MPWT PMU<br><br>Those relevant Agencies who implement project Component 4. and supervised by EPFO-PCU and MPWT. |
| **ESS 2: LABOR AND WORKING CONDITIONS** | | | |
| 2.1 | **LABOR MANAGEMENT PROCEDURES**<br>a) Adopt and implement the Labor Management Procedures (LMP-Attachment 1A and 1B of the SIA_SMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH and VAC in Attachment 3A of the SIA_SMP), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms. | Prior to Effective Date and thereafter throughout Project implementation. | EPFO-PCU, SDAs (MONRE and MPI departments), for Components 1 and 3; and MPWT PMU (DHUP and EDPD/PTI), VCOMS and Contractors for Component 2 |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| 2.2 | **GRIEVANCE MECHANISM FOR PROJECT WORKERS**<br>a) Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP (Attachment 1A and 1B of the SIA_SMP) and consistent with ESS2. | Within 60 days after Effective Date and prior to engaging Project workers and thereafter throughout Project implementation | The EPFO-PCU for Components 1 and 3; and MPWT PMU Department of Housing and Urban Planning (DHUP) and EDPD/PTI), VCOMS and Contractors for Component 2 shall establish their respective GRM management for each Components |
| **ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** [ | | | |
| 3.1 | **WASTE MANAGEMENT PLAN**<br>a) Adopt and implement a Waste Management Plan (WMP) as part of site specific ESMP, to manage hazardous and non-hazardous wastes, consistent with ESS3. | Prior to the commencement of activities and thereafter throughout Project implementation. | EPFO PCU for Component 1 and MPWT PMU (DHUP and PTI), VCOMS and Contractors for Component 2 |
| 3.2 | **RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT**<br>a) Incorporate resource efficiency and pollution prevention and | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | management measures in the ESMP to be prepared under action 1.2 above. | Prior to the commencement of activities and thereafter throughout Project implementation. | EPFO PCU for Component 1 and MPWT PMU (DHUP and PTI), VCOMS and Contractors for Component 2 |
| **ESS 4: COMMUNITY HEALTH AND SAFETY** | | | |
| 4.1 | **TRAFFIC AND ROAD SAFETY**<br>a) Incorporate measures to manage traffic and road safety risks as required in the site-specific ESMPs to be prepared under action 1.2 above.<br>b) Vientiane City Office for Management and Service (VCOMS) shall implement a site-specific ESMPs including Access Road maintenance/ rehabilitation Plan for each specific location, as set out in the full ESIA. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.<br>c) Carry out regular annual maintenance/rehabilitation, of access roads for waste management facilities as set out in the full ESIA. | Prior to the commencement of activities and thereafter throughout Project implementation.<br><br>Annually | EPFO PCU for Component 1 and MPWT PMU (DHUP and PTI), VCOMS and Contractors for Component 2<br><br>VCOMS |
| 4.2 | **COMMUNITY HEALTH AND SAFETY**<br>a) Shall ensure that the contractors develop and implement measures and actions to assess and manage the risks and impacts of Project | Before commencement of construction and operations of | MPWT PMU (DHUP and PTI), VCOMS and |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | activities in the community, including, inter alia, especially on risks and impacts associated with Project activities at Km32 landfill on community health and safety, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs and ESCOP to be prepared in accordance with the ESMF, SIA-SMP, SEP, and full ESIA. | the facilities, and thereafter implement throughout Project implementation. | Contractors for Component 2<br><br>EPFO-PCU, SDAs (MONRE and MPI Departments) for Components 1 and 3 |
| 4.3 | **SEA AND SH RISKS**<br>a) Prepare, update, adopt, and implement a SEA/SH Action Plan, as required in the ESMP based on the ESMF, to assess and manage the risks of gender-based violence (GBV) and Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) and Violence Against Children (VAC) (Attachment 3A and 3B of the SIA-SMP). | 90 days after Effective Date and before commencement of any activities , and thereafter implement throughout Project implementation. | MPWT PMU (DHUP and PTI), VCOMS and Contractors for Component 2<br>EPFO-PCU, SDAs (MONRE and MPI Departments) for Components 1 and 3 |
| **ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT** | | | |
| 5.1 | **RESETTLEMENT POLICY FRAMEWORK**<br>a) Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5. | 30 days after Effective Date, and thereafter throughout Project implementation | MPWT PMU (DHUP and EDPD/PTI), VCOMS for Component 2 |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | | | EPFO-PCU for Component 1 |
| 5.2 | **RESETTLEMENT PLANS**<br>a) Prepare, consult, disclose, adopt and implement Resettlement Action Plans (RAPs) and/or Livelihood Restoration Plans (LRPs), as applicable, consistent with the requirements of the RPF, ESS5, and aligned with ESMF and ESIA findings and implement the respective RAPs before carrying out the associated activities, in a manner acceptable to the Association.<br>b) Monitoring and reporting of implementation of livelihood restoration for waste pickers | Prior to the commencement of C2 activities<br><br>Quarterly after commencement of the livelihood activities | MPWT PMU (DHUP and PTI), VCOMS for Component 2 |
| 5.3 | **GRIEVANCE MECHANISM**<br>a) Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS5 and ESS10.<br>b) The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service | 30 days prior to implementation of resettlement activities and thereafter maintain and operate the mechanism throughout Project implementation. | MPWT PMU ( DHUP- and EDPD/PTI), VCOMS and Contractors for Component 2 |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | providers, all in a safe, confidential, and survivor-centered manner. | | |
| **ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES** | | | |
| 6.1 | **BIODIVERSITY RISKS AND IMPACTS**<br>a) Assess potential risks and impacts on biodiversity in the process of E&S screening or a full ESIA, in accordance with the guidelines of the ESMF and Pre-ESIA prepared for the Project consistent with ESS6, and Adopt and implement the measures to avoid, minimize and mitigate the impacts on biodiversity developed in site-specific ESMPs/ESCOP. | Prior to the commencement of activities and thereafter implement throughout Project implementation. | MPWT PMU (DHUP and EDPD/PTI), VCOMS and Contractors for Component 2 |
| **ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES** | | | |
| 7.1 | **ETHNIC GROUP ENGAGEMENT FRAMEWORK**<br>a) Prepare, adopt, and implement Ethnic Group Engagement Plan | Prior to the carrying out of the | MPWT PMU (DHUP and |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | (EGEPs) consistent with the requirements of the Ethnic Group Engagement Framework (EGEF) consistent with ESS7, in a manner acceptable to the Association. | relevant activity / sub-project and implement throughout the subproject implementation. | EDPD/PTI), VCOMS and Contractors for Component 2<br><br>EPFO-PCU for Component 1 |
| 7.2 | **GRIEVANCE MECHANISM**<br>a) Prepare, consult, adopt, and implement the arrangements for the grievance mechanism for Ethnic Groups, as required under the EGEF and further describe such arrangements in the respective EGEPs (if the grievance mechanism is distinctive from the one established under ESS10). | 30 days prior to any implementation of activities and implement throughout project implementation. | MPWT PMU (DHUP and EDPD/PTI), VCOMS and Contractors for Component 2<br><br>EPFO-PCU for Component 1 |
| **ESS 8: CULTURAL HERITAGE** | | | |
| 8.1 | **CHANCE FINDS**<br>a) Implement the chance finds procedures described in the ESMF, ESMP or ESCOP developed for the Project. | Throughout Project implementation. | MPWT PMU (DHUP and PTI), VCOMS and Contractors for Component 2<br><br>EPFO-PCU for |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | | | Component 1 |
| **ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE** | | | |
| 10.1 | **STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION**<br>a) Implement the Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.<br>b) Besides other stakeholders' engagement activities, specific consultations with Waste Pickers families whose children had been dropped from schools and involved in waste picking activities shall be conducted during full-ESIA preparation. An action plan on bringing children back to school shall be incorporated in the ESIA based on these consultations. | 30 days after Effective Date and Implement the SEP throughout Project implementation | MPWT PMU (DHUP and PTI), VCOMS and Contractors for Component 2<br><br>EPFO-PCU, SDAs (MONRE and MPI Departments) for Components 1 and 3 |
| 10.2 | **PROJECT GRIEVANCE MECHANISM**<br>a) Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a | Sixty (60) days after Effective Date and maintained throughout Project implementation | MPWT PMU (DHUP and PTI), VCOMS and Contractors for Component 2 |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | manner consistent with ESS10.<br>b) The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner. | | EPFO-PCU, SDAs (MONRE and MPI Departments) for Components 1 and 3 |
| **CAPACITY SUPPORT** | | | |
| CS1 | a) Implement the capacity building outlined in section 6.10 of the ESMF.<br>b) EPFO, MONRE, and MPWT project staff and implementation support consultants and EDPD/PTI of MPWT to be trained with the basic requirements of ESF ESSs, including specific requirements of ESMP, RPF, ESMF, EGEF, RAP, ESHS, EGEP, LMP, OHS, VAC, SEP and GRM.<br>c) EDPD/PTI staff to be trained on the implementation of ESIA, specifically environmental pollution, LMP, OHS including waste pickers, and CHS.<br>d) VCOMs to be trained on ESMF, RPF, LMP, SEP specifically grievance mechanism of the project, and day-to-day implementation of the ESMP and Project Monitoring and Evaluation.<br>e) Contractors, sub-contractors, site supervisors/engineers of contractors/sub-contractors and implementation support consulting firm: to be trained by the International E&S Consultant of EDPD/PTI of MPWT and E&S Consultants for EPFO-PCU or MONRE, on the requirements of ESF ESSs on the E&S risks at the level of contractors, sub-contractors and supervision consultants, including ESHS, OHS, | Six months after Effective Date<br>At least one month before starting the civil works.<br>At least one month before starting the civil works.<br>At least one month before starting the civil works and throughout implementation of landfill. | MPWT PMU (DHUP and PTI), VCOMS and Contractors for Component 2<br>EPFO-PCU, SDAs (MONRE and MPI Departments) for Components 1 and 3<br>Supervision consultants.<br>EDPD/PTI<br>VCOMS<br>Contactors, Sub- |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | RAP, EGEF, EGEP, LMP, SEA/SH, VAC, SEP and GRM | | contractors |
| | f) Xaythany district hospital staff to be trained in basic elements of the ESMF and the underlying environmental and social standards and Occupational Health and Safety for handling of sharp and infectious waste. | | Xaythany Hospital |
| | g) Communities: SEA/SH, VAC, SEP and GRM, and basic ESMPs, ESCOP, and ESMF of the project. | | |
| | h) Contractors and their subcontractors, with oversight of the supervision consultants, to ensure all workers of contractors and their subcontractors sign Codes of Conduct for the contractors' workers and trained on requirements of Codes of Conduct including ESHS, OHS, GBV, SEA/SH, VAC, LMP, SEP and GRM. | | EDPD/PTI |