

## 5.20 HSSE Training

### 5.20.1 Construction Phase

The HSSE Training Plan (SDC-HSSEC-SMP-019, Rev D, 20th July 2016) specifies the HSSE training and competency requirements for personnel working for the two EPC contractors and their sub-contractors. Most of the document focuses on OHS issues. This HSSE Training Plan is no longer relevant for the operations plans.

### 5.20.2 Operations Phase

The Operations and Maintenance (O&M) team received one-month of training by construction team staff on technical and HSE issues. In addition, O&M representatives visited the Sembcorp power plants in Jurong Island (Singapore), and training was provided on technical issues including HV switching, PTW and fuel demand modelling.

All HSSE training requirements have been included in the Occupational Safety and Health Management Plan (PPMS Document Reference: 3.02.01.010, First Issue, 2<sup>nd</sup> October 2018. As noted in Section 5.13 of the report, Section 10 (Safety Training) mentions safety training requirements with a HSSE training matrix provided in **Appendix B** of this plan.

A second more detailed HSSE training matrix dated December 13, 2019 was also provided. This HSSE training matrix details comprehensive training requirements for the operational phase occupational health and safety but lacks similar detail for environmental and social topics. The plan should explicitly state the training requirements for personnel with direct responsibility for the project's environmental and social performance will have the knowledge, skills and experience necessary to perform their work, including current knowledge of Myanmar's regulatory requirements and the applicable requirements of Performance Standards 1 through 8.

Refer to **Appendix 12** with details of all training provided to employees in 2018.

## **5.21 Cultural Heritage**

The Cultural Heritage Management Plan prepared for the construction phase (SDC-HSSEC-SMP-020, Rev 0, 20th September 2016) described procedures to be employed in the event of a chance find of a suspected item of cultural heritage value. The Project ESIA concluded that no cultural heritage sites are located within close proximity of the Project, and it was reported that no cultural heritage materials had been found during site clearance and excavation work.

The IESC has not identified any cultural heritage related issues during the construction or operation phases.

## **5.22 Security**

The Security Management Plan (PPMS Document Ref: 3.02.01.008, not dated) describes the procedures to ensure that Project worksites are protected against unauthorised entry, theft and damage.

Security at the CCPP site continues to be provided by a private security company, who supplies 24-hour site security using unarmed personnel. Security personnel at the gate check gate passes issued to guests prior to visits, material delivery, and all other vehicles entering and exiting. Identification cards are issued to visitors and surrendered when exiting the Project site.

The Project maintains good communications with the Myingyan District Police. During ENVIRON's July 2017 site visit, ENVIRON and PCo met with the police chief and he confirmed that there is a procedure in place with the police to provide additional support, if needed, but this arrangement is not covered under a written agreement.

As of the date of ENVIRON's third visit to the Myingyan District Police Station during its December 2019 site visit, the police chief again confirmed that he had no record of any incident involving project workers or of its contractors.

The IESC has not identified any issues relating to security management.

## **5.23 Land Acquisition & Resettlement**

### 5.23.1 Resettlement Framework

PCo developed a Resettlement Framework for the Project (November 2015). The Resettlement Framework was submitted on 27th October 2016 to the Ministry of Natural Resources and Environmental Conservation of Myanmar. ENVIRON's Land Acquisition and Resettlement Plan Observer Report (the Final Observer Report (August 2017)), described below, serves the purposes of a Resettlement Action Plan and was disclosed on the ADB website.

### 5.23.2 ENVIRON's Land Acquisition and Resettlement Plan Observer Report

ENVIRON prepared its Final Observer Report (August 2017), based on information provided by the party/ies responsible for the land acquisition and observations made during its attendance at the following meetings to observe the land acquisition process:

#### Negotiation Meetings with PAPs

- 18 October 2016 Taung Thar Township;
- 19 October 2016 Hta Naung Taing Village; and
- 1 December 2016 Hta Naung Taing Village.

#### Compensation Ceremonies

- 23 November 2016 Hnann and Sa Khar Villages;
- 1 & 4 February 2017 Taung Thar Township;
- 2 February 2017 Myingyan Township; and
- 3 February 2017 Hta Naung Taing Village.

In addition, during meetings with stakeholders during ENVIRON's November 2016 monitoring site visit, to inform the Lenders on the land acquisition process followed by the Project, to identify gaps in compliance with Applicable Standards, and determine the actions required to bridge the gaps.

ENVIRON's findings are documented in its Final Observer Report.

### 5.23.3 Land and Crop Compensation

At the time of resettlement framework preparation, GoM was to legally acquire the lands required for the transmission line towers' footprints, and to compensate farmers for the temporary disruption to their livelihood where they farm on privately-owned lands along the river water pipeline route, adopting national requirements. The resettlement framework required Sembcorp to bridge the gaps in compensation between the national requirements and SPS/IFC PS requirements.

Upon approval of the project, there was a change in stance of the Government, and the lands required for the pipeline burial and the transmission towers and electric poles were not acquired permanently. Instead, the river water pipeline was buried under privately-owned lands and the land uses (mostly agriculture and also some cattle grazing) will continue uninterrupted post laying of the pipelines. Similarly, for the transmission lines and towers, there was no permanent land acquisition.

With this approach, there is minimization of impacts on land. The permanent impacts occurred only to the footprints of the transmission towers and the footprints of the electric poles, all of which were on agricultural land. For all other sections of the river water pipeline and the route of the transmission line (stringing), the impacts were limited to the construction phase.

The compensation paid by the GoM for these temporary impacts on land have been assessed by ENVIRON and confirmed as at least equivalent to about 3 crop cycles of productivity loss, which is much higher than the actual impact of not more than 1 crop cycle of construction along any stretch of the pipeline/transmission line. The compensation is based on onions as a crop reference, which is the highest value crop, regardless if a PAP is growing a lower value crop.

The impacts on structures of the informal settlers and other private landowners have been compensated at the full replacement cost. The compensation was paid prior to the occurring of impact. In addition to consultations by the Project with the affected informal settlers/structure owners, ENVIRON has carried out consultations during the monitoring visits and confirms the payment of compensation at full replacement costs and also that there has been no permanent disruption due to the project and livelihood losses.

For the electric poles and transmission towers, based on the actual area of impacts (lands permanently lost due to the setting of towers and the erection of poles), there was an assessment of the potential productivity loss for the entire project period (22 years). The gap between the potential agricultural loss and the compensation paid by GoM was assessed, and the differential was not paid in cash, but in kind as fertilizer bags to the individual landowners, which was acceptable to the PAPs. The documentation of the distribution of fertilizer bags has been done by Sembcorp. Therefore, the compensation for the footprints of the electric poles and towers have been done satisfactorily to lender requirements.

The construction of the pipelines/transmission lines was taken up in stretches and the construction period along any particular section of the alignment was not more than a crop cycle. Replanting of the fields along the transmission line and the river water pipeline alignments was confirmed by Sembcorp, site visits by ENVIRON and the consultations with the landowners.

In summary, there were no permanent livelihood impacts due to the Project. The temporary impacts have been addressed at full replacement costs, and the permanent impacts associated with the footprints of the transmission towers and electric poles as well have been compensated at full

replacement cost. The gap in compensation standards for the electric poles have been met through additional non-cash compensation (in the form of fertilizer bags, one each per power pole).

Furthermore, a functional grievance mechanism exists on ground, in the event of any grievances from the affected persons. As of 12th April 2017, all PAPs were compensated (at full replacement cost) for land and crop loss, with the exception of 8 PAPs impacted by the elevated section of the pipeline towards the river, described below, who were compensated (at full replacement cost) for land and crop loss, from 27-30 August 2018.

Sembcorp provided the following confirmation of the land procurement process for the elevated section of the pipeline towards the river:

The compensation process for individuals affected by the elevated section of the pipeline is the responsibility of EPGE, in collaboration with the relevant Government Administrative Divisions (GAD), acting on behalf of the Government of Myanmar. EPGE identified 8 PAPs in the area and drew up a methodology whereby each individual was compensated MMK 10,000 per year for each pier of the bridge within their lands for the elevated section of the river water supply pipeline for the next 2 years. The PCo then topped-up the payments for the subsequent 20 years.

ENVIRON was informed that PCo began the compensation process after receiving a formal letter from EPGE dated 13 July 2018, and that the compensation process was completed before COD 2.

According to Sembcorp, the elevated link bridge design was changed from the original plan, whereby the pipeline was to be buried underground. Before SMPC started the construction of the elevated link bridge, SMPC liaised with EPGE to confirm the changing of design. They also worked with the Myingyan local authorities (GAD & LRD) to confirm the owners of the land who would be affected (permanently) by the elevated link bridge. The land measuring process was a very time-consuming and laborious exercise. The alteration of the original design, identification of PAP's and calculation of necessary compensation was the reason why the compensation process for the 8 PAP's affected by the elevated link bridge was done after its construction.

The compensation payments to these 8 PAPs were made in August 2018, and ENVIRON received details on the compensation paid to each PAP. ENVIRON has obtained Notarized English translations of the 8 compensation agreements and receipts and can confirm that compensation was paid to the 8 PAPs.

#### 5.23.4 Consultations with the 8 PAPs

During its December 2019 site visit, ENVIRON met with 3 of the 8 PAPs who were compensated in August 2018 for land along the elevated river water supply pipeline and we can confirm that all 3 PAPs were satisfied with their compensation. Unfortunately, we did not have time to meet with all 8 PAPs, so we plan to meet with the 5 remaining PAPS during our next site visit. As far as ENVIRON is aware, there were no grievances submitted by the other 5 PAPs.

#### 5.23.5 Update on the Informal Settlers and other PAPs

As ENVIRON observed during its December 2019 site visit, both the buried and elevated sections of the river water supply pipeline have been completed, the four T-line towers constructed, and T-line wires installed. PAPs began re-planting crops above the buried pipeline and under the T-line wires (as of the end of July 2017).

5.23.6 Previous Gaps as per the Observer Report

Gaps in compliance with the Applicable Standards, as noted in ENVIRON’s Final Observer Report, were carried forward into the Second and Third Environmental and Social Monitoring Reports, and were updated in the Fourth Environmental and Social Monitoring Report, and updates include the following:

- ADB disclosed the Resettlement Framework on its website, and as noted in the ESIA, consultation meetings took place in all the villages where people lived who were going to be affected by land impacts (both temporary and permanent).
- The framework for a grievance mechanism for the PAPs is included in the Resettlement Framework, and PCo created a separate category for PAPs’ grievances in the CGM database for 2017.
- Information has been provided to ENVIRON on the number of power poles for which each PAP was compensated due to being temporarily economically displaced during construction of the river water supply pipeline. As indicated in **Table 14** below, a total of 353 power poles were installed along the river water supply pipeline, and 117 PAPs received, in addition to its cash compensation, one bag of fertilizer as a form of additional compensation for each power pole that was installed essentially to bridge the gap between the national standards and the Lender requirement of each PAP receiving full replacement costs (for details per PAP, see **Appendix 7** to ENVIRON’s Updated Third Monitoring Report).

**Table 14: Summary of Number of PAPs, Power Poles and Fertilizer Bags Received**

District	PAP	Power Poles & Fertilizer Bags
Myingyan	79	225
Taung Thar	38	128
Total	117	353

Livelihood impacts are limited. The impacts on livelihood due to the laying of the pipelines were temporary and livelihoods were restored after the completion of the construction activities. ENVIRON conducted consultations along the pipeline route and in several local villages during our five monitoring site visits to date and confirms that the land uses are restored to their original use and livelihood disruption is not occurring. See photos of farmland along the pipeline route taken by ENVIRON during the December 2019 site visit (**Photos 36-37**).

Now that construction has been completed for the buried and elevated sections of the river water supply pipeline, T-line towers and T-line wires have been installed, and PAPs have been re-planting crops; PCo has conducted face-to-face meetings with each of these PAPs to assess resettlement outcomes.

**Table 15: Summary of Findings – Land Acquisition & Resettlement**

ID	Aspect	Issue Description	Phase	Standard	IESC Recommendations	December 2019 Update	Significance
008	Land Compensation	<p>Identification of all PAPs who will give up land for the elevated section of the pipeline near the river and determine compensation for each PAP.</p> <p>Compensation is to be completed before COD 2 and PCo is waiting to receive a formal letter from EPGE to begin the process of compensation.</p>	Construction	<ul style="list-style-type: none"> <li>• ADB-IRS Principle 6</li> <li>• IFC PS5</li> </ul>		<p>As mentioned in the January 2018 Update, PCo was to record details on all PAPs affected by the elevated section of the pipeline near the river, ensure consultation meetings took place with each PAP, and address any grievances submitted by these PAPs, as noted in the community grievance database, prior to compensation being paid.</p> <p>ENVIRON received an update on progress made on the final land compensation efforts with the 8 PAPs during the August 2018 site visit; and after the site visit, received documentation to confirm that compensation was paid, and consultations took place with each PAP.</p> <p>ENVIRON received Notarized English translations of the compensation documentation for the remaining 8 PAPs.</p> <p>During the December 2019 site visit, ENVIRON met with three of the eight PAPs and can confirm that they were satisfied with their compensation and their livelihoods were restored. We plan to meet with the remaining five PAPs during our next site visit.</p>	<b>Minor</b>



## 5.24 Labour & Working Conditions

Human Resources documentation reviewed by ENVIRON includes:

- Sembcorp's Code of Business Conduct;
- Global Human Rights Policy;
- Human Resources procedures;
- A sample employment contract;
- Workforce statistics;
- Local Recruitment and Procurement Management Plan; and
- Workers' Grievance Mechanism

### 5.24.1 Sembcorp's Code of Business Conduct and Global Human Rights Policy

Sembcorp's Code of Business Conduct and Global Human Rights policy prohibit any form of discrimination and emphasise equal opportunity for all. They also prohibit both child and forced labour. The Global Human Rights Policy also includes the right of freedom of association and collective bargaining. ENVIRON did not observe during any of its five monitoring site visits to date any child or forced labour or any other activities that would violate Sembcorp's Code of Business Conduct or Global Human Rights policy.

### 5.24.2 Human Resources Procedures

The Project has nine Human Resources (HR) operational procedures that address various HR topics: recruitment (with no discrimination); medical examination, if required for the position; performance appraisals; salary and overtime payments; and various types of paid leave (annual leave, medical leave, casual leave, maternity leave) and unpaid leave. All of the operational procedures are based on Myanmar labour laws and regulations. While the operational procedures are brief (about five pages each) they cover all the key points and are acceptable.

The Project's nine HR procedures apply to Sembcorp workers (full-time, part-time and temporary) and contract employees but subcontracted employees are not mentioned. Sembcorp's HR Manager confirmed that Sembcorp's HR procedures were provided to subcontractors during the construction phase, and that copies of their employee handbooks/policies were obtained to ensure compliance to Sembcorp's standards.

Sembcorp/PCo, in order to assess the Project's compliance with ADB's Social Protection Requirements and IFC's PS2, has taken a proactive approach to engaging the communities, understanding their needs, rolling out CSR initiatives to address their health, sanitation, education as well as infrastructure needs.

### 5.24.3 Employment Contracts

ENVIRON, to assess the Project's compliance with ADB's Social Protection Requirements and IFC's PS2, reviewed the Project's compliance with its labor-related management plans, which were prior to financial close determined to be in compliance with national labor laws and the core labor standards.

As of January 2018, construction phase employment contracts were being executed with both skilled and unskilled workers. The sample Sembcorp employment contract reviewed was in compliance with IFC PS2 requirements.

Employment contracts for workers that were engaged by subcontractors are discussed in section 5.24.7 below.

#### 5.24.4 Project Workforce

**Table 16** below includes a breakdown of the Project workforce for the operations phase, as of November 2019, (i) male vs. female workers, and (ii) the origin of the workers (i.e., local (from the 13 villages within the Project's AoI), (iii) Myanmar beyond the local area, (iv) foreigners, (v) Yangon workforce, and (vi) external parties (security team and EPGE).

**The Project Workforce (Operation Phase)**

**Table 16: Project Workforce in November 2019**

	Gender		Plant Workforce				Security Team (External)	Yangon Workforce	EPGE	Total
			Local		National	Foreigner				
	Male	Female	Permanent	Contract						
Headcount	101	18	15	6	52	4	27	12	3	119
%	84.87%	15.13%	12.61%	5.04%	43.70%	3.36%	22.69%	10.08%	2.52%	100%

#### 5.24.5 Local Recruitment and Procurement Management Plan

For details on this plan, refer to Section 5.18.

#### 5.24.6 Workers' Grievance Mechanism

During ENVIRON's Fourth Monitoring Period, ENVIRON reviewed the workers' grievance mechanism policy/procedures (Document No. HR/H15.6 Effective Date 1 January 2017), which includes the name of the new HR Manager; and the grievance mechanism database has been split into two databases, one for the community grievances and one for the workers' grievances.

A suggestion box to receive anonymous grievances, inquiries and/or suggestions was located near the main door to Sembcorp's construction phase project office and were also located at the workers' camps. As we understand, suggestion boxes where both workers' and communities' grievances can be submitted are now checked weekly. However, as ENVIRON was informed, community members prefer to lodge complaints directly with the Project's CRO.

Sembcorp provided ENVIRON with information on the Workplace Coordination Committee organization (2 representatives from SMPC management and two representatives from the workers). This Committee is structured in accordance with Myanmar's labor regulations and in our opinion is comparable to a Workers' Grievance Committee.

The Workers' Grievance Mechanism Database provided includes two recorded grievances from 2017; and SMPC has confirmed that there were no workers' grievances submitted in 2018 & 2019.

#### 5.24.7 Workers Engaged by Third Parties

As of 1 August 2018, no workers engaged by Min Dhama, JEM and Bedok were still working at the Project. All workers now are hired directly by PCo.

#### 5.24.8 Retrenchment

Retrenchment was not addressed in the construction phase ESMP. However, ENVIRON was informed by Sembcorp during the January 2018 site visit that, as the Project prepared to enter into the operational phase, retrenchment plans were in place to provide placement for employees who were hired during the construction phase. PCo and EPC contractors had two procedures in place:

- Communicate to the retrenched workers that they will be prioritized if there are any new projects within the country and region; and
- Place existing staff from EPCs to join the working team in the operational phase.

ENVIRON recommended in its Third Monitoring Report that the ESMP should identify potential impacts of the retrenchment phase and identify policies and procedures to minimize its impacts; and ENVIRON should be provided copies of the retrenchment plans.

As ENVIRON was informed during the August 2018 site visit, the Retrenchment Plan and Policy was included in Section 8 of the updated Local Recruitment and Procurement Management Plan. In ENVIRON's opinion, the brief text on the two procedures mentioned above, which was included in Section 8 of the updated construction phase Local Recruitment and Procurement Management Plan, does not constitute a plan or policy.

During ENVIRON's December 2019 site visit, we were informed by the HR Manager that a Retrenchment Plan was not prepared. The construction phase ended more than one year ago. Reviews of both the Community and Workers' Grievance Databases (2017-2019) indicate that no grievances were submitted concerning retrenchment. Therefore, one can assume that there were no significant impacts from retrenchment.

The following Labour & Working Conditions topics are addressed in other sections of this report:

- Occupational Health and Safety, Refer to Section 5.13;
- Workers' Accommodation Camp Management, Refer to Section 5.17;
- Local Recruitment and Procurement, Refer to Section 5.18; and
- Influx Management, Refer to Section 5.19.

**Table 17: Summary of Findings – Labour & Working Conditions**

ID	Aspect	Issue Description	Phase	Standard	IESC Recommendations	December 2019 Update	Significance
005	Retrenchment	Retrenchment is not addressed in the ESMP.	Transition from Construction to Operations	IFC PS2	PCo should identify potential impacts of the retrenchment phase and identify policies and procedures to minimize its impacts.	<p>In August 2018, ENVIRON was informed by Sembcorp that, as the Project prepared to enter into the operational phase, retrenchment plans were in place to provide placement for employees who were hired during the construction phase. PCo and EPC contractors had two procedures in place:</p> <ol style="list-style-type: none"> <li>1) Communicate to the retrenched workers that they will be prioritized if there are any new projects within the country and region; and</li> <li>2) Place existing staff from EPCs to join the working team in the operational phase.</li> </ol> <p>In November 2019, ENVIRON was informed that a Retrenchment Plan was not prepared. The construction phase ended more than one year ago. Reviews of both the Community and Workers' Grievance Databases (2017-2019) indicate that no grievances were submitted concerning retrenchment. Therefore, one can assume that there were no significant impacts from retrenchment.</p>	<b>Minor</b>

## **6. STATUS OF ESAP**

The IESC's observations on the status of the Environmental and Social Action Plan (ESAP) are presented below. Following each commentary, we have provided a status summary (Closed, Work in Progress, or Open).

**Table 18: Status of ESAP**

No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
1/PS1	<p>Develop and implement construction phase E&amp;S Management Program (ESMP) consistent with ESIA recommendation and IFC requirements and which includes:</p> <ul style="list-style-type: none"> <li>• Dust Management Plan;</li> <li>• Traffic Safety Management Plan;</li> <li>• Noise and Vibration Management Plan;</li> <li>• Surface Water Management Plan;</li> <li>• Soil and Groundwater Management Plan;</li> <li>• Waste Management Plan (Hazardous and non-Hazardous Waste);</li> <li>• Oil and Chemical Spill Contingency Management Plan;</li> <li>• Emergency Response Plan (including Community Emergency Response Plan);</li> <li>• Stakeholder Engagement Plan (including Grievance Management Plan);</li> <li>• Community Development Plan (CDP);</li> <li>• Community Health Management Plan;</li> <li>• Occupational Health and Safety Management Plan;</li> <li>• Workers' Accommodation Management Plan;</li> <li>• Local Recruitment and Procurement Plan;</li> <li>• Influx Management Plan;</li> <li>• Cultural Heritage Chance Find Procedure;</li> </ul>	<p>Documented ESMPs in form and substance acceptable to IFC: by 15/05/2016 or prior to construction, whichever is earlier.</p> <p>Evidence of inclusion of plans in EPC HSE requirements: by 15/05/2016 or prior to construction, whichever is earlier.</p>	<p>The construction phase ESMP consists of 20 individual management plans, covering the topics included in the ESIA. The list is slightly different to that proposed in the ESAP. The main changes are:</p> <ul style="list-style-type: none"> <li>• The Project has not developed a Contractor Management Plan. Instead, roles and responsibilities of contractors are defined in the project's Occupational Health and Safety Management Plan (SDC-HSSEC-SMP-012) and in the Project HSE Plan.</li> <li>• The Project has developed three plans that are not mentioned in the ESAP:                         <ul style="list-style-type: none"> <li>○ Plant and Vehicle Management and Maintenance Plan;</li> <li>○ Biodiversity Management Plan; and</li> <li>○ HSSE Training Plan.</li> </ul> </li> </ul> <p>The construction phase ESMP was developed prior to construction.</p> <p>IESC observations on the implementation of each plan are detailed in section 5 of this report.</p> <p>The IESC has reviewed the EPC contracts (see section 5.2 of this report) and concluded that they are not directly referenced in the contract documentation. However, annexes to the contract refer to the ESMP.</p> <p>15 of the 20 plans were written by the EPC Contractors, and the EPC Contractors are responsible for implementation of each of the plans</p>



No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
	<ul style="list-style-type: none"> <li>• Security Plan; and</li> <li>• Contractor Management Plan.</li> </ul> <p>The sponsor will also complement the EPC HSE construction requirements to include the aforementioned aspects.</p>		<p>except for Community Development and Stakeholder Engagement, which are the responsibility of the Project Company.</p> <p><b>Status Summary: Closed</b></p>
2/PS1	<p>Develop and implement Operational Phase E&amp;S Management Program (ESMP) consistent with the outcomes of the ESIA, local legal requirements, and IFC PS requirements. The ESMP will cover applicable environmental, occupational health and safety, community health and safety, and social management aspects.</p>	<p>Documented Operational Phase ESMP in form and substance acceptable to IFC: 15/09/2018 or prior to commencement of operations, whichever is earlier.</p>	<p>During the fourth IESC monitoring visit, it was reported that the OHS Management Plan will serve as the HSE manual for the operations phase, and that life-saving rules which are commonly used in oil and gas companies, will be enforced.</p> <p>The Operational Phase ESMP was prepared and seven operational phase plans were developed. These seven plans was reviewed by ENVIRON and its observations were reported in a separate report (February 12, 2019).</p> <p><b>Status Summary: Closed</b></p>
3/PS1	<p>Assign a dedicated technically qualified construction phase ESHS management team comprised of a Head and supported by its own ESHS coordinators. Prior to the start of operations, define an ESHS organizational structure comprised of a Head of ESHS with supporting OHS and community affairs coordinators who will be fully responsible for implementation of the operational phase ESMP.</p>	<p>Assignment of construction ESHS team: 15/05/2016 or prior to construction, whichever is earlier.</p>	<p>A technically qualified ESHS management team has been appointed by the Project Sponsor as detailed in section 5.2 of this report.</p> <p><b>Status Summary: Closed</b></p>
		<p>Assignment of operation ESHS team: 15/09/2018 or prior to commencement of operations, whichever is earlier.</p>	<p>The current operations phase HSSE Manager was part of the construction phase HSSE team during the LESCIESC visit in August 2018. He took over the role of the HSSE Operations Manager in February 2019 and he will continue to manage environmental and social issues in the operations phase of the Project, supported by a HSSE team.</p> <p><b>Status Summary: Closed</b></p>

No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
4/PS1	<p>Expand scope of construction phase Emergency Preparedness &amp; Response (EPR) plans mentioned in the EPC contract to include all emergency scenarios including but not limited to emergencies arising from occupational accidents, accidents involving the public, health related emergencies, and from natural hazards.</p>	<p>Evidence of construction phase EPR scope expanded in EPC contract: 15/05/2016 or prior to construction, whichever is earlier.</p>	<p>The Project's Emergency Preparedness &amp; Response (EPR) Management Plan includes all foreseeable emergency response situations, including those specified in the ESAP.</p> <p><b>Status Summary: Closed</b></p>
	<p>Develop and implement an operational phase EPR Plan prior to commencing of testing and operational activities based on the outcome of the detailed quantitative risk assessment and after finalization of project design.</p> <p>The EPR Plan will define protocols to be followed in the event of emergencies or disasters; address both on- site and off-site emergency situations; disclose potential disasters/risks from the plant to the local community as well as the plan of action on emergency protocol in the event of any such eventuality.</p> <p>It will also include awareness programs for the Plant personnel, local community and local administration.</p>	<p>Operational phase EPR in form and substance acceptable to IFC: 15/09/2018 or prior to commencing plant testing activities whichever is earlier.</p>	<p>The site has completed a quantitative risk assessment and an operational phase EPR plan has been developed. The operational EPR plan was reviewed by ENVIRON and its observations were reported in a separate report (12 February 2019).</p> <p>It is understood that a specialist contractor will be engaged to provide training on the EPR plan. However, there is no information on whether this has been completed.</p> <p>The IESC notes that Sembcorp's community liaison officer regularly meets the local police, hospital staff and government agencies. However, it is not evident whether the Project has contacted local hospitals or government agencies involved in emergency response to understand their capacity to help. It is also not evident whether the Project has shared its emergency preparedness and response plan with the potentially Affected Community and relevant government agencies and conducted the necessary training with the local community.</p> <p><b>Status Summary: Work in Progress</b></p>

No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
5/PS1	Develop and implement a detailed, project specific monitoring and reporting program with monitoring measures applicable to each of the relevant management plans. Monitoring and reporting activities will be reviewed by an independent E&S consultant on a semi-annual basis during construction and annually thereafter for the first year of operation. A summary monitoring report will be disclosed to local communities semi-annually during construction and annually during first year of operation.	Program developed in form and substance acceptable to IFC: by 15/05/2016 or prior to construction, whichever is earlier. Independent reviews (construction): Semi-annually during construction phase (15/09/2016). Independent reviews (operation): By start of operations and annually for first year of operations (15/09/2019).	<p>Rather than develop a stand-alone environmental and social monitoring plan the Project has included a monitoring and reporting section into each management plan where appropriate.</p> <p>ENVIRON has been appointed as the IESC on a semi- annual basis during construction and annually thereafter for the first year of operation. No summary monitoring reports had yet been disclosed to local communities, as of August 2018, but Sembcorp/PCo agreed that monitoring information would be included in the next Public Stakeholder Engagement Meeting in November 2018.</p> <p>While Sembcorp and PCo agreed to include project monitoring results in their presentations to be provided at the future annual Public Stakeholder Engagement Meetings, starting with the November 2018 meeting, ENVIRON did not find monitoring results included in the Stakeholder Engagement November 2018 Report prepared by Sembcorp/PCo after the Fourth Public Stakeholder Engagement Meeting that took place in November 2018. However, ENVIRON was provided with slides that were included in the Fifth Public Stakeholder Engagement Meeting presentation that took place in November 2019, and they included detailed monitoring results.</p> <p>Sembcorp and PCo agreed to include project monitoring results in their presentations to be provided at future annual Public Stakeholder Engagement Meetings.</p> <p><b>Status Summary: Closed</b></p>
6/PS1	Develop and implement a community development and stakeholder engagement program - to include clearly defined objectives, stakeholder identification and analysis, performance indicators, activities, resource allocation, assigned implementation personnel, grievance mechanisms for local stakeholders, and mechanisms to appropriately disclose project related information to communities on an ongoing basis. The program will be communicated to project affected local communities on an ongoing basis, so that they are well aware of its existence and can also easily access the grievance	Documented program in form and substance acceptable to IFC: 15/05/2016 or prior to construction, whichever is earlier.	<p><u>Community Development program</u></p> <p>As of February 2018, ENVIRON received an updated CDP and it includes an organisation chart with assigned roles and responsibilities, and <b>Table 2.4</b>.</p> <p>During the August 2018 site visit, Sembcorp provided ENVIRON with an updated CDP and its <b>Table 2.4</b> (Table of Projects) for 2018 which included updated information on the 69 projects approved for 2018 with the types of projects and villages identified).</p> <p>As of August 2018, the CDP was updated for the Operations Phase. The updated CDP incorporated some components of the Construction Phase CHMP, however, not all health-related components of the Construction Phase CHMP were included. The Community Health baseline studies on all 13 villages that were included in the Construction Phase CHMP (<b>Tables 1 and 2</b>) should be included in the Operations</p>

No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
	mechanisms.		<p>Phase CDP.</p> <p>In addition, the updated CDP included a new requirement for monitoring Key Performance Indicators (KPIs). The actions taken and results achieved under the KPIs for 2019 were provided to ENVIRON for our review and were in compliance.</p> <p><b>Status Summary: Re-opened: Work in Progress</b></p> <p><u>Stakeholder Engagement program</u></p> <p>The SEP is well written with objectives, key standards and legislation, stakeholder identification and mapping, planned stakeholder activities, a Project Management Team organisation chart, roles and responsibilities, monitoring, KPIs and reporting. It also includes the community grievance mechanism. PCo has engaged with multiple stakeholders including national and local governmental agencies and the local communities since 2015. The SEP has been updated to include a revised organization chart that includes the Community Relations/Development Department and its reporting lines.</p> <p>As of August 2018, the SEP was updated for the Operations Phase and included a new requirement for monitoring Key Performance Indicators (KPIs). The actions taken and results achieved under the KPIs for 2019 were provided to ENVIRON for our review and were in compliance.</p> <p><b>Status Summary: Closed</b></p>
7/PS2	Ensure relevant parts of project HR policies and procedures cover labour practices of contractors and sub-contractors.	Documented program in form and substance acceptable to IFC: 15/05/2016 or prior to construction, whichever is earlier.	<p>Contractors and sub-contractors are no longer engaged for work at the Project. All current workers at the Project are employed by PCo and they are expected to follow PCo's HR policies and procedures.</p> <p><b>Status Summary: Closed</b></p>

No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
8/PS2	During construction, regularly monitor the labour practices of contractors and sub- contractors (e.g. non-use of child/forced labour) against a checklist to ensure compliance with national labour laws and regulations.	Monitoring reports in form and substance acceptable to IFC: Annually following the start of construction activities (15/03/2017).	<p>PCo through the monthly monitoring procedure does monitor contractors and subcontractors to ensure compliance with national labour laws and regulations, but additional monitoring needs to be put in place for subcontractors' engagement of unskilled workers (see section 5.24 of this report). Sembcorp completed the "mini-contract" template and provided it to subcontractors to use when engaging local unskilled and/or short-term workers. This new procedure went into effect in August 2017 and is no longer in effect since contractors and sub- contractors are no longer engaged for work at the Project. ENVIRON never received any details on how PCo monitors the subcontractors use of the mini- contracts.</p> <p><b>Status Summary: Closed</b></p>
9/PS2	Ensure that the housing provided by contractors/subcontractors to their workers meets standards required by the company as specified in the project HSE Plan and in IFC PS2, and are also consistent with principles of non- discrimination and equal opportunity.	Working housing specifications included in EPC contract making reference to IFC standards: 15/05/2016 or prior to construction, whichever is earlier.	<p>Workers accommodations provided by JEM and one remaining subcontractor (Min Dhama) are still not in full compliance with IFC PS2 and the Project's Workers Accommodation Management Plan (see section 5.17 of this report). However, all three camps were closed by 1 August 2018.</p> <p><b>Status Summary: Closed</b></p>
10/PS3	Ensure that wastewater discharge from construction and operational activities meets applicable World Bank Group (WBG) General EHS Guideline values including those applicable to sanitary wastewater, oily runoff, and cooling water blowdown.	Results submitted in AMRs (15/03/2017).	<p>Wastewater treatment facilities have been constructed for the operations phase and have been designed to meet the standards specified in the WBG EHS Guidelines for Thermal Power Plants. In general, the wastewater discharges meet the stipulated limits with the exception of a one-off exceedance of some parameters due to faulty equipment which was rectified by the site. However, iron had exceeded the limits on a number of occasions and the exact cause of the iron exceedances at the discharge location cannot be pinpointed. It is important to note that monitoring of the downstream locations in December 2019 (only 30 m downstream from discharge point) and January 2020 (only 100 m downstream from discharge point) indicated iron levels were well below the stipulated limits. Therefore, the IESC recommends that the site continues to monitor upstream and downstream of the discharge monitoring location for better comparison of results and analysis of trends.</p> <p><b>Status Summary: Work in Progress</b></p>

No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
11/PS4	<p>Mitigate traffic related accident risks during construction through measures such as: access control, barricading, reflectors, signage, community safety awareness programs, posting of traffic marshal, equipment back up alarms, proper securing of material while moving them from one place to another, planning material movement to cause minimum disruption, speed controls; alarms; posting traffic marshals at high risk locations; undertaking appropriate measures to reduce fugitive emissions from storage and transport of construction and waste material, implementing driver safety management and training requirements for the transport of people and materials.</p> <p>Require the EPC contractor to prepare a detailed traffic and transport management plan including such elements as: implementation of a personnel and materials movement plan which takes daily life and traffic patterns into account; periodical monitoring of noise levels at community sensitive receptor points.</p>	Evidence of inclusion in EPC HSE requirements: 15/05/2016 or prior to construction, whichever is earlier.	<p>Traffic related accident risks are well managed. The Project has a comprehensive Traffic Management Plan, which has been implemented effectively through a combination of physical controls (e.g. reversing alarms, vehicle maintenance), use of clear traffic signs on site, a strictly enforced speed limit, risk assessments for unusual loads, awareness training, and use of PPE such as reflective jackets. As a result, there have been no traffic related injuries.</p> <p>Community impacts have been considered in the construction phase Traffic Management Plan. Designated traffic routes have been established to avoid populated areas, and the Project monitors noise at the six community sensitive receptor points identified in the ESIA report.</p> <p><b>Status Summary: Closed</b></p>
12/PS4	Require EPC contractor to implement a management plan that will include: ensuring that appropriate medical facilities are available for all labour; a periodic health checkup program is in place; an awareness program on STI and HIV/AIDS; and measures to control disease vectors.	Evidence of inclusion in EPC HSE requirements: 15/05/2016 or prior to construction, whichever is earlier.	<p>Immediate medical assistance is available at the Project site, and arrangements are in place with the medical centre in Myingyan for emergency services. A periodic (annual) health check-up program is in place, along with measures to control disease vectors. An NGO was engaged to provide training for an awareness program on STI and HIV/AIDS.</p> <p><b>Status Summary: Closed</b></p>

No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
13/PS5	Develop a resettlement framework with a set of project-level PS5 compliant procedures on land acquisition and involuntary resettlement which will be applied to all ongoing, and future land acquisition related activities should they occur.	Procedure in form and substance acceptable to IFC: 31/05/2016 or as advised by EPGE.	<p>PCo developed a Resettlement Framework for the Project (November 2015) which was disclosed on ADB's website. ENVIRON's Land Acquisition and Resettlement Plan Observer Report serves the purposes of a Resettlement Action Plan (see section 5.23 of this report).</p> <p><b>Status Summary: Closed</b></p>
14/PS5	Proactively work with EPGE during the river water supply pipeline and T-line RoW land acquisition process and demonstrate that the outcome and process are consistent with PS5 requirements.	RoW land acquisition work plan in place and consistent with PS5 requirements – 31/05/2016 or as advised by EPGE RoW outcome/process report prepared by the company verifies consistency with PS5 requirements - prior to operations (15/09/2018).	<p>PCo proactively worked with EPGE during the river water supply pipeline and T-line RoW land acquisition process. Livelihood impacts are limited. The impacts on livelihood due to the laying of the pipelines have been temporary and livelihoods were restored after the completion of the construction activities.</p> <p>As of 12th April 2017, all PAPs were compensated (at full replacement cost) for land and crop loss, with the exception of the 8 PAPs impacted by the elevated section of the pipeline towards the river, who received compensation (at full replacement cost) for land and crop loss, between 27 -30 August 2018.</p> <p>The land acquisition process was to be completed before COD 2; and the land acquisition and compensation paid to the 8 PAPs for the elevated section of the pipeline towards the river took place, as mentioned above, in August 2018. The compensation process for individuals affected by the elevated section of the pipeline is the responsibility of EPGE, in collaboration with the relevant Government Administrative Divisions (GAD), acting on behalf of the Government of Myanmar.</p>

No	Task Title / Description	Anticipated Completion Date	Status and Reference to Supporting Documentation and Section(s) of E&S Monitoring Report
			<p>Now that construction has been completed for the buried sections of the river water supply pipeline, T- line towers and T-line wires have been installed, and PAPs have been re-planting crops; PCo conducted face-to-face meetings with each of the PAPs to assess resettlement outcomes (see section 5.23 of this report). PCo met with the 147 PAPs along the river water supply pipeline, T-line towers and where T-line wires have been installed.</p> <p>ENVIRON received an update on progress made on the final land compensation efforts with the 8 PAPs during the August 2018 site visit and after the site visit, received documentation in Myanmar to confirm that compensation was paid and consultations took place with each PAP.</p> <p>ENVIRON has received complete English translations of the land compensation documentation for the 8 PAPs.</p> <p>During the December 2019 site visit, ENVIRON met with 3 of the 8 PAPs that were compensated in August 2018. ENVIRON will plan to meet during its next monitoring site visit with the remaining 5 PAPs and we will report in our next monitoring report on the status of their restoring their livelihood, and we anticipate being able at that time to bring closure to the Project resettlement impacts.</p> <p><b>Status Summary: Work in Progress</b></p>



## 7. SUMMARY

The IESC finds the Project is generally compliant with the ESAP with the exception of four actions that are still work in progress. In addition, a number of opportunities for improvement in the Project's environmental and social performance have been identified.

There are no high or moderately significant environmental or social findings.

Suggested corrective actions are provided within the report, but these are not prescriptive: instead the Project should define appropriate corrective actions and report on the implementation of such actions to the Lenders.