



# ESIA Addendum

Environmental and Social  
Management Plan

PREPARED FOR



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柬埔寨機場投資有限公司  
Cambodia Airport Investment Co., Ltd

Cambodia Airport Investment Co.,  
Ltd.

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# ESIA Addendum

## Environmental and Social Management Plan

0730380



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## CONTENTS

<b>1.</b>	<b>ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN</b>	<b>1</b>
1.1	INTRODUCTION	1
1.2	PURPOSE OF ESMP	2
1.3	RESPONSIBILITY FOR ESMP IMPLEMENTATION	2
1.3.1	Project Management	4
1.3.2	Operation and Maintenance Team – Site Level	6
1.3.3	Employees	6
1.4	TRAINING PROGRAM AND CAPACITY BUILDING	7
1.4.1	Construction Phase	7
1.4.2	Operation Phase	8
1.5	ESMP AUDIT, REPORTING, AND CORRECTIVE ACTIONS	8
1.6	ESMP COMMITMENTS	8
1.6.1	Air Quality Management	10
1.6.2	Noise Management	12
1.6.3	Surface Water Management	14
1.6.4	Groundwater Management	17
1.6.5	Soil Quality Management	19
1.6.6	Terrestrial and Aquatic Habitat Loss and Degradation Management	21
1.6.7	Critical Habitat Triggered Species Disturbance	22
1.6.8	Terrestrial and Aquatic Species Disturbance and Displacement Management	23
1.6.9	Terrestrial Species Direct Mortality Caused by Vehicle Strike, Hunting and Poaching Management	24
1.6.10	Mortality of Avifauna due to Aircraft Strike Management	25
1.6.11	Terrestrial Species Direct Mortality by Vehicle Strike Management	26
1.6.12	Fauna Disturbance from Noise and Light Management	27
1.6.13	Land Acquisition and Livelihoods Management	28
1.6.14	Traffic and Transport Management	30
1.6.15	Economic Opportunities Management	32
1.6.16	Occupational, Health and Safety Management	34
1.6.17	Amenity, Infrastructure and Public Services	41
1.6.18	Worker Influx Management	42
1.6.19	Community, Health, Safety and Security Management	44
1.7	MANAGEMENT PLANS FOR THE PROJECT	47
1.8	ENVIRONMENTAL AND SOCIAL MONITORING PROGRAM	53
1.8.1	Performance Indicators and Monitoring Schedule	53
1.8.2	Reporting Mechanism for Environmental and Social Monitoring Program	54

## LIST OF TABLES

TABLE 1.1	AIR QUALITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	10
TABLE 1.2	NOISE ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	12
TABLE 1.3	SURFACE WATER QUALITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	14
TABLE 1.4	GROUNDWATER QUALITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	17
TABLE 1.5	SOIL QUALITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	19

TABLE 1.6	TERRESTRIAL AND AUQATIC HABITAT LOSS AND DEGRADATION ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	21
TABLE 1.7	TERRESTRIAL AND AQUATIC SPECIES DISTURBANCE AND DISPLACEMENT MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	22
TABLE 1.8	TERRESTRIAL AND AQUATIC SPECIES DISTURBANCE AND DISPLACEMENT MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	23
TABLE 1.9	TERRESTRIAL SPECIES DIRECT MORTALITY CAUSED BY VEHICLE STRIKE, HUNTING AND POACHING ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	24
TABLE 1.10	MORTALITY OF AVIFAUNA DUE TO AIRCRAFT STRIKE ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	25
TABLE 1.11	TERRESTRIAL SPECIES DIRECT MORALITY BY VEHICLE STRIKE ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	26
TABLE 1.12	FAUNA DISTURBANCE FROM NOISE AND LIGHT ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	27
TABLE 1.13	LAND ACQUISITION AND LIVELIHOODS ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	28
TABLE 1.14	TRAFFIC AND TRANSPORT ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	30
TABLE 1.15	ECONOMIC OPPORTUNITIES ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	32
TABLE 1.16	OCCUPATIONAL, HEALTH AND SAFETY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	34
TABLE 1.17	AMENITY, INFRASTRUCTURE AND PUBLIC SERVICES ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	41
TABLE 1.18	WORKER INFLUX ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	42
TABLE 1.19	COMMUNITY, HEALTH, SAFETY AND SECURITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES	44
TABLE 1.20	FRAMEWORK FOR REQUIRED MANAGEMENT PLANS	47

## LIST OF FIGURES

FIGURE 1.1	THE ORGANIZATION CHART DURING CONSTRUCTION PHASE	3
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## ACRONYMS AND ABBREVIATIONS

Acronyms	Description
BAP	Biodiversity Action Plan
CAIC	Cambodia Airport Investment Co., Ltd.
COC	Code of Conduct
EHS	Environment, Health and Safety
EPC	Engineering, Procurement and Construction
EPRP	Emergency Preparedness and Response Plan
ERP	Employment and Recruitment Plan

Acronyms	Description
ESIA	Environmental Impact Assessment and Social Assessment
ESMP	Environmental and Social Management Plan
ESMS	Environmental and Social Management System
GBVH	Gender Based Violence and Harassment
GM	Grievance Mechanism
GPN	Good Practice Note
GRM	Grievance Redress Mechanism
HSE	Health, Safety & Environment
IBA	Important Bird Area
IFC	The International Finance Corporation
MOE	Ministry of Environment
MSDS	Material Safety Data Sheets
MW	Megawatt
NNL	No Net Loss
OHS	Occupational Health and Safety
PPE	Personal Protective Equipment
PS	The Performance Standard
SAoI	Social Area of Influence
SEP	Stakeholder Engagement Plan
SMP	Security Management Plan
TDS	Total Dissolved Solid
TSS	Total Suspended Solid

# 1. ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

## 1.1 INTRODUCTION

Through a systematic assessment, the ESIA has identified a number of environmental and social risks and impacts, which may potentially result from the construction and operation phases of the Project. In order to manage and mitigate these impacts, a range of measures have been developed to eliminate or reduce the adverse environmental and social impacts to acceptable levels and as low as reasonably practicable. As the entire area within the airport boundary is needed for Project facilities, there are very limited opportunities for restoration on site. The mitigation measures and actions needed for implementation of these impacts are presented in Environmental and Social Management Plan (ESMP).

The key objectives of this ESMP are to:

- Demonstrate commitment to comply with applicable laws, regulations and executed Project agreements through documented plans and procedures;
- Demonstrate commitment to comply with Good International Industry Practice (GIIP) including IFC PS, General EHS Guidelines, EHS Guidelines for Airlines and EHS Guidelines for Airports.
- Collate the various mitigation and management measures developed and identified throughout the ESIA Report into a single point;
- Define monitoring requirements to determine the efficacy of all mitigation and management measures;
- Provide clear roles and responsibilities as to what impacts have been identified, how they will be mitigated and managed, and through what means;
- Provide input into the overall suite of management actions which will be incorporated and implemented through the Environmental and Social Management System (ESMS), if deemed necessary.
- Ensure meaningful consultation and timely disclosure of information to affected people and during monitoring of Project implementation; and
- Establish and maintain Grievance Redress Mechanism (GRM) processes suitable for affected people as well as for Project workers.

This Chapter provides information and instruction on how environmental and social commitments of the Project will be managed from development through the construction, operation, and decommissioning phases. The ESMP is a living document which:

- Incorporates the environment and social mitigation measures identified as a result of the ESIA process into a comprehensive framework to facilitate and ensure appropriate management throughout the Project lifecycle;
- Provides a framework for incorporating commitments into the Project plans and procedures for activities that have risks, as identified in the Impact Assessment (IA);
- Presents responsibilities for meeting ESMP requirements, including the provision of trainings;
- Provides a framework for the implementation of specific management plans by the Engineering Procurement and Construction (EPC) and O&M contractor and sub-contractors; and
- Defines the monitoring/verification and reporting program (including corrective actions).

Cambodia Airport Investment Co. Ltd (“CAIC”) will provide this ESMP to the Project’s Engineering, Procurement and Construction (EPC) contractor and/or sub-contractor in order to ensure that they comply with ESMP actions during their scope of work under their contracts. The ESMP will be translated into Khmer, if needed. CAIC will implement a contractor and/or E&S management mechanism to ensure their compliance and to monitor their environmental and Social (E&S) performance under the Project Environmental and Social Management System<sup>1</sup> (ESMS).

## 1.2 PURPOSE OF ESMP

The purpose of this ESMP is to specify the standards and controls required to manage and monitor environmental and social impacts during construction and operation phase. To achieve this, the ESMP identifies potential adverse impacts from the planned activities and outlines mitigation measures required to reduce the likely negative effects on the physical, natural and social environment. When there are gaps between the local regulatory requirements and international standards, CAIC will identify stakeholder engagement activities to enhance the formal regulatory process, and where appropriate, commit to supplemental actions. This emphasizes the importance of managing social and environmental performance throughout the lifecycle of the Project.

## 1.3 RESPONSIBILITY FOR ESMP IMPLEMENTATION

The key parties and their primary roles in implementing the ESMP are as follows:

- The Project Proponent should have an Environmental Management Team consisting of an HSE Manager and an HSE Officer looking after the overall Project’s E&S performance, monitoring, ensuring compliance with the Project ESMS, including environmental and social policy and obligations established in the ESMP;
- CAIC Project Manager and construction teams are responsible for complying with ESMP requirements set out by Project Proponent; and
- EPC and O&M contractor and other sub-contractors are responsible for complying with the ESMP requirements set out by the Project Proponent.

The figure below shows the structure of CAIC’s management during the construction phase (**Figure 1.1**)

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<sup>1</sup> The Project ESMS comprises the ESIA Report and all ESMPs associated thereto, whether these ESMPs are already available or under development.



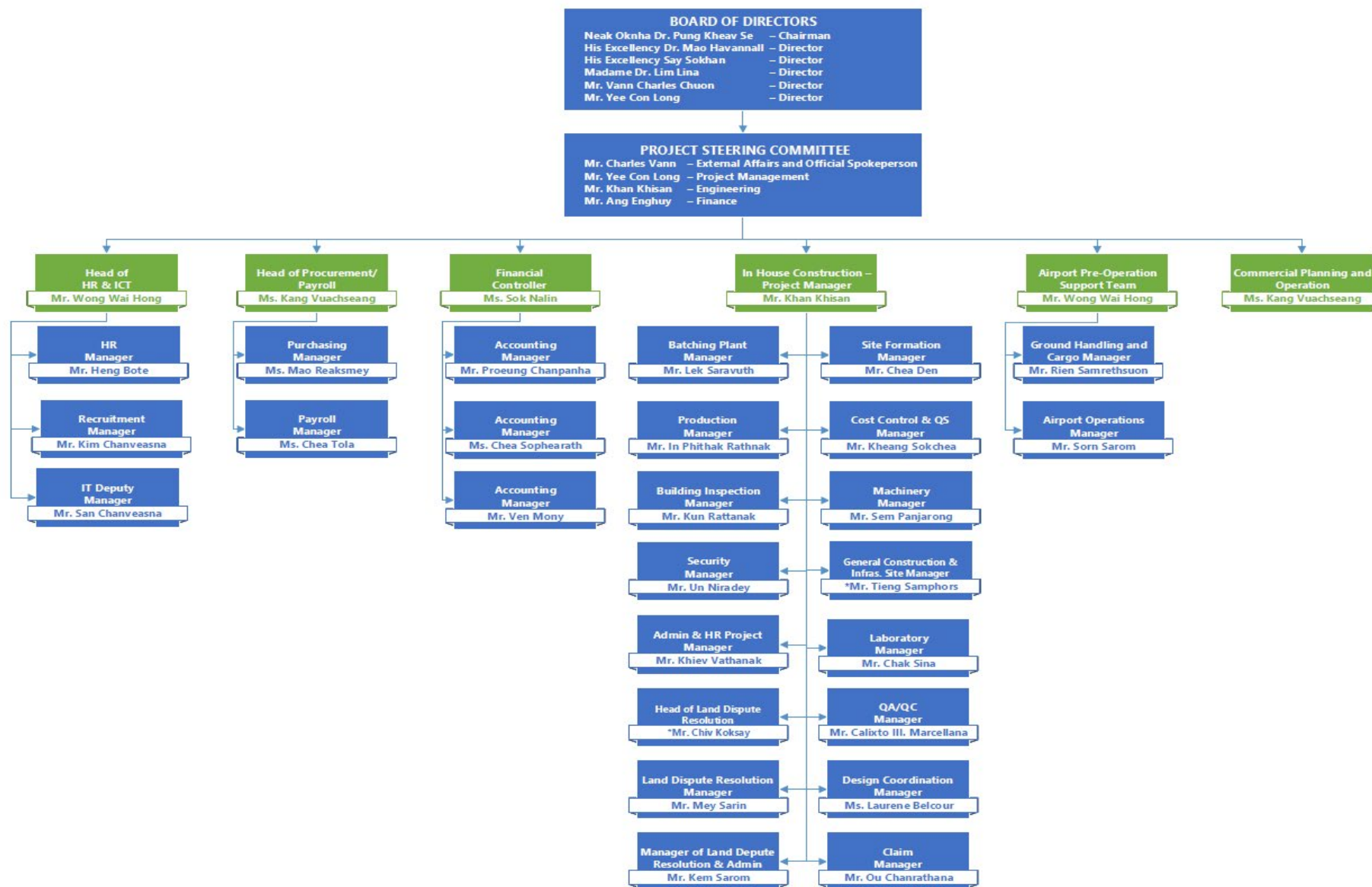


FIGURE 1.1 THE ORGANIZATION CHART DURING CONSTRUCTION PHASE

### 1.3.1 PROJECT MANAGEMENT

Project management will be led by CAIC's **Project Manager** at the Project site. The team should comprise of technical staff, local E&S Experts, and local H&S Specialists. EHS staff from the EPC Contractor and subcontractors will be also considered a part of the team and will execute their roles and responsibilities defined under the ESMP. All team members will have the responsibility for implementing the provisions of the ESMPs. This role will include the on-going management of environmental and social impacts, monitoring of contractor and/or sub-contractor performance as well as development of mechanisms for dealing with environmental and social issues.

CAIC will ensure that the activities of its contractors are conducted in accordance with good practice measures, implementation of which will be required through contractual documentation.

Expectations for the role in terms of implementing ESMP and ESMS would include:

- Organizing cooperation between all contractors and/or sub-contractors and coordinating their work plans;
- Actively promoting and participating in the Project's ESMP;
- Ensuring that the ESMP, procedures and work practices are implemented across the Project;
- Ensuring that the ESMP reflects the requirements of the Project in terms of resources and budget;
- Ensuring that all legislative and company requirements are complied with;
- Ensuring that all scopes of work are defined in accordance with the Project's ESMP rules and regulations, work practices and procedures, as detailed in this ESMP and other associated documentation;
- Ensuring that all contractors are made aware of their roles and responsibilities with regard to Environment, Health, Safety and Social (EHSS) management;
- Ensuring that EHS is regularly discussed and reported on;
- Ensuring that all contractors are evaluated throughout the duration of the Project, if applicable, as to their capabilities and performance;
- Ensuring implementation of EHS audit recommendations for non-compliance issues; and
- Monitoring and reviewing ESMPs and make necessary revisions, as needed.

#### 1.3.1.1 ENVIRONMENTAL MANAGEMENT TEAM

The Local Environmental Management Team should consist of an **HSE Manager** and an **HSE Officer**. The HSE Manager requires a solid technical background in any of the E&S related fields, (as an example environmental studies, environmental engineering, sustainability, biological sciences, health and safety, social studies, etc.) with work experience in EHS related positions. Their main responsibilities are:

- Be the focal point of contact with In-house Specialists, Local Specialists and Local E&S Consultants, ensuring the timely coordination and alignment between all concerned parties.
- Be responsible for the performance of the HSE Officer;
- Ensure the proper coordination and alignment with CAIC's Project team and contractors regarding compliance with Guideline and international standards;

- Ensure the alignment of all the resources to comply with all the E&S requirements with the Project management;
- Approve scope and requirements for field work on Project Site and hire required personal and/or Local E&S Consultants in coordination with CAIC's Project team;
- Coordinate and supervise the attainment of E&S licenses and approvals from national authorities necessary during the planning, development, construction and operation of the Project;
- Develop or supervise the development of the ESMS in line with the relevant Guideline and supervise the implementation while securing the successful compliance;
- Assess the Project site and the working environment to identify potential risks and impacts, when necessary, with the support of the In-house Specialists, Local Specialists and/or Local E&S Consultants;
- Design and supervise the implementation of preventive measures, processes, and procedures to eliminate causes of accidents and illnesses in the workplace and the Community, Impacts on the environment, the property, and the economic activity, attaining the best possible management of the hazards and Risks;
- Promote and adopt practices for efficient use of resources;
- Make sure the necessary documentation and resources are available for the implementation of the ESMS and its corresponding ESMPs;
- Coordinate the assignment of material and human resources required for the implementation of the ESMS and its corresponding ESMPs;
- Perform or coordinate the required training efforts for the respective Project teams;
- Monitor the performance of the ESMS and its corresponding ESMPs;
- Ensure the timely collection of relevant monitoring information;
- Control compliance with permits and other regulatory requirements and activate actions upon any non-compliance;
- Coordinate internal and external audits. Prepare, review, and submit required monitoring reports. Prepare and follow-up on Corrective Action Plans to resolve non-compliant items;
- Promote feedback and identify opportunities for improvement. Provide feedback to the Project management;
- Coordinate E&S topics with the local development team; and
- Report to CAIC's Project Manager periodically about the Project during planning and development phase, report to the Project Proponent during construction, operation and, if applicable, decommissioning phases.

The **Community Liaison Officer** should undertake the following roles:

- Manage, review and develop the social programs to ensure that it fulfils Project requirements, including measures observed in this ESMP, and monitor its implementation;
- Manage the implementation of SEP and GRM and ensure that all social-related requirements of this ESMP are implemented;
  - Participate in the investigation of grievances to determine root cause and corrective actions;
  - Propose action plan for grievances and seek approval from CAIC's Project Manager.

- Supervise the social performance of the Projects' contractors, and/or sub-contractors and O&M contractors as required in this ESMP; and
- Collaborate with Site E&S Specialist on preparing periodic monitoring reports.

### 1.3.2 OPERATION AND MAINTENANCE TEAM – SITE LEVEL

The **Operations Manager** should undertake the following roles:

- Lead the operation and maintenance (O&M) activities of Project's facilities and ensure that the O&M Staff and any O&M contractors and/or sub-contractors perform maintenance responsibility as specified;
- Ensure successful implementation of operation phase ESMS together with local E&S Expert;
- Liaise with Local E&S Expert and Public Relations Officer regarding the management plans for operation phase;
- Lead in the investigation of incidents to determine root cause and corrective actions, where necessary;
- Liaise with all relevant stakeholder such as Lenders, local community;
- Other duties assigned by the O&M contractor and/or sub-contractor; and
- All tasks assigned under the Emergency Preparedness and Response Plans (EPRP).

The **O&M Team** is expected to undertake the following roles:

- Perform O&M activities of the Project's facilities;
- Carry out inspections of airport facilities, as contractually established;
- Supervise O&M contractors and/or sub-contractors against the requirements of EHS and community, social relation management plans;
- Participate in the investigation of incidents to determine root cause and corrective actions, where necessary; and
- Other duties assigned by the Operations Manager.

### 1.3.3 EMPLOYEES

All employees involved in the Project should be qualified through training, experience, or knowledge. Non-supervisory personnel employed by the Project shall:

- Familiarize themselves with the concept of the Project's EHS rules and regulations;
- Work in accordance with Project's ESMPs and procedures, safe work practices, and method statements, risk assessments, permits to work and any other instructions or regulations that apply to their works;
- Use only tools/equipment and materials which have been approved for use, and employ them only for the purpose for which they were designed;
- Take an active part in the protection of themselves, fellow workers, property and the environment from accidental losses;
- Immediately report to their respective supervisor or Site H&S Specialist if any potential hazards (relating to unsafe conditions and/or unsafe acts) are identified which could lead to an incident/accident;

- Report any incidents/near misses as well as injuries, regardless how minor, promptly to immediate supervisor and On-site H&S Specialist;
- Attend Project safety trainings and drills as required; and
- Understand their responsibilities and comply with requirements from the EPRP.

## 1.4 TRAINING PROGRAM AND CAPACITY BUILDING

It is expected that the Project will implement a training and awareness program covering EHSS expectations of the Project. As a minimum, this should be implemented during induction for all Workers (i.e., all Employees, Non-Employees, contracted, sub-contracted and Supply Chain Workers) engaged in the Project's construction, with further training given depending on the level of responsibility for implementing HSE and social expectations and exposure to environmental and safety risks.

The Project should ensure that all personnel responsible for the implementation of this ESMP are competent on the basis of education, training and experience. All personnel shall be provided with an E&S training appropriate to their scope of work and level of responsibility.

### 1.4.1 CONSTRUCTION PHASE

A suitably qualified in-house/ external expert should be appointed by the EPC contractor to develop and deliver a training program on implementation of the ESMP and monitoring and reporting should be conducted in line with the applicable reference framework for the Project. The training should include the following topics:

- Environment, Health and Safety Policy of the EPC contractor;
- Environment and fundamentals of environmental pollution in relation to the Project;
- EHS management plans prepared by the EPC Contractor;
- Do's and Don'ts for the construction workers;
- Safety procedures and guidelines;
- Internal reporting and response system;
- Hazardous chemicals and waste handling;
- In addition, specific training will be provided to the team involved in environmental and social monitoring and reporting, which will include:
  - Applicable environmental and social guidelines and standards;
  - Sampling site selection guidelines in line with environmental monitoring plan;
  - Sample collection, storage, transportation and analysis procedures;
  - Solid and hazardous waste management;
  - Quality assurance and quality control; and
  - Environmental monitoring report preparation.

The training should help in capacity building and implementation of the ESMP during the construction phase of the Project. It should also help in ensuring internal and external monitoring and verification of the environmental and social performance of the Project. The timeframe for reporting and verification during the construction phase will be agreed between CAIC and the EPC contractor.

### 1.4.2 OPERATION PHASE

Prior to the commencement of Project's operation, a suitably qualified in-house/ external environmental expert should be engaged to develop and deliver a training program on operation phase environmental and social monitoring and reporting. The topics will be mostly same as that during the construction phase. However, it should also include following modules, which are specific to the operations phase:

- Hazardous chemicals and waste management; and
- Occupational health and safety programs, including Emergency Response Plan for both employee and nearby communities.

The training will help in capacity building and implementation of the ESMP during the operation phase of the Project. It will also help in ensuring internal and external monitoring and verification of the environmental and social performance of the Project. The timeframe for reporting and verification during the operation phase will be agreed between CAIC, the Lenders and the EPC contractor.

### 1.5 ESMP AUDIT, REPORTING, AND CORRECTIVE ACTIONS

A monitoring, review and auditing program would be implemented during construction and operation phases to monitor implementation of the Project's EHS requirements and commitments as defined under Project ESMS. The inspections and audits will be done by the Project identified EHSS specialists in coordination with O&M contractors and other external agencies identified. The entire process of monitoring and audits should be documented.

CAIC will develop and implement a program of reporting through all stages of the Project lifecycle. Delegated personnel shall require to fully comply with the reporting program in terms of both timely submissions of reports as per acceptable level of detail. Reporting will be done in the form of environmental check list, incident record register, environmental and social performance reports (weekly, monthly, and quarterly, half yearly, yearly etc.).

Reporting for E&S Performance should be agreed with the Lenders. Apart from internal monitoring, external monitoring is also recommended to be conducted for the ESMP implementation by independent social and environmental experts.

### 1.6 ESMP COMMITMENTS

The development of an ESMP is a compliance requirement for any Project or activity with the potential to impact upon the physical, chemical, biological, environmental, health and social receptors.

In this instance, it provides guidance and a framework for ensuring that the commitments of CAIC, made within this ESIA Addendum, are upheld and that the EHS impacts of the Project are managed to an acceptable level and in accordance with the requirements of the Project's ESIA.

Specifically, this ESMP pulls together the mitigation measures and management actions identified within the ESIA Addendum as necessary during the construction and operation phases of the Project.

The mitigation and management measures occur throughout the Project's lifetime, from development through to construction and operation. In addition, there are common mitigation and monitoring requirements that apply to all phases of the Project, e.g., vehicle use/operation.

Fund source to support ESMP implementation will be a part of total investment cost of the Project.

The mitigation and monitoring measures specific to the impact assessment conducted for this Project's ESIA Addendum are detailed in the Environmental Impact Assessment, Social Impact Assessment, and Biological Impact Assessment sections. This ESMP is a live document and will be updated periodically, depending on the Project progress and performance.



### 1.6.1 AIR QUALITY MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Physical Environmental Impact Assessment (**Section 2.1**) The below table shows the management plan for this aspect.

**TABLE 1.1 AIR QUALITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES**

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
<ul style="list-style-type: none"><li>▪ Machinery mobilization;</li><li>▪ Site preparation activities;</li><li>▪ Transportation of workers and staff;</li><li>▪ Transportation of earth materials, backfilling, and compacting soil; and</li><li>▪ Construction activities for airport runway, passenger terminals, and other supporting infrastructures.</li></ul>	Cause dust particles (PM2.5 and PM10) and emit various pollutants (nitrogen oxides, sulfur oxide, carbon monoxide) from site preparation, vehicle movement and operating of construction equipment.	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.1.1)	Spray water and regularly monitor where dust is observed, such as watering the runway, terminal area, and other access road to minimize any dust.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Dampen the pile of soil or sand reserved for backfilling and concrete mixing, particularly during the period of strong wind blow.	EPC Contractor	Site Audit	During construction	HSE Monthly Audit Report	Included in EPC costs.
			Maintain vehicle and equipment according to manufacturers’ specifications. In particular, maintenance of vehicles and other machinery, such as oil changes or repairs, will be made according to the schedule of manufacturers’ specifications.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure engines or machinery are not run unnecessarily.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Limit loads to the height of the cage or the connecting cage of the vehicle whilst infill material is being transported.	EPC Contractor	Site Audit	During construction	HSE Monthly Audit Report	Included in EPC costs.
			Prepare and implement regular maintenance for all vehicles and machinery to ensure fuel efficiency.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
Operation								
Aircraft take-off and landing and passenger commuting via taxis, buses, or private cars	Aircraft take-off and landing and passenger commuting via taxis, buses, or private cars could generate air pollution.	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.1.2)	Switch off unnecessary machinery.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Ensure that fuel suppliers provide the best quality fuel possible.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Select cleaner fuels such as liquefied petroleum gas, avoid the use of waste oil or jet fuel (jet kerosene) where possible, and select firefighting drill locations	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.



Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			and atmospheric conditions that best avoid short-term impacts to the air quality of nearby populated areas.					
			Operate on-site small combustion plants within the applicable performance levels described in the General EHS Guidelines.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Supply electrical power and preconditioned air through ground-based equipment to minimize the use of aircraft APUs.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Minimize fugitive air emissions from jet kerosene and other fuel storage and handling activities, as presented in the General EHS Guidelines and the EHS Guidelines for Airports and Airlines.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Improve ground service vehicle fleets as described in the General EHS Guidelines and the EHS Guidelines for Airports and Airlines.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.

### 1.6.2 NOISE MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Physical Environmental Impact Assessment (**Section 2.2**) The below table shows the management plan for this aspect.

**TABLE 1.2 NOISE ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES**

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
<ul style="list-style-type: none"><li>▪ Site preparation activities;</li><li>▪ Infrastructure construction activities;</li><li>▪ Project’s transportation activities; and</li><li>▪ Construction activities of passenger terminal and runway</li></ul>	Noise from movement of heavy trucks and the equipment and machinery used during the construction activities could disturb to nearby communities such as increase stress levels and disrupt the communication and behaviour of animals.	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.2.1)	Change engine oil in accordance with manufacturer’s specifications.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Operate and maintain equipment in accordance with manufacturer specifications.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Use mufflers on equipment and contain generators inside sound-proof rooms.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Conduct construction activities which produce high noise and vibration emissions during daytime (from 7 am-6 pm) only. In case of nighttime work, inform the local authority and local people before commencing work.	EPC Contractor	Personal visit	During construction	Brochure	Included in EPC costs.
Operation								
<ul style="list-style-type: none"><li>▪ Take-off and landing;</li><li>▪ A variety of ground operations equipment including aircraft taxiing;</li><li>▪ Operation of ground support vehicles (e.g. passenger buses, mobile lounges, fuel trucks, aircraft tugs, aircraft and baggage tractors, and dolly carts);</li><li>▪ Aircraft auxiliary power units (APUs);</li><li>▪ Aircraft engine testing activities in airports with aircraft maintenance activities; and</li></ul>	Increased noise could affect the surrounding communities and wildlife’s behaviour.	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.2.2)	Monitor households or sensitive receptors located within noise contour of 65 dB (scenario 2 North eastern wind) for noise impacts. If the noise level is higher than the national and international standard, provide specific mitigation measures for the households/sensitive receptors affected by noise (e.g., provide noise barriers/insulation to reduce noise, support conversion of the land to non-residential uses, acquire the land).	CAIC HSE Manager and Third Party	Monitoring Results	During operation	Monitoring Report	Included in CAIC costs.
			Develop and implement a Grievance Redress Mechanism will be implemented to address stakeholder concerns. All affected communities will be involved in consultations.	CAIC HSE Manager	GRM Review	During construction	Grievance Redress Mechanism	Approximately \$5,000 USD to develop.  Implementation costs are dependent on the type of complaints.
			Limit the schedule of take-off and landing especially during nighttime.	CAIC HSE Manager	N.A.	During operation	Flight Data Record	N.A.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
<ul style="list-style-type: none"><li>Other indirect sources of noise include ground vehicle traffic from access roads leading to the airport.</li></ul>			Implement a noise management program consistent with the International Civil Aviation Organization’s <i>Balanced Approach to Aircraft Noise Management</i> (ICAO, 2008).	CAIC HSE Manager	Audit	During operation		N.A.

### 1.6.3 SURFACE WATER MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Physical Environmental Impact Assessment (**Section 2.3**) The below table shows the management plan for this aspect.

**TABLE 1.3 SURFACE WATER QUALITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES**

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
<b>Construction</b>								
<ul style="list-style-type: none"> <li>Land clearance and preparation activities;</li> <li>Soil and construction material transportation;</li> <li>Construction activities for runway and other airport infrastructure;</li> <li>Solid, liquid, and hazardous waste management; and Another runoff.</li> </ul>	Construction activities at the Project site, such as clearance, land preparation, and soil transportation, can lead to soil erosion and debris runoff. This can contribute to increased levels of total suspended solids (TSS) in nearby water bodies, including Boueng Cheung Loung and Tonle Bati, during rainfall events.	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.3.1)	Maintain sanitation and construct a septic tank.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Conduct regular inspections of waste and sanitation areas to ensure there are no leakages, especially forbidding the construction of waste disposal sites, hazardous substances or latrines located adjacent to the existing waterway near the Project site without adequate containment measures.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Construct sedimentation pond.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Prepare secondary container to prevent accidental leakage of engine oil into water bodies	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Segregate and store waste in appropriate, secure, and properly labelled containers.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Adequately manage hazardous waste and other hazardous material.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Minimize the need to leave construction materials upon completion of construction.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Maintain spill kits/equipment, and post spill procedures on site, especially spill or leak response plans.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Keep a register of all hazardous substances on site and ensure that relevant Material Safety Data Sheets (MSDS) are readily accessible for reference.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Undertake refueling and machinery maintenance in a designated, sealed, bunded area with appropriate closed drainage and oil traps.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Maintain vegetation presence around the Project site where feasible, particularly the vegetation around the backfilling area to prevent erosion.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Prepare a wash area at the entrance point.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
Operation								
Operation of the airport.	Wastewater runoff from the airport during rainfall due to there is water bodies near the Project such as Boueng Cheung Loung lake (southeast of the airport) and Boueng Rean lake (northeast of the airport)	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.3.2)	Segregate and store waste in appropriate, secure, and properly labelled containers.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.
			Adequately manage hazardous waste and other hazardous material storage and handling and ensure that it is properly labelled and undertaken in a designated, sealed, bunded area with appropriate closed drainage and oil traps.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.
			Conduct regular inspections of waste and sanitation areas to ensure there is no harm to groundwater quality.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.
			Contain spills/leakages, and properly pack and store contaminated materials.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.
			Maintain a register of all hazardous substances on site and ensure that relevant Material Safety Data Sheets (MSDS) are readily accessible for reference.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.
			Separate wastewater and rainwater management systems.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.
			Monitor all waste, particularly treated wastewater, which is required to meet the MOE’s wastewater standards before being released into public water bodies or the sewage system.	Third Party	Monitoring Results	During operation	Monitoring report	Included in CAIC costs.
			Store fuel and hazardous substance tanks in bunded areas.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.
			Maintain spill kits/equipment, and post spill procedure notices, on site.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Manage collected sanitary wastewater effluents according to recommendations for wastewater management in the General EHS Guidelines.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.
			Divert and treat stormwater drainage from areas of potentially frequent leaks and spills of chemicals and fuels through use of an oil / water separator prior to discharge to surface water bodies.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit	Included in CAIC costs.

### 1.6.4 GROUNDWATER MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Physical Environmental Impact Assessment (**Section 2.4**) The below table shows the management plan for this aspect.

**TABLE 1.4 GROUNDWATER QUALITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES**

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
Storage and hazardous waste management.	Improper storage and hazardous waste management can cause groundwater contamination	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.4.1)	Segregate and store waste in appropriate, secure, and properly labelled containers.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Keep a register of all hazardous substances on site and ensure that relevant Material Safety Data Sheets (MSDS) are readily accessible for reference.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Adequately manage hazardous waste and other hazardous material storage and handling and ensure that it is properly labelled and undertaken in a designated, sealed, bunded area with appropriate closed drainage and oil traps.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Conduct regular inspections of waste and sanitation areas to ensure there are no harms to the groundwater quality.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Contain spills/leakages, and properly pack and store contaminated materials.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Monitor groundwater quality to verify construction activity does not increase pollutants.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure groundwater is not used as a potable source without appropriate treatment.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
Operation								
Operation of the airport.	Contaminated water can result from spills and	ESIA Addendum, Physical Environmental	Securely seal and cover all fuel oil storage units to prevent leakage.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
	leaks of fuel and hazardous materials.	Impact Assessment (Section 2.4.2)	Implement regular inspections, repairs, and maintenance of equipment related to fuel storage and handling to prevent damage or fuel leakage.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.
			Prepare Emergency Preparedness and Response Plan (EPRP).	CAIC HSE Manager	Emergency Drill	Prior to construction	Emergency Preparedness and Response Plan	Included in CAIC costs.
			Organize regular emergency drills.	CAIC HSE Manager	Emergency Drill	Twice a year	Emergency Drill Record	Included in CAIC costs.
			Prepare spill kits/equipment and a post spill procedure.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.
			Store and refuel in a designated area with an impermeable surface.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.
			Contain spills/leakages, and properly pack and store contaminated materials and install oil-water separator at stormwater management area outlets.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.
			Store fuel and hazardous substance tanks in bunded areas with an underlying impervious surface.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.



### 1.6.5 SOIL QUALITY MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Physical Environmental Impact Assessment (**Section 2.5**) The below table shows the management plan for this aspect.

**TABLE 1.5 SOIL QUALITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES**

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
<ul style="list-style-type: none"><li>▪ Site preparation, backfilling, and construction activities;</li><li>▪ Contaminated fill materials; and</li><li>▪ Land pollution due to solid/liquid/hazardous waste.</li></ul>	Soil erosion and soil contamination from construction activities	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.5.1)	Ensure that key parameters are within Cambodian wastewater disposal standards before discharge.	EPC Contractor and Third Party	Monitoring Results	Monthly during construction	Monitoring Report	Included in EPC costs.
			Contain spills/leakages, and properly pack and store contaminated materials.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Conduct regular inspections of waste and sanitation areas to ensure there are no harms to the groundwater quality.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
Operation								
Operation of the airport.	Improper storage and hazardous waste management can cause soil contamination	ESIA Addendum, Physical Environmental Impact Assessment (Section 2.5.2)	Securely seal and cover all fuel oil storage units to prevent leakage.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.
			Implement regular inspections, repairs, and maintenance of equipment related to fuel storage and handling to prevent damage or fuel leakage.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.
			Prepare EPRPs.	CAIC HSE Manager	Emergency Drill	Prior to construction	Emergency Preparedness and Response Plan	Included in CAIC costs.
			Organize regular emergency drills.	CAIC HSE Manager	Emergency drill	Twice a year	Emergency Drill Record	Included in CAIC costs.
			Prepare spill kits/equipment and a post spill procedure.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.
			Store and refuel in a designated area with an impermeable surface.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.
			Contain spills/leakages, and properly pack and store contaminated materials.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Store fuel and hazardous substances in bunded areas with an underlying impervious surface.	CAIC HSE Manager	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC costs.

1.6.6 TERRESTRIAL AND AUQATIC HABITAT LOSS AND DEGRADATION MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Biodiversity Impact Assessment (**Section 1.1.2**) The below table shows the management plan for this aspect.

TABLE 1.6 TERRESTRIAL AND AUQATIC HABITAT LOSS AND DEGRADATION ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
<b>Construction</b>								
<ul style="list-style-type: none"><li>Site preparation;</li><li>Construction of the airport, other infrastructure, and runway extension; and</li><li>Materials and wastes transportation.</li></ul>	Groundwork and site preparation activities associated with clearing soil and backfilling it elsewhere can significantly impact wildlife habitat. The movement of heavy machinery during clearing and backfilling compacts the soil will reduce its ability to absorb water and support plant life. Additionally, exposed soil is susceptible to erosion from wind and rain, which degrades the quality of both terrestrial and aquatic habitats.	ESIA Addendum, Biodiversity Impact Assessment (Section 1.1.2.4)	Clearing vegetation outside of designated areas, especially in Boueng Cheung Loung will be prohibited for Project staff, workers, all contractors, and personnel engaged in or associated with the Project, with penalties levied, including fines and dismissal, and prosecution under the relevant laws for clearing vegetation outside designated areas.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Regular (weekly) checks during construction are to occur along all Project boundaries to ensure compliance with clearing within marked boundaries.	EPC Contractor	Site Audit	Weekly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Records are to be kept and regularly reviewed (3 monthly) for implementation of the workforce training program for fauna/flora awareness.	EPC Contractor	Training Record	Trimonthly during construction	Training Record	Included in EPC costs.
			A monitoring plan should be carried out to record invasive alien species in the Project area of influence aimed at removing new populations and preventing them from spreading throughout the AoI. In addition, prompt revegetation (i.e., sowing of native herbaceous species and/or planting native shrubs/trees) on bare soil with natural or semi-natural vegetation will reduce the spread of alien species.	EPC Contractor	Site Audit	Monthly during construction	HSE Quarterly Audit Report	Included in EPC costs.
			Monitoring of rehabilitation success/failure is to occur on all replanting sites. Monitoring is to consist of regular inspections (3 monthly) to determine plant establishment. Where plant establishment is determined to have failed, reestablishment is to occur.	EPC Contractor	Site Audit	Trimonthly during construction	HSE Quarterly Audit Report	Included in EPC costs.

1.6.7 CRITICAL HABITAT TRIGGERED SPECIES DISTURBANCE

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Biodiversity Impact Assessment (**Section 1.1.2**) The below table shows the management plan for this aspect.

TABLE 1.7 TERRESTRIAL AND AQUATIC SPECIES DISTURBANCE AND DISPLACEMENT MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
<ul style="list-style-type: none"><li>Site preparation;</li><li>Construction of the airport, other infrastructure, and runway extension; and</li><li>Materials and wastes transportation.</li></ul>	The triggered species will lose habitat due to the disturbance by the Project. Individuals of this species present within the area of disturbance would then be forced to relocate to other areas.	ESIA Addendum, Biodiversity Impact Assessment (Section 1.1.2.5)	Clearing vegetation outside of designated areas will be strictly prohibited for Project staff, workers, all contractors and personnel engaged in or associated with the Project, with penalties levied, including fines and dismissal, and prosecution under the relevant laws for clearing vegetation outside designated areas.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			The Project aims to achieve a net gain for the target species by establishing a protected area of equal size to the>NNL target within the identified areas of Tonle Bet and Boeung Veal Samnap IBA.	According to Preliminary Biodiversity Action Plan ( <b>ESIA addendum BAP</b> )				

1.6.8 TERRESTRIAL AND AQUATIC SPECIES DISTURBANCE AND DISPLACEMENT MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Biodiversity Impact Assessment (**Section 1.1.2**) The below table shows the management plan for this aspect.

TABLE 1.8 TERRESTRIAL AND AQUATIC SPECIES DISTURBANCE AND DISPLACEMENT MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
<b>Construction</b>								
<ul style="list-style-type: none"><li>Site preparation;</li><li>Construction of the airport, other infrastructure, and runway extension; and</li><li>Materials and wastes transportation.</li></ul>	The disturbance and displacement of resident fauna species within the footprint will primarily be caused by light, noise and vibration impacts during construction. These impacts are considered to be indirect impacts caused by the use of Project machinery and equipment.	ESIA Addendum, Biodiversity Impact Assessment (Section 1.1.2.6)	Implement solid fences of adequate height at construction sites to prevent fauna access and minimize noise impact.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Whenever possible, night lighting should be minimized. If lighting is necessary, it should be directed inwards to the Project area.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Implementing dust control measures to reduce airborne particles that might affect nearby vegetation and the habitats. Measurement detail refer to <b>Table 1.1</b> .	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.

1.6.9 TERRESTRIAL SPECIES DIRECT MORTALITY CAUSED BY VEHICLE STRIKE, HUNTING AND POACHING MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Biodiversity Impact Assessment (**Section 1.1.2**) The below table shows the management plan for this aspect.

TABLE 1.9 TERRESTRIAL SPECIES DIRECT MORTALITY CAUSED BY VEHICLE STRIKE, HUNTING AND POACHINGADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
<ul style="list-style-type: none"><li>Site preparation;</li><li>Construction of the airport, other infrastructure, and runway extension; and</li><li>Materials and wastes transportation.</li></ul>	During construction, several factors may cause fauna mortality including vehicle or machinery strikes, falling debris from clearing activities, and increased worker presence leading to hunting or poaching.	ESIA Addendum, Biodiversity Impact Assessment (Section 1.1.2.7)	To limit vehicle strikes, vehicle speeds will be limited, and drivers will be familiarized with the sensitivity of local fauna and instructed to take appropriate evasive action when wildlife is seen along the road and to report all vehicle strikes.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			To limit mortality from construction activities, the Project will establish a Wildlife Shepherding Protocol involving the relocation by a trained specialist of any threatened wildlife species found during construction to a conservation area.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			To limit poaching and hunting, a worker code of conduct will be established that prohibits these activities, including penalties up to and including dismissal.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.

1.6.10 MORTALITY OF AVIFAUNA DUE TO AIRCRAFT STRIKE MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Biodiversity Impact Assessment (**Section 1.1.3**) The below table shows the management plan for this aspect.

TABLE 1.10 MORTALITY OF AVIFAUNA DUE TO AIRCRAFT STRIKE ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Operation								
The operation of airport.	Mortality of avifauna due to aircraft strike	ESIA Addendum, Biodiversity Impact Assessment (Section 1.1.3.2)	Given the <b>Negligible</b> impact significance, no additional mitigation measures are considered.					

1.6.11 TERRESTRIAL SPECIES DIRECT MORTALITY BY VEHICLE STRIKE MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Biodiversity Impact Assessment (**Section 1.1.3**) The below table shows the management plan for this aspect.

TABLE 1.11 TERRESTRIAL SPECIES DIRECT MORALITY BY VEHICLE STRIKE ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Operation								
The operation of airport.	Mortality of fauna due to car strike	ESIA Addendum, Biodiversity Impact Assessment (Section 1.1.3.3)	Given the <b>Negligible</b> impact significance, no additional mitigation measures are considered.					



1.6.12 FAUNA DISTURBANCE FROM NOISE AND LIGHT MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Biodiversity Impact Assessment (**Section 1.1.3**) The below table shows the management plan for this aspect.

TABLE 1.12 FAUNA DISTURBANCE FROM NOISE AND LIGHT ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Operation								
The operation of airport.	Fauna disturbance by noise and light from the airport	ESIA Addendum, Biodiversity Impact Assessment (Section 1.1.3.4)	Given the <b>Negligible</b> impact significance, no additional mitigation measures are considered.					

### 1.6.13 LAND ACQUISITION AND LIVELIHOODS MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Social Impact Assessment (**Section 1.3**) The below table shows the management plan for this aspect.

**TABLE 1.13 LAND ACQUISITION AND LIVELIHOODS ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES**

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
<b>Construction</b>								
<ul style="list-style-type: none"> <li>Land preparation, such as site clearance, excavation and levelling, fencing, and civil works.; and</li> <li>Construction of the Project site infrastructure, access road and reservoir/drainage.</li> </ul>	<ul style="list-style-type: none"> <li>Physical displacement</li> <li>Economic displacement</li> </ul>	ESIA Addendum, Social Impact Assessment (Section 1.3)	Develop and implement a Stakeholder Engagement Plan. CAIC will engage with local communities to provide transparent updates on the Project's construction status, activities, and expected impacts.	CAIC HSE Manager	SEP Review	During construction	Stakeholder Engagement Plan	Approximately \$20,000 USD to develop.
			Develop and implement a Grievance Redress Mechanism will be implemented to address stakeholder concerns. All affected communities will be involved in consultations.	CAIC HSE Manager	GRM Review	During construction	Grievance Redress Mechanism	Approximately \$5,000 USD to develop.  Implementation costs are dependent on the type of complaints.
			Develop and implement a Resettlement Action Plan (RAP). A RAP will be developed and implemented which outlines the full land acquisition strategy.	CAIC HSE Manager	Land Audit	During construction	Resettlement Action Plan	Approximately \$100,000 USD to \$150,000 USD to develop.
			Assess and document the process to confirm that land acquisition is on a willing buyer-willing seller basis (as per IFC PS requirement) by reviewing land acquisition information and conducting stakeholder consultations.	CAIC HSE Manager	Land Audit	During construction	Land Lease / Sale Documents	Included in CAIC HSE costs.
			Conduct vulnerability analysis (including gender, poverty, disability and other forms of vulnerabilities as described in the SEP)	CAIC HSE Manager	Site Audit	During construction.	Vulnerability assessment report	Included in CAIC costs.
			Develop and implement a Livelihood Restoration Plan (LRP).	CAIC HSE Manager	Land Audit	During construction	Livelihood Restoration Plan	Approximately \$50,000 USD to \$75,000 USD develop.  Implementation costs are dependent on the type of complaints.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Develop and implement a Compensation Policy.	CAIC HSE Manager	Audit	During construction	Compensation Policy	Approximately \$25,000 USD to develop.  Implementation costs are dependent on the type of complaints.

1.6.14 TRAFFIC AND TRANSPORT MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Social Impact Assessment (**Section 1.4**) The below table shows the management plan for this aspect.

TABLE 1.14 TRAFFIC AND TRANSPORT ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
Land preparation and groundwork.	The increased movement of heavy machinery and materials for construction or maintenance and personnel during construction phase of the Project can result in road congestion, damage to roads, and increased accidents.	ESIA Addendum, Social Impact Assessment (Section 1.4)	Develop and implement HSE plan including traffic risk assessment, and safety practices.	EPC Contractor	Site Audit	During construction	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Display traffic signs on key spots such as entrance gates, road curves, and install road marking.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Notify the Project’s drivers to slow down when arriving through sensitive areas such as schools, temples, health centers and hospitals.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Prohibit overweight trucks.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Develop and implement a Traffic Management Plan.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Comply with Cambodian Law on working conditions and Occupational Health and Safety and include relevant chapters on health and safety in the induction training for construction workers.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Schedule construction deliveries and employee shift changes to minimize traffic congestion and delay.	EPC Contractor	Regular Monitoring and Tracking	Monthly during construction	Delivery Schedule	Included in EPC costs.
			Develop and implement a Grievance Redress Mechanism will be implemented to address stakeholder concerns. All affected communities will be involved in consultations.	CAIC HSE Manager	GRM Review	During construction	Grievance Redress Mechanism	Approximately \$5,000 USD to develop.  Implementation costs are dependent on the type of complaints.
			Adopt and implement health and safety controls and prevention policies, procedures, and management measures.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Operation								
Operation of the airport.	An increase in cars carrying passengers to and from the airport as well as staff commuting to and from work will increase traffic and could lead to increased likelihood of collisions, congestion, or disturbance of communities along the transportation route. Wet/dark conditions, driver distraction, fatigue, other dangerous drivers, could also lead to increased collisions.	ESIA Addendum, Social Impact Assessment (Section 1.4)	Implement HSE Plan including traffic risk assessment, and safety practices.	CAIC HSE Manager	Site Audit	During operation	HSE Plan	Included in CAIC HSE costs.
			Display traffic signs on key spots such as entrance gates, road curves, and install road marking.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Implement the Traffic Management Plan.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Implement Grievance Redress Mechanism.	CAIC HSE Manager	GRM Review	During construction	Grievance Redress Mechanism	Implementation costs are dependent on the type of complaints.
			Adopt and implement health and safety controls and prevention policies, procedures, and management measures.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC HSE costs.

### 1.6.15 ECONOMIC OPPORTUNITIES MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Social Impact Assessment (**Section 1.5**) The below table shows the management plan for this aspect.

**TABLE 1.15 ECONOMIC OPPORTUNITIES ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES**

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
<b>Construction</b>								
<ul style="list-style-type: none"> <li>Workforce mobilisation and presence; and</li> <li>Equipment and material transportation and supply.</li> </ul>	<ul style="list-style-type: none"> <li>Positive impact in terms of employment, procurement, and induced job opportunities, and increase the economic conditions of the local population.</li> </ul>	ESIA Addendum, Social Impact Assessment (Section 1.5)	Develop and implement a Recruitment Policy.	CAIC HSE Manager	Audit	During construction	Recruitment Policy	Included in CAIC HSE costs.
			Cooperate with relevant local and domestic labor sources (universities, technical and vocational centers, labor market, etc.) where possible on recruitment of local workers and training of specialists.	CAIC HSE Manager	Community Engagement	During construction	Recruitment Records and Partnership Agreements	Included in CAIC HSE costs.
			Develop and implement a Local Content and Influx Management Plan in order to maximize the local employment and training opportunities afforded to people within the SAoI.	EPC Contractor	Plan Review	During construction	Local Content and Influx Management Plan	Included in CAIC HSE costs.
			Prioritize residents of the local villages, particularly those displaced or directly affected by the Project, for employment. With respect to unskilled labor, after preference has been given to people directly affected by the Project, evenly distribute opportunities between the affected villages.	EPC Contractor	Audit	During construction	Recruitment Records	Include in EPC costs.
			Develop and implement a training program targeting skills required for people in the SAoI to participate in unskilled, and potentially semi-skilled work for the Project.	CAIC HSE Manager	Training Workshops	During construction	Training Record	Included in CAIC HSE costs.
			Notify people in the SAoI of employment and procurement opportunities in advance.	CAIC HSE Manager	Community Engagement	During construction	Community Engagement Records	Included in CAIC HSE costs.
			Develop skills register and coordinate with local Labor Agency.	EPC Contractor	Training Workshops	During construction	Training Record	Include in EPC costs.
			Aim to reflect an even distribution of demographic characteristics in the villages in employment targets.	EPC Contractor	Audit	During construction	Recruitment Records	Include in EPC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Include the Employment and Recruitment Plan (ERP) as a condition of Contractor’s contracts.	CAIC HSE Manager	Contractor Monitoring	During construction	ERP Implementation and Progress Report	Included in CAIC HSE costs.
			Establish a Recruitment Committee comprising representatives from each of the villages and contractors, with the aim of identifying and employing locals for available employment opportunities.	CAIC HSE Manager	Meeting	During construction	Minutes of Meetings	Included in CAIC HSE costs.
			Disseminate the criteria (skills and experience) for available jobs through local and national media, where appropriate.	EPC Contractor	Job Posting	During construction	N.A.	Include in EPC costs.
Operation								
<ul style="list-style-type: none"><li>▪ Presence of workforce including maintenance, security, baggage handling, cleaning, airline staff, kiosk vendors, cargo, etc; and</li><li>▪ Jobs created in the surrounding areas as part of the value chain such as catering, hotels, restaurants, tourism, transport and logistics.</li></ul>	Positive impact in terms of employment, procurement, and induced job opportunities, and increase the economic conditions of the local population.	ESIA Addendum, Social Impact Assessment (Section 1.5)	As above	CAIC HSE Manager	As above	During operation	As above	Included in CAIC HSE costs.

1.6.16 OCCUPATIONAL, HEALTH AND SAFETY MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Social Impact Assessment (**Section 1.6**) The below table shows the management plan for this aspect.

TABLE 1.16 OCCUPATIONAL, HEALTH AND SAFETY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
<ul style="list-style-type: none"><li>▪ Workforce mobilisation and presence (including vehicle movements and security);</li><li>▪ Land preparation (site clearance, excavation and levelling), fencing, and civil works;</li><li>▪ Construction of all Project facilities;</li><li>▪ Construction of runway and civil works;</li><li>▪ Digging of dike around the site;</li><li>▪ Clearing of unexploded ordinances;</li><li>▪ Construction of internal drainage and sumps within the site area;</li><li>▪ Wastes, emissions and discharge generation, handling and disposal during construction; and</li><li>▪ Equipment and material transportation and supply.</li></ul>	<ul style="list-style-type: none"><li>▪ Falls from height, ergonomic injuries from repetitive motion, over exertion and manual handling, manual lifting tasks lead to accidents causing acute trauma such as cuts or fractures, trips, and slips, strikes by objects and ejection of materials from machinery and injuries from lifting operations.</li></ul>	ESIA Addendum, Social Impact Assessment (Section 1.6)	Develop and implement a Contractor Management Procedure in line with IFC’s GPN on ‘Managing Contractor’s E&S Performance to incorporate E&S processes and requirements into contractor short-listing, procurement and bidding, proposal review, contract preparation, contractor oversight and performance evaluation.	CAIC HSE Manager	Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Develop and implement a Contractor Management Plan in order to verify that contractors and sub-contractors engaged during the construction phase are compliant with IFC requirements with regards to occupational health and safety, labor conditions, environmental performance and community engagement.	CAIC HSE Manager	Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Develop and implement a comprehensive site-specific Occupational Health and Safety (OHS) management system including plans and procedures appropriate to their scope of work, and applicable to all the workers and the sub-contractors. Implement OHS management system along with the worker code of conduct including worker’s access to a Grievance Redress Mechanism for working conditions, Gender Based Violence and Harassment at work site, including worker accommodation (as applicable).	CAIC HSE Manager	Meeting	During construction	Occupational Health and Safety Plan  Grievance Mechanism Process	Included in CAIC HSE costs.
			Comply with Cambodian Law on working conditions and Occupational Safety and Health and include relevant chapters on health and safety in the induction training for construction workers.	EPC Contractor	Training Workshop	During construction	Training Record	N.A.
			Cooperate with the Labor Department at every labor inspection.	CAIC HSE Manager.	Labor inspection	During construction	N.A.	N.A.



Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Develop and implement an internal Grievance Redress Mechanism for workers.	CAIC HSE Manager	GRM Review	During construction	Grievance Redress Mechanism	Approximately \$5,000 USD to develop.  Implementation costs are dependent on the type of complaints.
			Adopt and implement health and safety controls and prevention policies, procedures and management measures.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Provide personal protective equipment (PPE) to all workers and employees during the construction phase. Distribute protective equipment to workers and employees according to their type of work.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Establish an on-site health facility providing first aid to workers during the construction phase.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Provide training on worker safety rules and machinery operation on the site.	EPC Contractor	Training Workshops	During construction	Training Record	Included in CAIC HSE costs.
			Inclusion of meaningful participation of employees in implementation and maintenance of procedures and processes.	EPC Contractor	Employee Engagement	During construction	Employee Engagement Plan	Include in EPC costs.
			Implement monitoring programs and systems required to ensure OHS at the workplace.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Provide and maintain workplaces, plant, equipment, tools and machinery and organize work so as to eliminate or control hazardous ambient work factors.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Record and report occupational injuries and illness.	EPC Contractor	Internal Audits	Monthly during construction	A record of occupational	N.A.

Activity / Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
							injuries and illnesses	
			Ensure contract specifications include demands for service providers, contractors, and sub-contractors to have or establish systems enabling them to meet the OHS requirements of the employer.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in CAIC HSE costs.
			Ensure installations, equipment, tools and substances are selected to minimize dangers to safety and health when appropriately used.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Minimize ergonomic risks and hazards by selecting appropriate tools and equipment for use.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure equipment and installations requiring recurrent servicing and cleaning have permanent means of access.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	N.A.
			Install hand, knee and foot railings on stairs, fixed ladders, platforms, permanent and interim floor openings, loading bays and ramps.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Put in place measures to prevent access to unauthorized areas.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Properly mark hazardous and risky areas, installations materials, safety measures and emergency exits.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure signage complies with national and international standards, and is easily understood by workers, visitors and the general public.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Define designated areas for design and storage of hazardous materials.	EPC Contractor	Review Construction Plans	During construction	Construction Plans	N.A.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Develop and implement an Occupational Health and Safety Management Plan which takes into account the actual risks associated with specific activities being undertaken during construction.	CAIC HSE Manager.	Risk Assessment	During construction	Occupational Health and Safety Management Plan	Included in CAIC HSE costs.
			Monitor any transfer of materials using cranes.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Use covers to protect objects or debris from falling on workers.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Eliminate or reduce the requirement to work at heights.	EPC Contractor	Risk Assessment	During construction	Risk Assessment Report	Included in EPC costs.
			If working at heights cannot be eliminated, use work equipment or other methods to prevent a fall from occurring.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure all structures are designed and built to the appropriate standards and have the appropriate means of working-at-height systems fitted.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Establish and maintain suitable exclusion zones underneath any working at height activities, where possible, to protect workers from falling objects.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure all employees working at height are trained and competent in the use of all working at height and rescue systems in place.	EPC Contractor	Training Workshop	Monthly during construction	Training Record	Included in EPC costs.
			Provide workers with a suitable work-positioning device; also ensure the connectors on positioning systems are compatible with the tower components to which they are attached.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure that hoisting equipment is properly rated and maintained and that hoist operators are properly trained.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Develop and implement an Emergency Preparedness and Response Plan (EPRP).	EPC Contractor	Emergency Drill	During construction	Emergency Preparedness and Response Plan (EPRP)	Included in CAIC HSE costs.
			Ensure all relevant information is known about the load, e.g., the size, weight, method of slinging, and attachment points.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure all lifting equipment (including load attachment points) is suitable, capable of supporting the load, in good condition, and in receipt of any statutory inspections required.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure all supervisors, equipment operators, and slingers are trained and competent in the lifting equipment and intended lifting techniques.	EPC Contractor	Training Workshops	Monthly during construction	Training Records	Included in EPC costs.
			Establish and maintain exclusion zones in order to prevent any unauthorized access to lifting areas.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Ensure weather conditions are favorable when lifting large loads.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Use required trucks to transport heavy loads.	EPC Contractor	N.A.	Monthly during construction	Inspection Report	Included in EPC costs.
			Organize a planning meeting between all parties involved in lift activities.	EPC Contractor	Meeting	Monthly during construction	Minute of Meeting	Included in EPC costs.
			Develop and implement an Occupational Health and Safety Management Plan.	EPC Contractor	Induction	Monthly during construction	Induction Record	Included in EPC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Emergency Preparedness and Response Plan: Outlines the measures to respond to unplanned events or emergencies that may result in injury or death.	CAIC HSE Manager.	Risk Assessment	Monthly during construction	Emergency Preparedness and Response Plan	Included in CAIC HSE costs.
Operation								
<ul style="list-style-type: none"><li>Inspections;</li><li>Handling and maintenance of aircraft;</li><li>Air traffic control related activities;</li><li>Cargo handling;</li><li>Operation of fire and rescue brigade services; and</li><li>Vehicle movement; and</li><li>Presence of workforce.</li></ul>	Chemicals, fuels, de-icing and hazardous substances used on airport can pose a risk to health and safety through, inhalation, contact or ingestion if not correctly stored and handled.	ESIA Addendum, Social Impact Assessment (Section 1.6)	Implement the Occupational Health and Safety Management Plan.	CAIC HSE Manager	Meeting	During operation	Occupational Health and Safety Plan  Grievance Mechanism Process	Included in CAIC HSE costs.
			Cooperate with the Labor Department at every labor inspection.	CAIC HSE Manager	Labor inspection	During construction	N.A.	N.A.
			Implement internal/workers Grievance Redress Mechanism.	CAIC HSE Manager	GRM Review	During operation	Grievance Redress Mechanism Process	Implementation costs are dependent on the type of complaints.
			Adopt and implement health and safety controls and prevention policies, procedures and management measures.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Provide personal protective equipment (PPE) to all workers and employees during the operation phase. Distribute protective equipment to workers and employees according to their type of work.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Inclusion of meaningful participation of employees in implementation and maintenance of procedures and processes.	CAIC HSE Manager	Employee Engagement	During operation	Employee Engagement Plan	Included in CAIC costs.
			Provide and maintain workplaces, plant, equipment, tools and machinery and organize work so as to eliminate or control hazardous ambient work factors.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			Ensure measures to manage the impact of aircraft noise on employees and contractors at the airport.	CAIC HSE Manager	Noise Monitoring Programs	During operation	Noise Monitoring Result and Noise Management Plans	Included in CAIC costs.
			Record and report occupational injuries and illness.	CAIC HSE Manager	Internal Audits	Monthly during operation	A record of occupational injuries and illnesses	Included in CAIC costs.
			Equipment and installations requiring recurrent servicing and cleaning should have permanent means of access.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Measures to prevent access to unauthorized areas must be in place.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.
			Develop operational management systems to control the storage and use of hazardous materials associated with airport operations in order to avoid, minimize and control potential health and safety impacts associated with use of materials.	CAIC HSE Manager	Site Audit	During operation	HSE Monthly Audit Report	Included in CAIC costs.

1.6.17 AMENITY, INFRASTRUCTURE AND PUBLIC SERVICES

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Social Impact Assessment (**Section 1.7**) The below table shows the management plan for this aspect.

TABLE 1.17AMENITY, INFRASTRUCTURE AND PUBLIC SERVICES ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
<ul style="list-style-type: none"><li>Land clearing; and</li><li>Excavation.</li></ul>	<ul style="list-style-type: none"><li>The presence of the Project will change the agricultural landscape; and</li><li>Construction waste.</li></ul>	ESIA Addendum, Social Impact Assessment (Section 1.7)	Communicate amenity impacts and proposed mitigation measures to communities in the SAoI.	CAIC HSE Manager	Community Engagement	During construction	Minute of Meeting	Included in EPC costs.
			Develop and implement a Waste Management Plan.	EPC Contractor	Audit	During construction	Waste Management Plan	N.A.
Operation								
<ul style="list-style-type: none"><li>Presence of the airport infrastructure.</li></ul>	<ul style="list-style-type: none"><li>Waste from aircraft flights</li></ul>	ESIA Addendum, Social Impact Assessment (Section 1.7)	As above	CAIC HSE Manager	As above	During operation	As above	Included in CAIC HSE costs.

1.6.18 WORKER INFLUX MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Social Impact Assessment (**Section 1.8**) The below table shows the management plan for this aspect.

TABLE 1.18 WORKER INFLUX ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
Construction								
Workforce mobilisation and presence.	<ul style="list-style-type: none"><li>The influx of workers and followers can increase demand and competition for local social and health services, as well as for goods and services, which can lead to price hikes and crowding out of local consumers, social conflicts within and between communities, increased risk of spread of communicable diseases, and increased rates of illicit behaviour and crime.</li></ul>	ESIA Addendum, Social Impact Assessment (Section 1.8)	Develop and Implement Local Content and Influx Management Plan.	CAIC HSE Manager	Audit	During construction	Local Content and Influx Management Plan	Included in CAIC HSE costs.
			Stakeholder Engagement Plan (SEP) – Develop a comprehensive SEP including the methodology and timing of stakeholder communication, as well as a community environmental and safety awareness program.	CAIC HSE Manager	SEP Review	During construction	Stakeholder Engagement Plan	Approximately \$20,000 USD to develop.
			Develop and implement a Workers’ Code of Conduct (CoC) - Workforce behaviors should be bounded by a Workers’ CoC, which among others will include access to policies and procedures related to Gender Based Violence and Harassment (GBVH) and disciplinary measures in particular for GBVH related cases. The CoC will be included as part of the contractor agreement to be implemented by EPC and O&M contractor). The EPC and O&M contractors and the workers will need to sign the worker CoC and will be trained on the CoC provisions, including disciplinary measures	CAIC HSE Manager	COC Review	During construction	Workers’ Code of Conduct	Included in CAIC HSE costs.



Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
			in case of non-compliance especially in instances pertaining to GBVH related practices.					
			Grievance Redress Mechanism (GRM) – Develop a GRM for both workers and community members to raise concerns.	CAIC HSE Manager	GRM Review	During construction	Grievance Redress Mechanism	Approximately \$5,000 USD to develop.  Implementation costs are dependent on the type of complaints.
			Provision of cultural sensitization training for workers regarding engagement with local community.	CAIC HSE Manager	Training Workshop	During construction	Training Record	Included in CAIC HSE costs.
			Pay adequate salaries for workers and pay salaries into workers’ bank accounts rather than in cash.	EPC Contractor	Audit	During construction	Payment Record	Included in EPC costs.
			Provision of substance abuse prevention and management program.	EPC Contractor	Training Workshop	During construction	Training Record	Included in EPC costs.
			Implement mandatory and regular training for workers on required lawful conduct in host community and legal consequences for failure to comply with laws.	EPC Contractor	Training Workshop	During construction	Training Record	Included in EPC costs.
			Cooperate with law enforcement agencies investigating perpetrators of gender-based violence.	EPC Contractor	Investigation Collaboration	During construction	Investigation Report	N.A.
			Ensure that children and minors are not employed directly or indirectly on the Project.	EPC Contractor	Documentation Review  Site Audit	During construction	Employment Record  Contractor Agreement  HSE Monthly Audit Report	N.A.
Operation								
Workforce mobilisation and presence.	As above	ESIA Addendum, Social Impact Assessment (Section 1.8)	As above	CAIC HSE Manager	As above	As above	As above	Included in CAIC costs.

### 1.6.19 COMMUNITY, HEALTH, SAFETY AND SECURITY MANAGEMENT

The impact assessment and identification of mitigation measures are presented in ESIA Addendum – Social Impact Assessment (**Section 1.9**) The below table shows the management plan for this aspect.

**TABLE 1.19 COMMUNITY, HEALTH, SAFETY AND SECURITY ADDITIONAL MITIGATION, MANAGEMENT, AND MONITORING PROCEDURES**

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
<b>Construction</b>								
<ul style="list-style-type: none"> <li>Workforce mobilization and presence;</li> <li>Land preparation (site clearance, excavation, and levelling), fencing, and civil works;</li> <li>Construction of Project facilities and access road/s;</li> <li>Sand mining for earthworks; and</li> <li>Equipment and material transportation and supply.</li> </ul>	<ul style="list-style-type: none"> <li>Community members being struck by machinery, causing injury;</li> <li>Noise, vibration, and dust from general construction activities can cause disruptions in daily life and / or health impacts;</li> <li>Increased vibration during construction may also have an impact on buildings and other structures;</li> <li>The dust generated from the movement of dirt and machinery may exacerbate the effects of respiratory diseases;</li> <li>Vibration from the use of machines may cause cracks of foundations and buildings;</li> <li>Soil mining, particularly for construction purposes, can increase water turbidity and suspended solids;</li> <li>A risk of oil spills and leaks from machinery used in soil excavation exists, which could</li> </ul>	ESIA Addendum, Social Impact Assessment (Section 1.9)	Preparation and implementation of a Community Health and Safety Management Plan. The Plan should set out the agreed controls and mitigation measures to protect the health and safety of people in the SAoI, such as recruitment of local nurse/s or doctor/s to support the local healthcare needs, and prevention and control measures to avoid significant health impacts. Potential for over-demand or impact on local health services should be described in the Community Health and Safety Management Plan.	CAIC HSE Manager	Plan Review	During construction	Community Health and Safety Management Plan	Included in CAIC HSE costs.
			Undertake extensive stakeholder engagement with the local community to inform them on Project activities performed during the construction and operation phases of the Project, as well as any potential impacts.	CAIC HSE Manager	Community Engagement	During construction	Community Engagement Records	Include in CAIC costs.
			Provision of conflict resolution training to security personnel.	CAIC HSE Manager	Training Workshop	During construction	Training Record	Included in CAIC HSE costs.
			Develop and enforce human resource related policies to ensure continuity of construction process during a pandemic situation, if it arises.	CAIC HSE Manager	Policy Review	During construction	Human Resources Policy	Included in CAIC HSE costs.
			Adoption and implementation of health and safety controls and prevention procedures.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
	contaminate water sources; ▪ River sand dredging include river embankment destruction increased flood risk, fish kills, groundwater table retention reduction, changes in flow velocity, loss of land, and animal habitat loss; ▪ Construction activities often result in soil erosion, which can lead to increased sedimentation in rivers and lakes.; ▪ Waste, if inadequately disposed, during construction could lead to health impacts due to a lack of adequate waste disposal sites. Contamination from the poor management of wastes generated onsite can also impact aquatic fauna and flora; ▪ Improper wastewater management during construction can pollute nearby water resources, harming local communities that rely on fish or irrigation. Chemical spills and leaks can deplete the natural ecosystem; ▪ A numerous security guards may result in		Implementation of good waste management practices.	EPC Contractor	Site Audit	Monthly during construction	HSE Monthly Audit Report	Included in EPC costs.
			Conservation and recycling of water and implementation of adequate wastewater management, prior to the wastewater treatment plant being operational to avoid contamination of water sources.	EPC Contractor and Third-party	Water Quality Monitoring	During construction	Water Management Plan Wastewater Management Water Conservation Measures Monitoring result	Included in EPC costs.
			Preparation and implementation of a Stakeholder Engagement Plan (SEP) to ensure that effective communication channels with local stakeholders are put in place to address any issues which might arise during the construction and operation phases of the Project and establish appropriate protocols for ongoing communication with local stakeholders.	CAIC HSE Manager	SEP Review	During construction	Stakeholder Engagement Plan	Approximately \$20,000 USD to develop.
			Develop and implement an Emergency Preparedness and Response Plan (EPRP).	CAIC HSE Manager	EPRP Review	During construction	Emergency Preparedness and Response Plan	Included in CAIC HSE costs.
			Develop and implement a Security Management Plan (SMP) in accordance with IFC PS 4.	CAIC HSE Manager	SMP Review	During construction	Security Management Plan	Included in CAIC HSE costs.

Activity/Aspect	Potential Impacts	Source Document	Mitigation Measures	Responsible Party	Verification Method	Timing	Reporting	Estimated Cost
	impacts on community safety from intentional or inadvertent trespassing of community members.							
Operation								
▪ Operation of the airport.	▪ An increase in noise due to airplanes taking off and landing may interrupt sleep or cause other disruptions to community activities. Notably, disruptions associated with noise (such as sleep disruptions) have been linked to increases in depression and anxiety.	ESIA Addendum, Social Impact Assessment (Section 1.9)	As above	CAIC HSE Manager	As above	During operation	As above	Included in CAIC HSE costs.

## 1.7 MANAGEMENT PLANS FOR THE PROJECT

The following management plans are recommended to be developed by CAIC during the construction phase of the Project:

- Air Quality Management Plan;
- Noise Management Plan;
- Soil Erosion and Sediment Control Plan;
- Waste Management Plan;
- Water Quality Protection and Management Plan for Surface Water and Groundwater;
- Hazardous Materials Management Plan;
- Full Biodiversity Action Plan;
- Emergency Preparedness and Response Plan;
- Traffic Management Plan;
- Occupational Health and Safety Management Plan;
- Stakeholder Engagement Plan;
- Grievance Redress Mechanism;
- Resettlement Action Plan;
- Livelihood Restoration Plan;
- Compensation Policy;
- Local Content and Influx Management Plan;
- Employment and Recruitment Plan;
- Contractor Management Plan;
- Community Health and Safety Management Plan; and
- Security Management Plan.

A framework for each of the above management plans is provided in **Table 1.20**.

**TABLE 1.20 FRAMEWORK FOR REQUIRED MANAGEMENT PLANS**

Management Plan	Framework
Air Quality Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Air Quality Management Plan is to provide the procedures and processes to check and monitor compliance and effectiveness of the mitigation measures.</li> <li>▪ <b>Legal Requirements:</b> Will align with Sub-Decree on Air Pollution Control and Noise Disturbance (2000), General EHS Guidelines, EHS Guidelines for Airports and Airlines and PS 1, 3, and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC, EPC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.1</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.1</b>.</li> </ul>

Management Plan	Framework
Noise Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Noise Management Plan is to provide the procedures and processes to check and monitor compliance and effectiveness of the mitigation measures.</li> <li>▪ <b>Legal Requirements:</b> Will align with Sub-Decree on Air Pollution Control and Noise Disturbance (2000), General EHS Guidelines, EHS Guidelines for Airports and Airlines and PS 1, 3, and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC, EPC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.2</b></li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.2</b>.</li> </ul>
Soil Erosion and Sediment Control Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Soil Erosion and Sediment Control Plan is to provide the procedures and processes to check and monitor compliance and effectiveness of the mitigation measures.</li> <li>▪ <b>Legal Requirements:</b> Will align with PS 1, 3, and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC, EPC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.5</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.5</b>.</li> </ul>
Waste Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The Waste Management Plan (WMP) provides the procedures and processes which will be applied to the Project activities to check and monitor compliance and effectiveness of the mitigation measures to which the Project has committed to in order to minimize environmental impacts through the appropriate management of waste generated during Project lifecycle.</li> <li>▪ <b>Legal Requirements:</b> Will align with Sub-Decree on Solid Waste Management (1999), General EHS Guidelines, EHS Guidelines for Airports and Airlines and PS 1 and 3.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC, EPC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.1, Table 1.3, Table 1.4, Table 1.5, Table 1.17, and Table 1.19</b></li> <li>▪ <b>Reporting and Monitoring:</b> Waste quantities and disposal routes will be recorded. Monitoring requirements as per as above.</li> </ul>
Water Quality Protection and Management Plan for Surface Water and Groundwater	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The Water Quality Protection and Management Plan for Surface Water and Groundwater provides the procedures and processes which will be applied to the Project activities to check and monitor compliance and effectiveness of the mitigation measures to which the Project has committed to in order to minimize environmental impacts through the appropriate management of water utilized during the Project lifecycle.</li> <li>▪ <b>Legal Requirements:</b> Sub-Decree on Water Pollution Control (1999), WHO Standards, General EHS Guidelines, EHS Guidelines for Airports and Airlines and PS 1 and 3.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC, EPC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction Phase</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.3 and Table 1.4</b>.</li> </ul>

Management Plan	Framework
	<ul style="list-style-type: none"> <li>▪ <b>Reporting and Monitoring:</b> Amount of water utilized and discharged will be monitored and recorded.</li> </ul>
Hazardous Materials Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The Hazardous Material Management Plan will outline the procedures and processes to check and monitor compliance and effectiveness of the mitigation measures, including the use, storage, transport, and disposal of hazardous materials required for the Project.</li> <li>▪ <b>Legal Requirements:</b> Will align with Sub-Decree on Solid Waste Management (1999), General EHS Guidelines, EHS Guidelines for Airports and Airlines and PS 1 and 3.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC, EPC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.3, Table 1.4, Table 1.5, and Table 1.16.</b></li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.3, Table 1.4, Table 1.5, and Table 1.16.</b></li> </ul>
Full Biodiversity Action Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The Full Biodiversity Action Plan is to protect, conserve, and enhance biodiversity by identifying, mitigating, and managing potential impacts on ecosystems, species, and natural habitats, especially for the Tailorbird.</li> <li>▪ <b>Legal Requirements:</b> Will align with Environmental Protection and Natural Resource Management (1996), Sub-Decree on the Establishment of Environmental and Social Funds (2015), WBG General EHS Guidelines and PS 1 and 6.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.6 to Table 1.12.</b></li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.6 to Table 1.12.</b></li> </ul>
Emergency Preparedness and Response Plan (EPRP)	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Emergency Preparedness and Response Plan is to establish a comprehensive framework for effectively managing and responding to emergencies and unforeseen incidents that may arise during Project operations. This plan aims to ensure the safety and well-being of personnel, protect assets, and minimize environmental and community impacts through proactive preparation, rapid response, and effective coordination.</li> <li>▪ <b>Legal Requirements:</b> Will align with Law on Fire Prevention and Fire Fighting, approved by the National Assembly (2013), WBG General EHS Guidelines and PS 1 and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.4, Table 1.5 and Table 1.16.</b></li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.4, Table 1.5 and Table 1.16.</b></li> </ul>
Traffic Management Plan (TMP)	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Traffic Management Plan is to address potential traffic congestion, reduce the risk of accidents, and manage the impact of construction or operational activities on local transportation infrastructure. It includes strategies for traffic flow control, signage, routing, and coordination with local</li> </ul>



Management Plan	Framework
	<p>authorities to maintain safety and accessibility for all road users and mitigate any adverse effects on the community.</p> <ul style="list-style-type: none"> <li>▪ <b>Legal Requirements:</b> Will align with the Law on Road adopted by the National Assembly (2014), WBG General EHS Guidelines and PS 1, 3, and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC, EPC and operations contractor roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.14</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.14</b>.</li> </ul>
Occupational Health and Safety Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Occupational Health and Safety Management Plan (OHSMP) is to ensure a safe and healthy work environment by identifying, assessing, and mitigating workplace hazards and risks. The Plan aims to protect the health and safety of employees and contractors by implementing effective safety protocols, training programs, and emergency procedures. The Plan should also include risk levels and procedures for addressing the types of risk.</li> <li>▪ <b>Legal Requirements:</b> Will align with Law on Social Security Schemes for Persons Defined by the Provisions of Labor Law (2002), General EHS Guidelines, EHS Guidelines for Airports and Airlines and PS 1 and 2.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC, EPC and operations contractor roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction Phase.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.16</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.16</b>.</li> </ul>
Stakeholder Engagement Plan (SEP)	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Stakeholder Engagement Plan is to identify stakeholders, ensure inclusive participation, and provide transparent communication about project impacts. The SEP establishes a systematic approach to stakeholder engagement that will help the Project build and maintain a constructive relationship with stakeholders.</li> <li>▪ <b>Legal Requirements:</b> Will align with PS 1.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.13</b>, <b>Table 1.18</b>, and <b>Table 1.19</b></li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.13</b>, <b>Table 1.18</b>, and <b>Table 1.19</b></li> </ul>
Grievance Redress Mechanism	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Grievance Redress Mechanism is to provide a medium through which stakeholders (including community members and workers) can express their concerns or complaints. They serve to prevent and address worker and community grievances, reduce risk, manage expectations and assist larger processes that create positive social change.</li> <li>▪ <b>Legal Requirements:</b> Will align with PS 1, 2 and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.2</b>, <b>Table 1.13</b>, <b>Table 1.14</b>, <b>Table 1.16</b>, and <b>Table 1.18</b>.</li> </ul>



Management Plan	Framework
	<ul style="list-style-type: none"> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.2, Table 1.13, Table 1.14, Table 1.16, and Table 1.18.</b></li> </ul>
Resettlement Action Plan (RAP)	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Resettlement Action Plan is to address and mitigate the impacts of physical and economic displacement. The RAP aims to ensure that affected people are not left worse off as a result of the project, addressing both physical and economic displacement while ensuring compliance with relevant social and legal standards.</li> <li>▪ <b>Legal Requirements:</b> Will align with PS 1 and 5.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.13.</b></li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.13</b></li> </ul>
Livelihood Restoration Plan (LRP)	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Livelihood Restoration Plan is to address and mitigate the impacts related to loss of livelihoods. The LRP aims to restore and improve the livelihoods of individuals and communities affected by project-related displacement or loss of income sources. The LRP ensures that affected persons, especially those who are economically displaced, have access to alternative livelihoods, skill development, financial assistance, and other resources needed to achieve sustainable economic recovery.</li> <li>▪ <b>Legal Requirements:</b> Will align with PS 1, 4 and 5.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.13.</b></li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.13.</b></li> </ul>
Compensation Policy	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Compensation Policy is to provide fair and equitable compensation to individuals or communities who have already been impacted by a project prior to formal compensation measures being established. This policy aims to address past grievances, restore lost assets or livelihoods, and ensure that those affected are adequately compensated for losses incurred due to the project. The goal is to rectify any oversight or delay in compensation and to align the process with current legal, social, and project standards, ensuring that no affected persons are left inadequately compensated.</li> <li>▪ <b>Legal Requirements:</b> Will align with PS 1 and 5.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.13.</b></li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.13.</b></li> </ul>
Local Content and Influx Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Local Content and Influx Management Plan is to minimize the negative impacts of a large influx of workers and associated populations on the local community. The plan also aims to manage and mitigate the social, economic, and environmental risks associated with a sudden population influx, such as pressure on local infrastructure, services, housing, and social cohesion, ensuring sustainable and inclusive growth.</li> <li>▪ <b>Legal Requirements:</b> Will align with PS 1 and 4.</li> </ul>

Management Plan	Framework
	<ul style="list-style-type: none"> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.15</b> and <b>Table 1.18</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.15</b> and <b>Table 1.18</b>.</li> </ul>
Employment and Recruitment Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Employment and Recruitment Plan is to ensure fair, transparent, and inclusive hiring practices that provide local communities with access to job opportunities created by the Project. This Plan aims to prioritize local employment, promote workforce diversity, and align recruitment with the project's operational needs while supporting skill development and capacity-building for local workers. It also ensures compliance with labor laws, promotes equal opportunity, and mitigates potential social tensions by establishing clear guidelines for the recruitment process. Additionally, the Plan aims to ensure there is no child labor engaged in the construction or operation of the Project by embedding age check procedures during recruitment such as recording age and requiring photo identification, as well as outlining an auditing program to check age throughout the life cycle of the project.</li> <li>▪ <b>Legal Requirements:</b> Will align with Labor Law and the Law on Amendment of Article 139 and Article 144 of Labor Law (2007) and WBG EHS and PS 1 and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.15</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.15</b>.</li> </ul>
Contractor Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Contractor Management Plan is to ensure that all contractors and subcontractors working on the Project adhere to the Project's standards, policies, and legal requirements regarding safety, environmental protection, labor practices, and social responsibility.</li> <li>▪ <b>Legal Requirements:</b> Will align with the WBG EHS and PS 2, 3 and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.19</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.19</b>.</li> </ul>
Community Health and Safety Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Community Health and Safety Management Plan is to protect and promote the health, safety, and well-being of local communities who may be impacted by the Project. The plan aims to ensure that the Project operates in a manner that minimizes harm to the community while fostering collaboration with stakeholders to address potential health and safety challenges.</li> <li>▪ <b>Legal Requirements:</b> Will align with Sub-Decree on the Establishment of Environmental and Social Funds (2015) and General EHS Guidelines, EHS Guidelines for Airports and Airlines and PS 1 and 4.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.19</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.19</b>.</li> </ul>

Management Plan	Framework
Security Management Plan	<ul style="list-style-type: none"> <li>▪ <b>Objectives:</b> The objective of the Security Management Plan is to minimize the risk of violence or conflict to local communities as a result of armed security protecting the Project site. This plan seeks to establish clear protocols for the use of armed security, ensuring that their actions are proportionate, lawful, and in line with international best practices. It aims to prevent potential security threats, maintain a safe environment, and ensure that security operations do not negatively impact the safety or well-being of the surrounding communities. The plan will be informed by the principles of proportionality and GIIP such as the Voluntary Principles on Security and Human Rights, UN Code of Conduct for Law Enforcement Officials and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and include risk assessment and trainings for all security providers around use of force. It should also include a process for reporting, tracking, managing and addressing incidents and grievances related to security and the use of force. Additionally, the plan should outline repercussions for any health and safety risks to community members.</li> <li>▪ <b>Legal Requirements:</b> Will align with Sub-Decree on the Establishment of Environmental and Social Funds (2015), the WBG EHS,PS 1 and 4, as well as the Voluntary Principles on Security and Human Rights, UN Code of Conduct for Law Enforcement Officials and UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials.</li> <li>▪ <b>Roles and Responsibilities:</b> CAIC roles and responsibilities will be outlined.</li> <li>▪ <b>Implementation Schedule:</b> during Construction and Operation Phases.</li> <li>▪ <b>Management Actions:</b> As per <b>Table 1.16</b>.</li> <li>▪ <b>Reporting and Monitoring:</b> Monitoring requirements as per <b>Table 1.16</b>.</li> </ul>

## 1.8 ENVIRONMENTAL AND SOCIAL MONITORING PROGRAM

Monitoring is a means of verifying overall effectiveness of the management and mitigation measures contained within the management plans listed above. Key objectives of the monitoring process are to:

- Confirm effectiveness of management and mitigation measures;
- Ensure compliance with Applicable Standards (Cambodian standards, IFC Performance Standards and WBG EHS Guidelines including the Guidelines for Airports and Airlines);
- Monitoring the status of, and impacts on, identified sensitive receptors;
- Provide an early warning that any of the control measures or practices are failing to achieve their desired performance and ensure changes can be implemented to remedy these practices;
- Determine whether environmental and social changes are attributable to Project activities, or as a result of other activities or natural variation; and
- Provide a basis for continual review and improvements to Project design and execution.

### 1.8.1 PERFORMANCE INDICATORS AND MONITORING SCHEDULE

Physical, biological and social environmental management components of particular significance have been identified as performance indicators. This includes the tentative parameters to be measured, methods to be utilized, sampling locations, frequency of measurements, detection limits, cost and responsibilities for implementation and supervision.

Impact monitoring will be undertaken during the life of the Project to verify the predicted levels of residual impacts from the Project and the effectiveness of the various management plans.

### 1.8.2 REPORTING MECHANISM FOR ENVIRONMENTAL AND SOCIAL MONITORING PROGRAM

A robust reporting system will provide the Project with the necessary feedback mechanisms to ensure quality and timely implementation of the works. The reporting system will ensure regular flow of information from the Project site to the Project headquarters and, as necessary, to regulatory authorities and funding agencies. The reporting system will provide a mechanism to ensure that the measures proposed in the Project's ESMP are implemented.

During construction and operation phases, it is recommended that the report shall be submitted to the relevant authorities and funding agencies on a regular basis. Frequency will be agreed with relevant authorities and funding agencies.

However, it is recommended that CAIC submit the report to the relevant authorities and funding agencies on six-monthly basis during construction and on annual basis during operation.

The format will be designed to meet all the compliance conditions associated with the local and international requirements. The EPC will be required to submit the duly filled up reporting form on the agreed frequency to CAIC.



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