DRAFT Environmental and Social Management Plan (ESMP)

CAM - Rural Infrastructure and Sustainable Investment for Growth (RISING) Project

Sangkat Sala Kamreouk Improvement Road, Siem Reap Province

16th November 2026

This ESMP will be updated, as necessary, following the award of the construction contract to reflect any changes in the project design or construction methodologies, including revisions to the identified environmental and social risks and impacts, proposed mitigation measures, and/or monitoring plan

Project / Program	Rural Infrastructure and Sustainable Investment for Growth project
Subproject / Activity	Sala Kamreouk Concrete Road subproject
Location	Village: Sala Kamreuk, Phum Svay and Trapeang Treang Villages/Commune: Kamreuk, / Krong Siem Reap / Siem Reap Province
Contract / Package No.	*TBC*
Implementing Agency	National Committee for Subnational Democratic Development Secretariat
Prepared by / Date	16th November 2026
Reviewed and approved by / Date	AIIB / 16th November 2026
Version	Draft for Disclosure

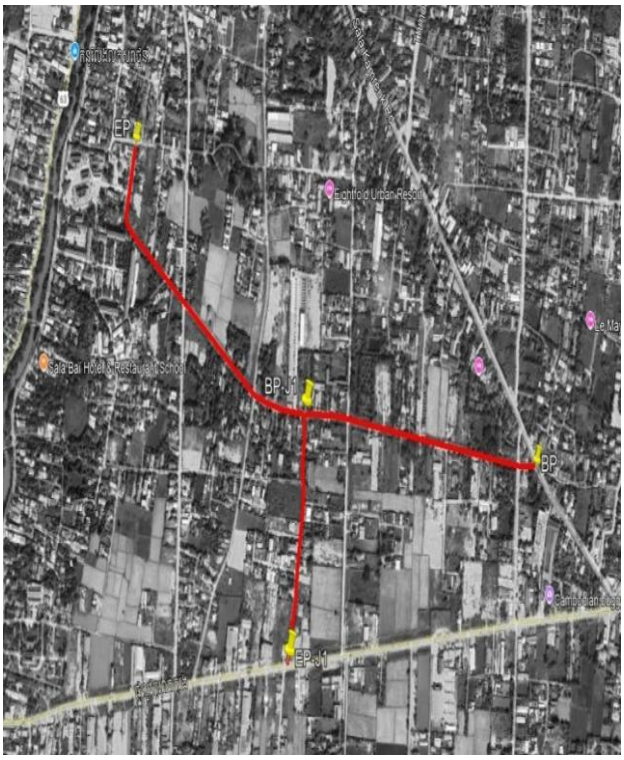
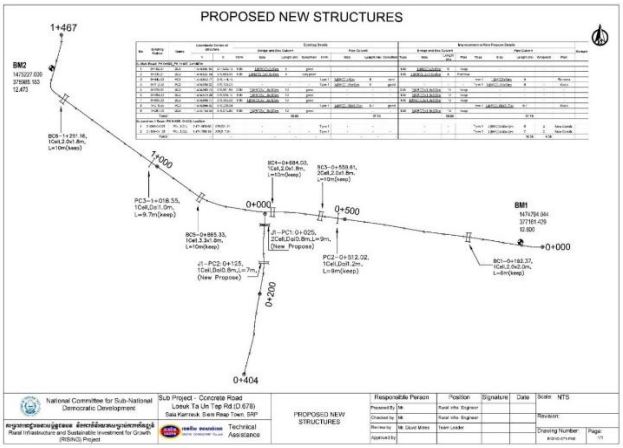
1 Subproject summary

Activity type	☑ Road rehabilitation ☐ Irrigation ☐ Small building ☐ Other: _____
Location and coordinates	➢ Loeuk Ta Un Tep Road (D.678), Kor Village, Sangkat Sala Kamreuk, Siem Reap Town, Siem Reap Province ➢ Coordinates (UTM WGS84 Zone 48N) • main road Start Point (N:1,474,782.793m E: 377,215.623m) End Point N:1,475,312.680m E:376,012.570m • Junction 1 Start Point (N:1,474,866.078m E:376,521.061m) End Point N :1,474,466.895 m E :376,468.266
Existing facility / alignment	Existing laterite road with a total length of **1,871 m** (1,467 m main road and 404 m junction road) and an overall width of **6.0 m**. The road is in fair condition with a slight crown, but suffers from isolated potholes (5–30 cm deep), longitudinal erosion gullies, overgrown shoulders, and heavily silted unlined side ditches. It causes high dust in the dry season and becomes muddy/impassable for standard vehicles during heavy rains. There are 9 existing culverts (5 box culverts and 2 pipe culverts on the main road; 1 double and 1 single culvert on the junction road).

Proposed works	**Road Pavement:** Upgrade to **Reinforced Concrete Pavement (RCP)** over a total length of **1,871 m** (1,467 m main road + 404 m junction) and **6.0 m carriageway width**, with **0.5 m** laterite/gravel shoulders on each side. • **Pavement Structure:** 150 mm thick PCC slab (30 MPa, reinforced with 0.7% steel at 89 mm cover depth, expansion joints every 20 m) laid over a 50 mm compacted sandy soil sub-base and compacted laterite subgrade (CBR > 30%, compaction ≥ 98%). • **Drainage & Structures:** Installation of 1 double pipe culvert (Ø 0.8 m), 1 single pipe culvert (Ø 0.8 m), 6 single pipe culverts (Ø 0.6 m), and concrete U-drains (length to be finalized per BOQ). • **Road Safety:** Traffic signs (regulatory, warning, speed limit 40–50 km/h), thermoplastic pavement markings, speed control measures, and guardrails at high embankment sections. **Construction Method:** Conventional mechanized/labor-based construction (clearing/grubbing, cut-and-fill earthworks, subgrade/sub-base compaction, formwork/rebar placement, concrete paving, curing, and ancillary works).
Construction period	typically, 6 to 9 months depending on the contract schedule
Workforce / camp	expected ~20–40 skilled and unskilled workers; a small temporary site office/material storage yard may be needed within the ROW or rented locally, as workers are mostly local/urban residents of Siem Reap.
ROW / land requirement	All works will be carried out strictly within the **existing Right-of-Way (ROW)** (recommended standard 15 m from centerline to each side). **No private land acquisition or resettlement is required**; impacts are limited to minor temporary clearing of small shrubs and roadside vegetation.
Sensitive receptors	Located in a rapidly urbanizing area of Sangkat Sala Kamreuk (5,202 households; 29,917 residents; 957 local business establishments). Adjacent receptors along the alignment include residential houses, local shops/businesses, clinics/pharmacies, and nearby schools/pagodas.
Materials and sources	• **Materials:** Ready-mix/site-batched concrete (Grade M25–M30 / 30 MPa), reinforcing steel (Fe500 / Ø10–25 mm), coarse aggregates, sand (for 50 mm sub-base and concrete mix), laterite/gravel (for subgrade and 0.5 m shoulders), water, and bitumen-sand joint sealant. **Sources:** All earth, laterite, sand, and aggregates will be sourced from **licensed commercial quarries and approved borrow pits** in Siem Reap Province *(insert specific licensed supplier names once selected by the contractor under the C-ESMP)*.
Waste destinations	• Excavated unsuitable soil, silt from existing ditches, and cleared vegetation will be reused for embankment slope dressing/backfilling where suitable, or disposed of at **approved municipal/commune spoil disposal sites**. Construction debris, concrete waste, and domestic waste will be segregated and transported to the **Siem Reap municipal landfill** or licensed recycling facilities in accordance with the C-ESMP.

Utilities / public assets	Existing roadside electric poles, telecommunications/fiber optic cables, water supply pipes, and residential access driveways along Loeuk Ta Un Tep Rd. (D.678) will require **protection during excavation/compaction** or minor temporary relocation in coordination with EDC, Siem Reap Water Supply Authority, and local authorities prior to civil works.
Key design risk controls	The project will incorporate appropriate engineering design measures to minimize potential environmental, social, climate, and disaster risks, including: 1. Drainage: Provide adequate drainage systems, culverts, side drains, and cross-drainage structures to ensure proper water flow and prevent waterlogging and flooding. • **loud & Drainage Control:** Raising the road embankment above High Flood Water Level (HFWL), constructing roadside U-drains (min. 0.5% longitudinal slope, 100–300 mm freeboard), and upgrading 8 cross-culvert locations (100-year return period design discharge $Q_d = 1.32$ m^3/s) to prevent overtopping and localized flooding. 2. Flood Levels: Consider historical flood records, seasonal water levels, and projected climate-related flood risks when determining road elevations, bridge heights, and infrastructure design standards. 3. Access: Maintain safe and continuous access to households, agricultural land, community facilities, markets, and essential services during construction and operation. 4. Road Safety: Incorporate appropriate road widths, shoulders, traffic signs, speed-control measures, pedestrian crossings, and safety barriers, particularly near schools, markets, villages, and other public facilities. • **Road Safety & Access:** Installation of speed limit signs (40 km/h), stop/warning signs at intersections, thermoplastic road markings, guardrails at high embankments, and maintaining temporary access planks/diversions for residents and businesses during construction. 5. Erosion Protection: Apply appropriate slope stabilization, embankment protection, vegetation cover, retaining structures, and erosion-control measures to prevent soil erosion, sedimentation, and damage to adjacent land and water resources. • **Erosion Protection:** Turfing/sodding on embankment side slopes (1:2 to 1:3), concrete headwalls/cut-off walls at culvert inlets/outlets, and limiting drain flow velocity to ≤ 2.5 m/s. Overall conclusion: Engineering designs will integrate climate resilience, flood protection, road safety, and environmental protection measures to ensure infrastructure is safe, accessible, durable, and sustainable throughout its operational life.

Site Plan and photographs

[Insert location map / annotated plan]	[Insert representative site photograph]
	
Caption / source / date: _____	Caption / source / date: _____

2 Eligibility, screening and instrument configuration

2.1 Exclusion and Escalation Triggers

Trigger	Yes	No	Evidence / action
Potential Category A or significant, diverse, irreversible, cumulative, or unprecedented impacts.ផលប៉ះពាល់ដែលអាចស្ថិតក្នុងប្រភេទ A ឬផលប៉ះពាល់ដែលមានលក្ខណៈសំខាន់ ចម្រុះ មិនអាចត្រឡប់ដូចដើមបាន កើតឡើងសន្សំគ្នា ឬមិនធ្លាប់មានពីមុនមក	☐	☑	[Insert reference or action]

Trigger	Yes	No	Evidence / action
Work in or likely material impact on critical habitat, protected areas, legally protected cultural heritage, or other highly sensitive locations.ការងារដែលធ្វើឡើងនៅក្នុង ឬទំនងជាបង្កផលប៉ះពាល់យ៉ាងសំខាន់ដល់ទីជម្រកដ៏សំខាន់ តំបន់ការពារ បេតិកភណ្ឌវប្បធម៌ដែលត្រូវបានការពារដោយច្បាប់ ឬទីតាំងផ្សេងទៀតដែលមានភាពរសើបខ្លាំង។	☐	☐	[Insert reference or action]
Physical displacement, significant economic displacement, or land impacts requiring a Resettlement Plan or other dedicated instrument.ការផ្លាស់ទីលំនៅដោយរូបវន្ត ការផ្លាស់ទីលំនៅដែលបង្កផលប៉ះពាល់សេដ្ឋកិច្ចយ៉ាងខ្លាំង ឬផលប៉ះពាល់លើដីធ្លី ដែលតម្រូវឱ្យមានផែនការតាំងទីលំនៅថ្មី ឬឧបករណ៍ជាក់លាក់ផ្សេងទៀត។	☐	☐	[Insert reference or action]
Adverse impacts on Indigenous Peoples requiring a dedicated plan or planning framework measures.ផលប៉ះពាល់អវិជ្ជមានលើជនជាតិដើមភាគតិច ដែលតម្រូវឱ្យមានផែនការជាក់លាក់ ឬវិធានការក្នុងក្របខ័ណ្ឌនៃការរៀបចំផែនការ។	☐	☐	[Insert reference or action]
Dam construction/rehabilitation or safety risk requiring specialist assessment.ការសាងសង់/ការជួសជុលទំនប់ ឬហានិភ័យសុវត្ថិភាព ដែលតម្រូវឱ្យមានការវាយតម្លៃដោយអ្នកជំនាញ។	☐	☐	[Insert reference or action]
International waterways, disputed areas, or other policy triggers requiring additional review.ផ្លូវទឹកអន្តរជាតិ តំបន់ដែលមានជម្លោះ ឬកត្តាផ្សេងទៀតដែលទាក់ទងនឹងគោលនយោបាយ ដែលតម្រូវឱ្យមានការពិនិត្យឡើងវិញបន្ថែម។	☐	☐	[Insert reference or action]
Major hazardous materials, significant pollution risk, large workforce influx, or complex camp arrangements. វត្តមានសារធាតុគ្រោះថ្នាក់សំខាន់ៗ ហានិភ័យនៃការបំពុលកម្រិតខ្ពស់ ការហូរចូលនៃកម្លាំងពលកម្មចំនួនច្រើន ឬការរៀបចំទីតាំងស្នាក់នៅដែលមានលក្ខណៈស្មុគស្មាញ។	☐	☐	[Insert reference or action]
Material design uncertainty, unresolved land/ROW claims, or significant community opposition.ភាពមិនច្បាស់លាស់ក្នុងការរចនាបច្ចេកទេស ការទាមទារពាក់ព័ន្ធនឹងដីធ្លី ឬសិទ្ធិប្រើប្រាស់ផ្លូវ (ROW) ដែលមិនទាន់ដោះស្រាយរួចរាល់ ឬការប្រឆាំងយ៉ាងខ្លាំងពីសំណាក់សហគមន៍។	☐	☐	[Insert reference or action]

Trigger	Yes	No	Evidence / action
Any other ESMPF criterion requiring a full ESIA/ESMP or specialist plan. លក្ខណៈវិនិច្ឆ័យផ្សេងទៀតណាមួយរបស់ ESMPF ដែលតម្រូវឱ្យមានការវាយតម្លៃផលប៉ះពាល់បរិស្ថាន និងសង្គម (ESIA)/ផែនការគ្រប់គ្រងបរិស្ថាន និងសង្គម (ESMP) ពេញលេញ ឬផែនការជាក់លាក់ណាមួយដែលរៀបចំដោយអ្នកជំនាញ	☐	☐	[Insert reference or action]
Decision rule: *If any trigger is marked Yes, this abbreviated ESMP is not sufficient unless the ESMPF explicitly allows the matter to be resolved through a specified supplementary assessment or plan.* វិធាននៃការសម្រេចចិត្ត៖ ប្រសិនបើមានចំណុចគន្លឹះ (trigger) ណាមួយត្រូវបានសម្គាល់ថា «មាន» (Yes) នោះផែនការគ្រប់គ្រងបរិស្ថាន និងសង្គម (ESMP) ក្នុងទម្រង់សង្ខេបនេះ គឺមិនគ្រប់គ្រាន់ឡើយ លើកលែងតែក្របខ័ណ្ឌផែនការគ្រប់គ្រងបរិស្ថាន និងសង្គម (ESMPF) អនុញ្ញាតយ៉ាងច្បាស់លាស់ឱ្យដោះស្រាយបញ្ហានេះ តាមរយៈការវាយតម្លៃ ឬផែនការបន្ថែមជាក់លាក់ណាមួយ។			

2.2 Screening Summary and Decision ២.២ សេចក្តីសង្ខេបនៃការពិនិត្យ និងការសម្រេចចិត្ត

Screening date and team	**Screening date:** 29th April 2026 H.E Ny Kim San, Project Director, NCDD Mr. Sam Lor, Sala Kamreuk Commune Chief Mr. Liv Leanghy, DTL, Consultant Mr. Tuy Pov, NCDD Consultant Mrs. Sao Sambatmorakath, Environment Safeguard Specialist Mr. Mey Hout, Road Engineer, TA team Mr. Phouv Narin, Social Safeguard Specialist Mr. Keo Sony, climate change specialist, Consultant Mr. Pen Thay, Gender Specialist, Consultant Mr. Louy Makara, Commune council of Sala Kamreuk commune Mr. Chan Narith, Commune council of Sala Kamreuk commune Mr. Lay Tong Hak, Commune council of Sala Kamreuk commune Mr. Ty Chan, Village assistant Sala Kamreuk Mr. Chhim Brosith, Village Assistant Phum Svay Mr. Sok Vanna, Village Assistant Trapeang Treang Mr. Bung Lyny, Pre-school Angkor director
E&S risk category	The Rural Infrastructure and Sustainable Investment for Growth (RISING) Project is classified as Category B (Moderate Environmental and Social Risk)

Key anticipated impacts	Key Anticipated Environmental and Social Impacts – RISING Project 1. Air quality: Dust and vehicle emissions from construction activities and transportation. 2. Noise and vibration: Temporary disturbance to nearby communities during construction. 3. Water and soil pollution: No potential soil erosion, sedimentation, wastewater discharge, and contamination from construction activities. 4. Biodiversity: No localized impacts on vegetation, trees, natural habitats, and aquatic resources. 5. Land and asset impacts: No potential temporary or permanent impacts on land, structures, crops, trees, and other assets. 6. Loss seven trees 7. Livelihoods and access: Temporary disruption of access to farmland, roads, irrigation facilities, and local businesses. 8. Indigenous Peoples: No impacts on Indigenous Peoples' livelihoods, cultural practices, and community resources. 9. Labor and working conditions: Occupational health and safety risks, labor-related issues, and SEA/SH risks. 10. Community health and safety: Traffic accidents, construction hazards, and public safety risks. 11. Cultural heritage: Potential disturbance to archaeological sites, religious places, or other cultural heritage resources. Overall assessment: Anticipated impacts are expected to be localized, site-specific, and manageable through appropriate mitigation measures under the ESMPF, RPF, IPPF, ESMPs, and ESCoPs.
Land / livelihood conclusion	The proposed subproject is not expected to cause land acquisition, physical displacement, or economic displacement. No impacts on private land, structures, crops, trees, businesses, or other productive assets are anticipated. Existing access and livelihood activities are expected to remain unaffected during construction and operation. Therefore, no adverse impacts on land ownership, livelihood, or income sources are anticipated, and no Resettlement Plan (RP) is required.

Biodiversity / cultural heritage conclusion	The Rural Infrastructure and Sustainable Investment for Growth (RISING) Project is expected to have generally manageable biodiversity and cultural heritage risks, provided that appropriate environmental and social screening and mitigation measures are implemented throughout the project cycle. The project covers seven provinces: Pailin, Battambang, Banteay Meanchey, Oddar Meanchey, Siem Reap, Preah Vihear, and Kandal. These provinces include agricultural landscapes, forests, wetlands, river systems, the Tonle Sap floodplain, and areas with cultural, historical, and archaeological significance. Potential risks may arise from vegetation clearance, habitat disturbance, soil erosion, sedimentation, water pollution, and construction activities near culturally sensitive locations. The project will apply the Environmental and Social Management Framework (ESMPF) to screen proposed subprojects and identify potential impacts on natural habitats, biodiversity, protected areas, and cultural heritage resources. Subprojects will prioritize existing road alignments and previously disturbed areas and avoid significant adverse impacts on critical habitats, protected areas, and important cultural heritage sites. **Specific mitigation measures will include:** • Conducting biodiversity and cultural heritage screening and site verification before subproject approval. • Avoiding or minimizing impacts on forests, wetlands, natural habitats, waterways, and protected areas. • Protecting trees, wildlife habitats, aquatic ecosystems, and other environmentally sensitive resources. • Consulting local communities, Indigenous Peoples, traditional leaders, and relevant authorities to identify sacred sites, archaeological resources, cemeteries, and culturally important places. • Incorporating a Chance Find Procedure into construction contracts and site-specific ESMPs. • Monitoring contractor compliance with environmental protection and cultural heritage management requirements. **Overall conclusion:** Biodiversity and cultural heritage risks under the RISING Project are anticipated to be site-specific and manageable through appropriate subproject screening, avoidance measures, mitigation, community consultation, and environmental monitoring. All subprojects will be required to comply with applicable Cambodian environmental and cultural heritage legislation and AIIB's Environmental and Social Policy (2024), including the Environmental and Social Exclusion List (ESEL). Subprojects with prohibited or unacceptable impacts on biodiversity and cultural heritage will be excluded from project financing.

Climate and disaster risk conclusion	Based on the preliminary assessment, the climate and disaster risk for the RISING Project is considered moderate, subject to confirmation through detailed subproject-level climate and disaster risk screening and site assessments. The project should incorporate climate change adaptation and disaster risk reduction measures throughout the planning, design, construction, and operation phases. The following measures are recommended: 1. Climate-resilient infrastructure: Apply climate-resilient engineering standards for road construction, irrigation systems, drainage, culverts, and community facilities. 2. Flood risk management: Assess historical flood levels, flood-prone areas, drainage capacity, and water flow patterns before selecting and designing subprojects. 3. Drought preparedness: Promote efficient water use, appropriate irrigation scheduling, water storage, and climate-smart agricultural practices. 4. Extreme weather preparedness: Establish early warning, emergency response, and construction safety arrangements for floods, storms, lightning, and extreme heat. 5. Environmental protection: Maintain natural drainage channels, protect vegetation, avoid unnecessary disturbance of wetlands and waterways, and manage soil erosion and sedimentation. 6. Community resilience: Raise awareness among local communities, farmers, women, and vulnerable households about climate risks, disaster preparedness, and emergency response. 7. Monitoring and maintenance: Include regular inspection and maintenance of infrastructure to ensure its long-term resilience and functionality. Overall conclusion: The RISING Project is expected to contribute positively to climate adaptation and disaster resilience by improving rural infrastructure, water management, agricultural productivity, and community livelihoods. Provided that appropriate climate risk screening, resilient engineering designs, mitigation measures, and disaster preparedness arrangements are incorporated into the ESMPF and relevant subproject ESMPs, the identified climate and disaster risks are considered manageable.
Selected instrument	☑ Streamlined ESMP using the site-specific E&S matrix ☑ Full ESMP / ESIA /ESMP / ESIA /another dedicated instrument

Decision rationale	The Sangkat Sala Kamreouk Improvement Road Subproject involves the improvement of an existing road of approximately 1,871 meters in length, with a proposed carriageway width of 6 meters and 0.5-metre shoulders on both sides. The works are expected to focus mainly on upgrading the existing road alignment and associated drainage and road safety facilities. Based on the preliminary environmental and social screening, the subproject is expected to have limited, localized, and manageable environmental and social impacts. Potential risks include dust, noise, vibration, construction waste, soil erosion, traffic disruption, occupational health and safety hazards, community health and safety concerns, and temporary impacts on access to houses, businesses, and community facilities during construction. **Decision rationale:** The preparation of an Environmental and Social Code of Practice (ESCoP) is considered a proportionate instrument for managing the anticipated environmental and social risks, provided that site verification confirms that impacts remain minor, temporary, and manageable within the existing road corridor. **The ESCoP is appropriate because:** 1. The subproject involves improvement of an existing road rather than construction of a new road through undisturbed or environmentally sensitive areas. 2. The anticipated environmental impacts are limited in scale, localized, and mostly temporary during construction. 3. No significant adverse impacts on natural habitats, protected areas, or critical cultural heritage resources are anticipated, subject to site verification. 4. No physical displacement or significant economic displacement is expected, subject to confirmation of the final road footprint and verification of affected assets and access. 5. Potential environmental, social, occupational health and safety, and community health and safety risks can be managed through standard construction mitigation measures. 6. The contractor can implement the required mitigation measures through the ESCoP, Contractor's Environmental and Social Management Plan (C-ESMP), and routine construction supervision and monitoring. **Conclusion:** The ESCoP is considered proportionate to the nature, scale, and anticipated level of environmental and social risks of the Sangkat Sala Kamreouk Improvement Road Subproject. It provides practical mitigation measures, clear responsibilities, and monitoring requirements without requiring a more comprehensive site-specific ESMP, provided that screening and site verification confirm the absence of significant impacts. If subsequent design review or site verification identifies land acquisition, involuntary resettlement, significant impacts on livelihoods, Indigenous Peoples, sensitive habitats, or cultural heritage resources, the appropriate additional environmental and social assessment and management instruments must be prepared before the relevant works proceed, in accordance with the AIIB Environmental and Social Policy (2024) and the project's ESMPF.

3 Site-specific Environmental and Social Management Matrix

ENVIRONMENT AND SOCIAL MANAGEMENT PLAN (ESMP) MATRIX FOR REHABILITATION OF RURAL ROADS

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
Design and Pre-construction							
The subproject is impacted by future climate change	Higher and more intensive rainfall will result in increased risk of flooding and damage of road infrastructure. Increased temperatures may lead to damage of DBST and RC road surfaces.	D3	Long-term	● Road surfaces will be designed with higher elevations in flood plains to reduce the risk of road submergence. ● Alternative designs for DBST and RC roads will incorporate all relevant recommendations, specifications and guidelines to ensure satisfactory quality.	Included in the subproject design cost	DCS team	Local authorities-village/commune/ district, PWG and PMU
Grievance Redress Mechanism (GRM) not established.	Local authority through its existing commune/Sangkat complaint mechanism with complaints box in commune office. NCDDS with support from PIC schedule to train PWG and confirm that GRM us functioning for each subproject.	D1	Short-term	● Immediate action by commune council for any complaint regarding road infrastructure construction.	Included in the subproject design cost	Affected persons and/or voluntary donator for infrastructure subproject	Local authorities-village/commune/ district, PWG and PMU
Incorporation of generic ESMP into bidding and contract documents	Environmental and social measures identified in the ESMP need to be legally binding so that they will be effectively implemented	D3	From bidding and for duration of contract.	● Contract documents: Inclusion of the ESMP in the bidding documents and requirement for preparation of Contractors Environment and Social Management Plan (CESMP) comprising the special conditions of contract for the protection of soil, water & air resources and compliance with social safeguard requirements.	Included in the subproject contract cost	Design consultants/EAs & contractors	Local authorities-village/commune/district, PWG and PMU
Identification of roadside trees that need to be removed	Fruit trees and other commercial timbers usually planting/growing along the roadsides either privately or commune owned.	D2	Medium term	● Tree clearing should be avoided as much as possible, and if unavoidable, the damaged trees need to be replaced by re-planting new roadside trees. Replacement tree planting costs will be included in the design cost.	Included in the subproject design cost	Design consultant & PMU Safeguard Specialists	Local authorities-village/commune/district, PWG and PMU

[1] The classifications by degree of significance are defined as follows: (i) D1: no impact from the subproject; (ii) D2: small impact with low probability of occurrence and low magnitude of any impact occurring; (iii) D3: moderate impact and probability of occurrence; (iv) D4: major impact with high probability of occurrence. (+) Beneficial.

[2] Short term: < 1 year; Medium term: 1 to 3 years; Long term: > 3 years.

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
				• Consulting communities and commune authorities during subproject design to raise public awareness.			
Need for removal of natural trees in reserved area for borrow pit	Trees growing at or close to the designated borrow pit	D2	Medium term	• Locate alternative site for borrow pit area to avoid any negative impact on livelihood and trees • Inclusion of tree replacement planting in the subproject design.	Included in the subproject design cost	Contractor PMU Safeguard Specialists	Local authorities-village/commune/ district, PWG and PMU
Potential loss of agricultural land for borrow pits	Reduced area for crop production resulting in negative impact for APs.	D2	Medium term	• Identify alternative site for borrow pit areas where there will be no negative impact on livelihood and protected areas. • Inclusion of replacement for damage caused during construction.	Included in the subproject cost	Contractor PMU Safeguard Specialists	Local authorities-village/commune/ district, PWG and PMU
Presence of landmines and UXO	The subproject civil works will take place in areas that are already well trafficked there is unlikely to be any significant landmines/UXO risk. The borrow pit site is unknown yet and it could be impacted by landmines/UXO if present in that area	D3	Medium term	• Subprojects will rehabilitate on the existing roads without widening. Hence consultative meetings with local communities will be conducted to establish clearly whether there are risks of landmines or UXO. • During public consultation meetings local knowledge of existence of UXO will be sought and if necessary, reported to the Cambodia Mine Action Centre (CMAC). • Unsafe areas will be cleared before subproject implementation.	Included in the subproject cost	Contractor PMU Safeguard Specialists	Local authorities-village/commune/ district, PWG and PMU

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
Need for resettlement/ land acquisition	Additional land area may be required for road widening.	D3	Long Term	● At least two meaningful public consultation meetings will be conducted at each site with full participation of all APs including women, and also IPs for sites where they are residing. ● Voluntary donations of land and trees within the RoW will be requested from APs. ● Measures will be taken to ensure that no vulnerable households are impacted by the subprojects. ● Other measures will be documented in the Detailed Resettlement Plan when it is prepared.	Included in the subproject cost	Contractor PMU Safeguard Specialists and GDR/IRC	Local authorities-village/commune/ district, PWG and PMU
Construction Phase							
Air pollution, land and water contamination, and traffic & access problems	Impacts on local communities through reduction in air quality, impact on water supplies and risks associated with increased traffic density.	D2	Short-term	● Piles of aggregates at sites should be used/or removed promptly, or covered and placed in non-traffic areas ● DBST materials should be stored well away from settlements, and cultural sites (e.g., schools, hospitals), and ecological receptors. ● Bitumen production and handling areas should be isolated. ● Contractors must be well trained and experienced with the production, handling, and application of bitumen. ● All spills should be cleaned immediately and handled as per hazardous waste management plan, and according to Government regulations. ● Bitumen should only be spread on designated road-beds, not on other land, near or in any surface waters, or near any human activities. ● Bitumen should not be used as a fuel.	Included in the program cost	Contractor PMU Safeguard Specialists	Local authorities-village/commune/ district, PWG and PMU

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
Dust generation	Dust caused by the transportation of construction materials and goods (contractors and/or commuters/passengers/ drivers and operators)	D2	Short-term	● Spray water at least twice a day on unpaved areas, haul roads and exposed dust-prone stockpiles. Increase frequency of water spraying during windy conditions. ● During removal of existing pavement and during backfilling, conduct water spraying to suppress dust. ● Control vehicle speed to less than 30 km/h in unpaved areas. Post a notice on the construction works and display a speed limit sign in these areas. ● Trucks carrying dry construction materials such as earth; aggregate will be covered with tarpaulins or other suitable cover.	Included in the subproject cost	Contractor PMU Safeguard Specialists	Local authorities-village/commune/ district, PWG and PMU
Noise and vibration	Noise caused by the concentration of machinery working in one area, plus haulage vehicles, can cause a range of impacts from nuisance to health problems. Noise near schools, health centers, and pagoda can disrupt services.	D2	Short-term	● Construction after 6pm within 200m of residences shall be strictly prohibited. ● During daytime construction, the contractor will ensure that temporary anti-noise barriers are installed to shield sensitive receptors (if any) within 50m of the construction site.	Included in the subproject cost	Contractor PMU Safeguard Specialists	Local authorities-village/commune/ district, PWG and PMU secretariat
Generation of solid and liquid waste	Solid wastes may be caused mainly by camp sites, kitchen, human waste, and debris of construction materials.	D2	Short-term	● Manage general solid and liquid waste from construction in line with Government regulations, and cover collection, handling, transport, recycling, and disposal of waste created from construction activities and work force. ● Make clear arrangements for storage and transportation of all hazardous and non-hazardous waste to an authorized and approved disposal point (approved by Provincial Department of Environment). ● Store all solid waste in containers with lids, more than 25m from all surface water, water supplies, and cultural and ecological sensitive receptors. ● Prohibit burning of waste at all times; ● Provide all vehicles/drivers with plastic bags for waste collection and prevent any			

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
				unauthorized waste disposal with particular attention paid to prevention of waste entering water ways including drainage ditches ● A schedule of solid and liquid waste pickup and disposal must be established and followed that ensures the construction site is as clean as possible. ● All spills must be cleaned up completely with all contaminated soil removed.			
Traffic management	Traffic congestion occurs during civil work implementation such as materials stockpiling, reinforcement and concrete casting activities.	D2	Short-term	● The contractor is required to formulate a Traffic Management Plan that includes the following: - Orientation for their drivers or equipment operators to comply with the required speed limit. - Driving at low speeds, especially in populated areas-market, school, hospital. - Keeping the roadway or bypass accessible to commuters to avoid traffic jams and follow lance. - Parking at designated areas. - The contractor/sub-contractor should employ flag persons to manage the traffic and closely coordinate with local authorities for traffic management. ● Providing traffic sign at construction sites.	Included in the subproject cost	Contractor PMU Safeguard Specialists	Local authorities-village/commune/ district, PWG and PMU
Local employment generation	Contractor may import workers from outside during the construction	(+)	Short-term	● The contractor/subcontractor should be encouraged to employ from unskilled labor from local villages/communes including woman.	Included in subproject cost	Contractor PMU Safeguard Specialist	Local authorities-village/commune/ district, PWG and PMU
Implementation of Construction Workers and Camp	Contamination of water, soil, waste production and social issues	D2	Short term	● If a construction workers camp is required, the contractor will set out a management plan which includes: - A map showing the camp lay out, welfare facilities & first aid station. - Accommodation facilities including separate toilets for male and female workers, adequate drainage to prevent	Included in the subproject cost	Contractor/ subcontractors' Social and Environmental Safeguards	Local authorities-village/commune/ district, PWG and PMU

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
				flooding, security including a no weapons policy and waste disposal areas. - Pit latrines to be located at least 200m from surface waters, and in areas of suitable soil profiles and above the groundwater levels - A clean-out or infill schedule for pit latrines must be established and implemented to ensure working latrines are available at all times. - Providing firefighting equipment will be provided in all camps and will have adequate signage and prescribed testing intervals. - Plan of how camp areas will be restored to original condition after construction completed ● If a construction camp is not required, the contractor will not require a Management Plan but will: - Provide adequate waste disposal facilities including garbage cans for workers. - Provide welfare facilities including water for washing, drinking and include facilities for male and female workers. - Provide toilets for male and female construction workers with a cleaning schedule. - The contractor will give priority to local labor force and retain evidence of how local labor recruitment efforts were undertaken. ● The contractor will ensure training is delivered to construction workers on the following and the contractor will provide a training schedule: - HIV Aids education awareness - Cambodian laws for imported labor regarding hunting, fishing and traffic rules			

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
				- GRM - how to deal with affected people who make a complaint to a worker - Occupational Health and Safety and Emergency Procedures. ● Prevention of CoVID-19 pandemic; Health and Safety			
Gender based violence	Unsafe workplace environment due to offensive, abusive or violent behavior	D2	Short term	● The contractor will be required to maintain a safe and secure site environment with zero tolerance of gender-based violence (GBV), sexual exploitation and abuse (SEA) and sexual harassment (SH) by ensuring: ● People treat each other with respect and do not discriminate against specific groups such as women, gays, people with disabilities, migrant workers or children. ● There is zero tolerance of sexual harassment, which includes unwelcome sexual advances, requests for sexual favors and other unwanted verbal or physical conduct of a sexual nature including individual under the age of 18. ● There is respectful engagement with the local community and/or APs without intimidation, threats and coercive behavior. ● The possession of drugs and alcohol is prohibited while workers are on duty and ensuring that all workers return to labor camps no later than 22.00 hrs. ● All workers both male and female are aware of their rights and of the GRM that can be used for reporting any violations	Included in the program cost	Contractor/sub-contractors' Social and Environmental Safeguards	Local authorities-village/commune/di strict, PWG and PMU
CoVID-19 pandemic	Worldwide and nationwide	D4	Long-term	● The contractor will provide safe, suitable and comfortable accommodation, kitchen, dining and sanitary facilities (toilet and bath); with an ample supply of clean water and the bathrooms have liquid soap provided for hand washing. ● First aid supplies and PPE will be provided for workers including face masks.			

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
				• Camp surroundings will be kept clean to prevent the spread of other vermin and insect vectors of disease. • A trained H & S officer will be designated by the contractor to ensure the proper implementation of the environment, health and safety programs and induction and training of the workforce during the construction phase. • For security and maintaining order in the camp and to avoid social conflicts with the local residents, camp rules will be strictly enforced including a nighttime curfew. • The contractors H&S plans will be updated to reflect the risk mitigation measures in respect of CoVID-19 and these need to be reviewed by Environment Safeguard Specialist to provide recommendations to the PMU/Contractor (H & S Officer) and to monitor the implementation of these H&S plans. • Special precautions will be included to provide for enhanced cleanliness on site for the workers and ensure that over-crowding of dormitories and canteen facilities are avoided to enable adequate social distancing and regularly disinfected. • The hiring of local unskilled labor from within the villages will be maximized to avoid the importation of laborers from other areas, and for skilled workers who are not from the area they should avoid close interaction with residents in the villages. • All persons who are working on the construction site will be advised to immediately report any symptoms of CoVID-19 to the site manager/H&S Officer immediately and make arrangements to self-isolate to avoid the risk of spreading infection. • The H&S Officer at the construction site will be equipped with a digital thermometer to			

Potential impacts and issues	Nature of Impacts	Significance[1]	Duration[2]	Mitigation measures and/or safeguards	Costs	Who is implementing	Who is supervising
				enable them to regularly check the temperatures of anyone who shows symptoms.			
Operation and maintenance							
Road maintenance (after newly concrete casting of RC roads)	The vehicles (all types/kinds) will traverse on the reinforced concrete (RC) road after newly/immediately concrete casting.	D3	Short-term	● Pouring water onto RC road/and use the materials absorbing water to cover and maintain humidity for at least one week. ● Use concrete rings/concrete posts to prevent/barricade the vehicles/truck traversing through RC roads (at least for 21 days after concrete casting). For heavy trucks will allow to use after 28 days' concrete casting. Common cars will allow to use RC road after 21 days of concrete casting. For motorbikes (without trailers) are allowed to use the RC road after concrete casting for a few days (i.e. 2 or 3 days)	Included in subproject cost	Contractor PMU Safeguard Specialist	Local authorities-village/commune/ district, PWG and PMU
Road safety	Regular commuters/ passengers and drivers traversing along the road lines	D2	Short-term	● Providing sufficient road signage, warning ahead of road construction and upgrading ● Provides flag persons to manage the traffic during construction	Included in subproject cost	Contractor PMU Safeguard Specialist	Local authorities-village/commune/ district, PWG and PMU
Traffic accident	Good roads/smooth roads the drivers, commuters/ passengers/operators will drive faster, especially the drink driving/ drunk drivers!	D3	Long term	● Provide traffic sign board at corner or curve road, especially at school, hospital, and pagoda/mosque/church market areas. ● Road safety device/furniture including traffic sign board (especially at corner or curve road and school, hospital and market centers) and speed bump (for reducing speed, especially at school, hospital, and pagoda/mosque/church market areas). ● Public awareness and campaign on traffic sign and national traffic regulation to educate communities to get understanding on the traffic thus the traffic accident will be reduced or avoided.	Included in subproject cost	Local authorities-village/commune/ district, PWG and PMU	Local authorities-village/commune/ district, PWG and PMU

4 Environmental and Social Monitoring Plan

Parameter	Critical aspects and indicators	Means of verification	Frequency	Responsibility	Reporting	Corrective action trigger
A. Management systems and compliance						
ESMP / CESMP implementation	Approved CESMP in place before mobilization; all ESMP measures transposed; site-specific method statements for high-risk activities. Percentage of ESMP/CESMP measures implemented on schedule; number and severity of non-compliances (minor / major / critical); time to close. ESHS staffing by contractor (named E&S officer on site); ESHS budget line expended vs. planned.	CESMP approval record; DSC site inspection checklist; contractor monthly ESHS report; non-compliance register; photographs	Weekly (DSC); monthly (PIC)	Contractor; DSC; PIC E&S specialists	Contractor monthly report; DSC monthly progress report; semi-annual SMR	Any major or critical non-compliance; three or more repeat minor non-compliances; CESMP not approved before mobilization
Incidents and corrective actions	Number of E&S incidents by category (environmental, OHS, community, social/SEA-SH) and severity; fatalities and lost-time injuries reported to AIIB within 48 hours. Root-cause analysis completed; corrective action plan (CAP) issued with responsibilities and deadlines; percentage of CAP actions closed on time; overdue actions.	Incident register; incident notification and investigation reports; CAP tracker	Immediate on occurrence; monthly review	Contractor (notify); DSC (investigate); PMU (report to AIIB)	Serious incident notification to AIIB within 48 h; full report within 10 working days; CAP status in semi-annual SMR	Any serious or fatal incident; CAP action overdue by more than 30 days
Monitoring, reporting and disclosure	Timeliness and completeness of contractor monthly, DSC monthly and semi-annual Safeguard Monitoring Reports (SMR); AIIB comments addressed. Disclosure of IEE/ESMP and SMR in Khmer at commune/district offices and on the NCDDS website before works commence.	Report submission log; AIIB acknowledgement; disclosure records (dated photographs, web links)	Monthly; semi-annual	PMU (consolidation); PIC (preparation)	Semi-annual SMR to AIIB; annual E&S summary in project progress report	SMR more than one month late; works commenced before disclosure
Capacity building and E&S training	Number of trainings delivered vs. ESMPF capacity-building plan; participants by agency (PMU, PWG, district, commune), sex and role; contractor worker inductions and toolbox talks held. Post-training competence checks; E&S staff positions filled at PMU, PWG and contractor level.	Training records and attendance sheets (sex-disaggregated); induction registers; staffing records	Quarterly	PIC; PMU; contractor (worker training)	Semi-annual SMR	Key E&S position vacant more than 3 months; workers on site without induction
B. Social safeguards						

Parameter	Critical aspects and indicators	Means of verification	Frequency	Responsibility	Reporting	Corrective action trigger
Land acquisition, resettlement and compensation (ESS 2)	RP/due-diligence report prepared and approved before award; number of affected households (AHs) by impact type; voluntary land donation documented per RPF protocol. Compensation paid at replacement cost before displacement or start of works on affected land; livelihood restoration measures delivered; special assistance to vulnerable AHs. Land-related grievances and status; income/livelihood restoration of AHs post-relocation.	RP; donation forms and commune certification; compensation payment records; AH database; internal and external monitoring reports	Monthly during LAR; quarterly post-payment; end-of-RP evaluation	PMU; PWG/IRC provincial sub-committee; PIC social specialist; external monitor (if required)	RP implementation report before works; semi-annual SMR	Works started on land before compensation; donation lacking documentation; AH livelihood below pre-project level
Indigenous Peoples (ESS 3)	IP screening completed for all subprojects; IPP prepared where IP households affected; meaningful consultation and, where required, FPIC obtained and documented before approval. Implementation of IPP measures; IP participation in consultations and grievance mechanisms; culturally appropriate benefits delivered; no impacts on communal land or spirit forests without agreement.	IP screening forms; IPP; consultation minutes in appropriate language; FPIC documentation; IPP monitoring report	At screening; quarterly during implementation	PIC social specialist; PMU; commune council	IPP monitoring in semi-annual SMR	Subproject affecting IP communities approved without IPP/consultation; encroachment on communal land
Stakeholder engagement (SEP)	Consultations held at screening, design, pre-construction and construction stages per SEP; participation by women, ID Poor, IP, persons with disabilities and conflict-displaced households. Issues raised and how addressed; information disclosed in accessible form; community notification before works and before disruptive activities (road closures, blasting, water cut-offs).	Consultation minutes and sex-disaggregated attendance; SEP tracker; notification records; signboards	Each consultation; quarterly summary	PIC; contractor community liaison officer; commune council	Semi-annual SMR (SEP section)	Stage passed without required consultation; women below 30 percent of participants without justification
Grievance redress (GRM)	GRM established at commune, district and PMU tiers and publicized; grievance focal points trained; confidential channel for SEA/SH. Number of grievances received, by tier, type and complainant sex; resolved within response times; outstanding and escalated; complainant satisfaction; recurring themes. Workers' grievance mechanism operated by contractor.	Grievance logs at each tier; acknowledgement and resolution records; workers' grievance log; AIIB PPM correspondence	Continuous; monthly consolidation	Commune council/CCWC; district; PMU; contractor (workers)	Monthly grievance summary; semi-annual SMR	Grievance unresolved beyond tier response time; any SEA/SH complaint; complaint escalated to AIIB PPM
Vulnerable groups and gender (GAP)	Vulnerable households identified in subproject social screening and measures assigned; GAP targets (women in consultations, employment, commune decision-making, training) achieved. Women's share of project-generated employment and equal pay; accessibility features in community infrastructure; no differential adverse impacts.	Social screening forms; GAP monitoring table; contractor payroll (sex-disaggregated); site inspection	Quarterly	PIC gender/social specialist; PMU; contractor	GAP progress in semi-annual SMR	GAP target off-track for two consecutive quarters; unequal pay identified

Parameter	Critical aspects and indicators	Means of verification	Frequency	Responsibility	Reporting	Corrective action trigger
SEA/SH prevention and response	Worker code of conduct signed by all workers; SEA/SH awareness sessions for workers and communities; referral pathway to service providers established. Number of SEA/SH allegations received via confidential channel; survivor-centered handling; timeliness of response; disciplinary actions taken.	Signed codes of conduct; awareness records; confidential SEA/SH log (non-identifying); referral protocol	Monthly	Contractor; PIC social specialist; CCWC	Aggregated, non-identifying reporting in semi-annual SMR; immediate notification to AIIB of any allegation	Any allegation; workers on site without signed code of conduct
C. Labor and health and safety						
Labor and working conditions	Written contracts, wages at or above minimum, working hours, overtime and rest days per Labor Law; age verification (no workers under 18 on hazardous work); no forced labor; equal pay. Worker accommodation and welfare facilities to standard; workers' grievance mechanism functioning; community members employed as unskilled labor covered by same conditions.	Payroll and contracts audit; age verification records; camp inspection; workers' grievance log; worker interviews	Monthly	DSC; PIC social specialist; contractor	Semi-annual SMR	Any child or forced labour finding; wages below minimum; camp below standard
Occupational health and safety (OHS)	OHS plan and risk assessments in place; PPE issued and used; trained first-aiders and first-aid kits on site; safe systems for excavation, working at height, lifting and traffic. Number of fatalities, lost-time injuries, medical treatment cases and near-misses; frequency rate; worker inductions and toolbox talks held; emergency preparedness drills.	OHS plan; site inspection checklist; accident and near-miss register; training records; drill records	Daily (contractor); weekly (DSC)	Contractor OHS officer; DSC; PIC	Contractor monthly ESHS report; semi-annual SMR; fatality/LTI to AIIB within 48 h	Any fatality or LTI; PPE non-use observed; excavation without shoring or barriers
Community health and safety	Traffic management plan implemented (signage, flagmen, speed control, safe crossings near schools and markets); site fencing and public exclusion; safe pedestrian access maintained. Landmine/UXO survey and CMAA clearance certificate before ground works in Pailin, Banteay Meanchey, Oddar Meanchey, Preah Vihear and elsewhere as screened; community complaints on safety; community incidents involving project vehicles or works. Communicable disease awareness; water supply and drainage not disrupted; safety audit of completed assets before handover.	Traffic management plan; UXO clearance certificates; site inspection; community incident log; grievance log; handover safety audit	Weekly (DSC); UXO before works	Contractor; DSC; PIC; CMAA-accredited operator	Semi-annual SMR; community incident to AIIB within 48 h	Ground works without UXO clearance where required; any community injury; school/market frontage without safe crossing
D. Environmental management						

Parameter	Critical aspects and indicators	Means of verification	Frequency	Responsibility	Reporting	Corrective action trigger
Pollution control: dust, noise, vibration	Water spraying on haul roads and near settlements; speed limits; covered loads; working hours near sensitive receptors; equipment maintenance; complaints. Dust, noise and vibration levels at sensitive receptors (schools, health centers, pagodas, houses) within GKC/WBG EHS limits where measured.	Site inspection; complaint log; spot measurements where warranted by complaints or receptor proximity	Weekly (visual); measurement on complaint	Contractor; DSC	Contractor monthly report; semi-annual SMR	Two or more substantiated complaints at same receptor in a month; exceedance of limit
Water quality, soil erosion and drainage	Sediment and erosion controls at watercourse crossings, embankments and borrow pits; no discharge of untreated wastewater or fuel to watercourses; irrigation flows to downstream users maintained during works. Turbidity/visual quality downstream of works; slope stabilization and re-vegetation completed; drainage structures free of blockage; no induced flooding of adjacent land.	Site inspection; photographs; downstream user complaints; spot water quality sampling at sensitive locations	Weekly; after heavy rainfall	Contractor; DSC	Semi-annual SMR	Visible sediment plume or fuel sheen; downstream irrigation supply interrupted; embankment failure
Waste, hazardous materials and materials sourcing	Solid waste segregated and disposed at approved sites; fuel and bitumen stored on bunded surfaces with spill kits; no asbestos-containing materials; spoil disposal at approved sites. Borrow pits and quarries licensed (MME/MoE); associated-facility compliance documented; borrow pits rehabilitated on completion; timber from legal, sustainable sources.	Waste manifests; site inspection; material source licenses; borrow pit rehabilitation records; timber source documentation	Monthly	Contractor; DSC; PIC	Semi-annual SMR	Material sourced from unlicensed site; uncontained spill; unrehabilitated borrow pit at completion
Biodiversity, protected areas and natural resources	No works within PA core or conservation zones or critical habitat (exclusion confirmed at screening); vegetation clearance limited to approved footprint; tree removal counted and compensatory planting done. No hunting, wildlife trade, fuelwood collection or fishing by workers; no induced encroachment or new access into forest/PA community zones from improved roads; biodiversity mitigation measures for subprojects near KBAs/PAs implemented.	Screening records with PA/KBA overlay; site inspection; clearance and replanting records; worker code of conduct; PA ranger/community reports	Monthly during construction; annually during operation for roads near PAs	DSC; PIC environmental specialist; MoE/PA management; commune council	Semi-annual SMR	Any clearance beyond approved footprint; evidence of hunting/wildlife trade; new encroachment along project road
Cultural heritage and chance finds	Heritage sites, pagodas, burial grounds and spirit forests identified at screening avoided or protected; APSARA/Preah Vihear authority clearance obtained where applicable. Chance Find Procedure in contract and workers briefed; chance finds reported, works halted and authority notified within 24 hours.	Screening records; authority clearances; chance-find register; worker briefing records	At screening; on occurrence; monthly check	Contractor; DSC; PIC; Ministry of Culture and Fine Arts/APSARA	Semi-annual SMR	Any damage to identified site; chance find not reported

Parameter	Critical aspects and indicators	Means of verification	Frequency	Responsibility	Reporting	Corrective action trigger
Climate resilience and asset handover	Climate-resilient design features (drainage/culvert sizing, embankment levels, spillway capacity) built as designed; site restoration and clean-up completed. O&M arrangements and responsible entity confirmed at handover; post-construction performance after first wet season.	As-built verification by DSC; handover certificate; O&M agreement; first wet-season inspection	At completion; after first wet season	DSC; PMU; PWG; commune council	Semi-annual SMR; project completion report	Asset damaged in first wet season; handover without O&M arrangement

5 implementation, Contracting and Reporting

Contractor E&S focal point	Name / phone / email: *TBC*_____
Supervision engineer	Name / phone / email: *TBC* _____
PMU / implementing agency E&S contact	Name / phone / email: *TBC* _____
Local authority contact	Name / phone / email: *TBC* _____
Emergency contacts	Hospital / police / fire / utility: *TBC* _____

5.1 Contract requirements

☐ This streamlined ESMP, especially the site-specific E&S matrix, is included in bidding and contract documents as a binding requirement.

☐ E&S measures and provisional sums are reflected in the BoQ or contractor rates.

☐ The contractor has submitted a work method, Traffic Management Plan, OHS arrangements and other short plans identified in the matrix.

☐ No work begins until work limits, utilities, access, sensitive receptors, material sources and disposal sites are verified.

☐ Serious incidents are notified immediately under project procedures; routine performance is reported monthly.

☐ Payment and completion certification consider E&S compliance and closure of corrective actions.

5.2 Reporting and Incident Escalation

Report / notification	Prepared by	Submitted to	Timing
Daily site E&S record	Contractor	Supervision engineer	Daily
Monthly E&S summary	Contractor	Engineer and PMU	Monthly
Serious incident notification	Contractor / engineer	PMU under project protocol	Immediately
Corrective action follow-up	Responsible party	Engineer / PMU	By agreed deadline
Completion and reinstatement report	Engineer / contractor	PMU	Before final acceptance

6 Stakeholder Engagement and Grievance Redress

6.1 Consultation Summary

Date / place	Participants and representation	Information disclosed	Key issues raised	Project response / design change	Evidence attached
29 April 2026	51	Consultations were conducted with local authorities, community representatives, Indigenous Peoples, women, vulnerable households, and other relevant stakeholders in the project target areas. Participants were informed about the proposed project activities and provided opportunities to raise concerns, ask questions, and provide feedback. Key discussion topics included land and asset impacts, access to roads and irrigation facilities, drainage and flood risks, construction safety, employment opportunities, environmental protection, cultural heritage, and grievance procedures. Feedback and recommendations from stakeholders will be considered during subproject design, implementation, and monitoring to ensure meaningful participation and minimize potential adverse impacts.	• This road is very important for our people, there are some schools, pagodas, are located along the road. The health centers, markets and public service the three villages used this road. • The road is very difficult condition for people to travel especially to school, market, and hospital and more difficult in raining season. • There are 3 schools, 1 pagoda, on this road. • No impact on any private properties or small structures, • A new concrete road can use long time with good environment and health. Provide watering on dusty road during construction • The local people are willing to work for road construction, if project needs	The project will consider and incorporate relevant feedback and recommendations received during stakeholder consultations into the subproject design and implementation arrangements. Where necessary, minor design adjustments will be made to minimize environmental and social impacts, avoid land acquisition and livelihood disruption, maintain community access, improve drainage and road safety, and protect natural and cultural resources. The project will also ensure that appropriate mitigation measures, stakeholder engagement, and GRM arrangements are included in the relevant environmental and social management instruments. Any significant design changes will be communicated to affected stakeholders before implementation.	Public Consultation Meeting report

6 May, 2026	33	**Summary of the speech by re** **presentative of Sangkat Sala Kamreuk** • The objective of this public consultation meeting is to inform all right holders affected by the Project, including affected people, people living along the Project site, community and local authorities about the proposed Project and its progress. Especially, the consultation will detail the principles and policies of the project and the activities which apply in preparation of this project. He would like to show his commitment and support to the project and will keep on supporting the team work and the project to move forward during the implementation and urge all people to participate in protecting the project infrastructures. • He explained the summaries benefits of the road project, which can be: This concrete road is benefited for 1,000 students per day and improves the safety for drivers	**Improved Accessibility** • Easier access to villages, markets, schools, and health centers • Reduced travel time and transportation costs • Better connectivity between rural and urban areas **Economic Development** • Facilitates trade and movement of goods • Increases income opportunities for local communities • Attracts investment and supports local businesses **Social Benefits** • Improved access to education and healthcare services • Enhances social interaction and community integration • Supports poverty reduction in remote areas	**Understanding and accepting the subproject:** • The social and environmental team of PIC provided a description of the proposed Concrete (RC) road in Sala Kamreuk Sangkat with a total length of 1,879 meters (1.9 Km) and with a carriageway width of 6.0 meters and shoulders of 0.5 meter on each side making a total width of 7.0 meters. • The local authorities agreed with the proposal to construct the RC road since this will being benefits to the local residents in travelling to the provincial town and between the villages for going to school and local markets • They fully supported the proposal to construct the RC road based on the proposed technical design. The access road from the area that will used to take soil or laterite to construct rural road was identified and agreed by local authorities and project beneficiaries. • It was agreed that the cut-off date would be the 08 May 2026 and the local authorities committed to inform the local residents who are using the land along the roadside that they should not establish any new crops, plant trees or install any fixed structures within the agreed Corridor of Impact after that date until such time as the civil work was completed	Public Consultation Meeting report

Date / place	Participants and representation	Information disclosed	Key issues raised	Project response / design change	Evidence attached
		of community people travelers.		• A GRC committee will be established to receive any grievances or complaints that may arise from construction activities. **Impact on individual land:** • The local authority verified and confirmed that the proposed RC road is located along the existing laterite road that has an existing top width of range 6 – 7 meters and the new road will have a width 6.0 meters (carriageway & shoulder and box culvert locations). The construction of the RC road will not require any land acquisition along the sides of the road and the official RoW was confirmed as 22 meters. It was agreed that the Corridor of Impact will include an additional width of one meter on each side of the base width of the road and this land would be used temporarily during the construction period for the movement of equipment and materials	
[Insert]	[Insert]	[Insert]	[Insert]	[Insert]	[Insert]

6.2 Grievance Channels

Provide project-specific, accessible contact details. A complainant may raise a concern verbally or in writing and may request confidentiality. No fee or retaliation is permitted.

Local receiving point	Name / role / phone / location: *TBC* _____
Contractor contact	Name / role / phone: *TBC* _____
PMU contact	Name / role / phone / email: *TBC* _____
Other project channel	Hotline / email / web / suggestion box: *TBC* _____

External mechanism, if applicable	*TBC* [Insert name and access information]

6.3 Grievance Log *TBC*

ID / date	Complainant / confidentiality	Issue and location	Received by	Action / responsible party	Status / resolution date	Feedback to complainant

7 Budget and Approval

7.1 E & S Cost Summary

E&S item	Cost basis / BoQ item	Estimated amount	Responsible party
Traffic and access management	[Insert] *TBC*	[Insert] *TBC*	[Insert] *TBC*
OHS and community safety	[Insert] *TBC*	[Insert] *TBC*	[Insert] *TBC*
Dust, erosion and waste controls	[Insert] *TBC*	[Insert] *TBC*	[Insert] *TBC*
Tree replacement / reinstatement	[Insert] *TBC*	[Insert] *TBC*	[Insert]` *TBC*
Monitoring, consultation and GRM	[Insert] *TBC*	[Insert] *TBC*	[Insert] *TBC*
Other: _____	[Insert] *TBC*	[Insert] *TBC*	[Insert] *TBC*

7.2 Approval and Commitment

The signatories confirm that the screening is complete, the instrument is proportionate to the identified risks, the mitigation measures are incorporated into design and contract documents, and adequate resources and responsibilities are assigned.

Role	Name / organization	Signature	Date
Prepared by: E&S specialist			
Technical review: Engineer			
Approved by: PMU / IA			
Contractor acknowledgement			

ANNEX A. CONTRACTOR E & S READINESS AND METHOD STATEMENT CHECKLIST

Required work method / arrangement	Contractor submission or evidence	Responsible person	Ready	Engineer / PMU acceptance
Work limits and site layout	Marked work boundaries, sensitive receptors, storage areas, access and no-go areas	[Name / role]	☐	☐ Accepted ☐ Revise

Required work method / arrangement	Contractor submission or evidence	Responsible person	Ready	Engineer / PMU acceptance
Traffic and access	Simple traffic/access method, signs, barriers, flag persons and detour arrangements	[Name / role]	☐	☐ Accepted ☐ Revise
Dust and noise	Watering, truck covers, speed control, working hours and sensitive-receptor arrangements	[Name / role]	☐	☐ Accepted ☐ Revise
Excavation, drainage and erosion	Protection of trenches, safe crossings, sediment control and drainage continuity	[Name / role]	☐	☐ Accepted ☐ Revise
Waste, fuels and spills	Containers, approved disposal, secondary containment and spill-response materials	[Name / role]	☐	☐ Accepted ☐ Revise
Occupational health and safety	Risk assessments, induction, toolbox talks, PPE, first aid and emergency contacts	[Name / role]	☐	☐ Accepted ☐ Revise
Labor and worker conduct	Employment records, age verification, worker code of conduct and worker GRM	[Name / role]	☐	☐ Accepted ☐ Revise
Community health and safety	Site security, public notices, emergency arrangements and community liaison	[Name / role]	☐	☐ Accepted ☐ Revise
Vegetation, assets and utilities	Approved clearing limits, asset protection and utility coordination	[Name / role]	☐	☐ Accepted ☐ Revise
Incident and grievance reporting	Registers, notification lines, investigation and corrective-action process	[Name / role]	☐	☐ Accepted ☐ Revise
Reinstatement and handover	Clean-up, restoration, drainage verification and completion evidence	[Name / role]	☐	☐ Accepted ☐ Revise

Contractor E&S focal point: _____ Signature: _____ Date: _____

Supervision engineer / PMU reviewer: _____ Signature: _____ Date: _____

ANNEX B: CONCISE SITE INSPECTION AND CORRECTIVE ACTION LIST

Check item	Compliant	Partial	Non-compliant	Finding / photo reference	Corrective action, owner and deadline
Work remains within approved limits	☐	☐	☐		
Community informed; access maintained	☐	☐	☐		
Dust and noise controls effective	☐	☐	☐		
Traffic signs, barriers and flag persons in place	☐	☐	☐		
Excavations protected and drainage maintained	☐	☐	☐		
Waste and materials properly stored	☐	☐	☐		
PPE, first aid and safe work practices in place	☐	☐	☐		
Worker facilities and conduct satisfactory	☐	☐	☐		
No unapproved tree or asset impacts	☐	☐	☐		
GRM information displayed; complaints recorded	☐	☐	☐		
Spills/incidents reported and managed	☐	☐	☐		
Reinstatement and housekeeping satisfactory	☐	☐	☐		

Inspection date: _____ Location / chainage: _____ Inspector: _____

Contractor representative: _____ Next follow-up date: _____

Signatures: Inspector _____ Contractor _____ Engineer / PWG _____

ANNEX C: COMPLETION AND REINSTATMENT CHECKLIST

☐ All temporary facilities, stockpiles, debris and waste have been removed.

☐ Borrow/material source and disposal documentation is complete.

☐ All disturbed land, access points, drains and public/private assets are restored.

☐ Tree replacement or landscaping commitments are completed or covered by an approved maintenance arrangement.

☐ Permanent road safety signs, markings, barriers and drainage are functional.

☐ All grievances, incidents and corrective actions are closed or transferred under an agreed action plan.

☐ Final photographs and the E&S completion report are attached.

☐ The PMU / engineer confirms that E&S obligations required for handover have been met.

Completion verified by: _____ Role: _____ Date: _____

Contractor: _____ Engineer: _____ PMU / IA: _____