

**Environmental & Social Action Plan for Cambodian Transmission II Co., Ltd. # 15098
(September 2024)**

No.	Performance Standards	Due Dates	Deliverable
PS1: Assessment and Management of Social and Environmental Risks and Issues			
1.	PE will be required to update bird and bat collisions monitoring plans and methodology to conform to the Wildlife Conservation Society's (WCS) standards for tracking and documenting bird and bat collisions.	Within 3 months of the Effective Date	Submit to MIGA the update Monitoring plan and reports.
PS2: Labor and Working Conditions			
2.	PE will be required to: <ul style="list-style-type: none"> i) Develop a worker grievance register template to ensure documentation and response to all verbal and non-verbal complaints. ii) Provide refresher training on grievances mechanisms and channels for all workers. iii) Install suggestion boxes at Headquarters and substations to provide staff with avenues for raising complaints and concerns. 	Within 2 months of the Effective Date	Submit to MIGA <ul style="list-style-type: none"> i) worker grievance registers template ii) Training materials iii) Photographic evidence of installed Suggestion boxes.
3.	The PE will be required to accommodate staff in the rooms with windows and ventilations in line with the IFC/EBRD Guidance Note on Workers' Accommodations.	Within 2 months of the Effective Date	Submit to MIGA a commitment statement to accommodate workers in rooms with windows and ventilations and in line with IFC/EBRD Guidance Note on Workers' Accommodations.
4.	PE will be required to develop and implement policies and procedures for managing and monitoring the performance of contractors and third-party in relation to MIGA's PSs as well as integrating these requirements in contractual agreements with such third-party.	Within month 2 of the Effective Date	Submit to MIGA Third Party Policies and Procedures.
PS3: Resource Efficiency and Pollution Prevention			
5.	PE will develop a project specific Waste Management Plan (WMP) (solid and hazardous) to include a clear process of how solid and hazardous waste are generated (identifies various waste streams) from each site are stored, segregated, and disposed to an approved landfill by a licensed vendor in line with national requirement and MIGA PS3 requirements.	Within 3 months of the Effective Date	Submit to MIGA WMP.

<p>6.</p>	<p>As part of the WMP, the PE will be required to.</p> <ul style="list-style-type: none"> (i) Develop a hazardous waste tracking and documentation mechanisms to ensure that the hazardous waste is disposed by a licensed vendor to an approved facility/landfill site. (ii) Store all hazardous waste in a secluded, secure, and locked area and assigned an individual responsible to manage that area; and (iii) Improve the hazardous material storage in both substation, and separate, store hazardous materials in a secluded area away from other materials that are flammable 	<p>Within 3 months of the Effective Date</p>	<p>Submit to MIGA</p> <ul style="list-style-type: none"> i) Hazardous waste tracking register. ii) Photographic evidence of hazardous waste and hazardous waste materials storage.
<p>7.</p>	<p>PE will be required to</p> <ul style="list-style-type: none"> i) undertake water testing at the discharge point for the septic tanks to ensure that the any effluents discharged from the septic tank is not contaminated and all the parameters meets local and WBG EHS guidelines levels. ii) Replace the septic tank concrete lid, place hazard signage and fence off the septic tank area, for staff safety. 	<p>Within 3 months of the Effective Date</p>	<p>Submit to MIGA</p> <ul style="list-style-type: none"> i) Water quality report. ii) Photographic evidence of septic tank fenced, signage placed, and lid concrete replaced. iii) Report to MIGA annually within the Annual Monitoring Report.