



DORJILUNG HYDRO POWER LIMITED

ENVIROMENT & SOCIAL MANAGEMENT PLAN (ESMP)

**1125 MW DORJILUNG HYDROELECTRIC POWER PROJECT
MONGAR AND LHUENTSE, BHUTAN**

JUNE 2026



www.dorjilung.bt 



Disclaimer:

The Environmental and Social Management Plan (ESMP) for the Dorjilung Hydro-Electric Power Project is currently being updated to ensure alignment with Good International Industry Practices (GIIP) and the World Bank's Environmental and Social Framework (ESF). The update is being undertaken to address relevant environmental and social requirements, including any gaps identified through ongoing reviews, supplemental studies, assessments, and/or plans, as applicable.

It may be noted that the current ESMP is an interim version. The updated ESMP shall be made available to the successful bidder accordingly and shall form part of the environmental and social requirements to be complied with during project implementation.

CONTENTS

1	Introduction	5
1.1	Objective of this Report	5
1.2	A Brief Description of DHPP	5
1.3	Resource Requirements	7
2	Institutional Arrangements	9
2.1	Organizational Structure	9
2.2	ESHS Staffing in PMU, OE and Contractors	10
2.3	Role and Responsibilities of ESHS Staff	11
3	ESMP On Construction-Related Impacts and Risks	15
3.1	ESHS Conditions in Tender Documents	15
3.2	Pre-construction Stage Mitigation Plans	20
3.3	Construction Stage Mitigation Plans	23
3.4	Construction Stage Monitoring Plans	48
4	Procedures for E&S Management in Construction	50
4.1	Establishing Communication Channels	50
4.2	Site Inspection Procedures	51
4.3	Procedure for Handling ESHS Non-Conformances	52
4.4	Contractor Penalty Procedures	56
4.5	ESMP Auditing and Updating	61
4.6	Senior Management ESHS Commitment	62
4.7	Training and Capacity Building	62
4.8	ESHS Documentation and Reporting	67
5	ESMP on Non-Construction and Operational-Related Impacts and Risks	71
5.1	O&M Stage Mitigation Plans	71
5.2	O&M Stage Monitoring Plan	77
6	ESMP Implementation Budget	79
6.1	Pre-construction Stage Budget	79
6.2	Construction Stage Budget	80
6.3	O&M-Stage Budget	84

List of Tables

Table 1: E&S Staffing in PMU, OE and Contractors.....	10
Table 2: ESHS Conditions in the Bidding Documents	15
Table 3: E&S Conditions in the Pre-Construction Stage.....	20
Table 4: E&S Impacts and Risks in Construction and Mitigation Measures	24
Table 5: Monitoring Plan During Construction.....	48
Table 6: Main Steps of Internal Communication (Reporting).....	50
Table 7: Examples of Non-Conformances.....	53
Table 8: Outline of E&S Audits	61
Table 9: List of Training for Contracted Workers.....	65
Table 10: ESMP Monitoring and Compliance Reports.....	68
Table 11: Non-Construction-Related Management Plans.....	71
Table 12: O&M Stage Mitigation Measures.....	71
Table 13: O&M Stage Monitoring.....	77
Table 14: Total Estimated Budget.....	79

List of Figures

Figure 1: Locations of Project Facilities.....	8
Figure 2: Organisational Structure of the Project Implementation	9
Figure 3: Procedure for Non-Conformance Resolution	55

List of Acronyms

IAS	Invasive Alien Species	HIV	Human Immunodeficiency Virus
BMP	Biodiversity Management Plan	HRT	Headrace Tunnel
BWS	Bumdeling Wildlife Sanctuary	LALRP	Land Acquisition and Livelihood Restoration Plan
CC	Construction Contractor	LMP	Labour Management Plan
CCFs	Contractor Construction Facilities	MDDL	Minimum Drawdown Level
CoC	Code of Conduct	Mg/L	Milligram per Litre
		MDS	Muck Disposal site
DLGDM	Department of Local Governance and Disaster Management	MW	Megawatt
DoCDD	Department of Culture and Dzongkha Development	NC	Non-Conformance or Non-Compliance
DGPC	Druk Green Power Corporation Limited	NCR	Non-Conformance Report
DHPP	Dorjilung Hydroelectric Power Project	OE	Owner's Engineer
DHPL	Dorjilung Hydro Power Limited		
DoECC	Department of Environment and Climate Change	O&M	Operation and Maintenance
DOFPS	Department of Forests and Park Services	OHS	Occupational Health and Safety
ESMP	Environmental and Social Management Plan	OHSIP	Occupational Health and Safety Implementation Plan
ESMF	Environmental and Social Management Framework	PCR	Physical Cultural Resources
ES	Environmental and Social	PD	Project Director
EE	Environmental Event	PPE	Personal Protective Equipment
EFlow	Environmental Flow	PMU	Project Management Unit
EMF	Electro Magnetic Field	RAP	Resettlement Action Plan
EPC	Engineering, Procurement, and Construction	SEA/S H	Sexual Exploitation and Abuse/Sexual Harassment
EPR	Emergency Preparedness and Response	SEP	Stakeholder Engagement Plan
ESF	Environmental and Social Framework	SON	Site Observation Notice
ESHS	Environmental, Social, Health, and Safety	SP	Specific Action Plan
ESIA	Environmental and Social Impact Assessment	SSEP	site-specific environmental plans
ESS	Environmental and Social Standards	GRM	Grievance Redress Mechanism
GBV	Gender-based Violence	GWh	Gigawatt hours

1 INTRODUCTION

1.1 Objective of this Report

This document presents the Environmental and Social Management Plan (ESMP) of the Dorjilung Hydroelectric Power Project hereafter referred as DHPP. This 'Project ESMP' is presented in two parts:

- **Part 1 covers the ESMP of construction-related** Environmental, Social, Health and Safety (ESHS) impacts and risks, which will be directly annexed to the bidding documents of the Contractors for their implementation.
- **Part 2 covers the ESMP of non-construction-related** and operational-phase-related ESHS impacts and risks, which will be implemented by DHPL.

A brief introduction to the Project activities is described below in Chapter 1. The Project's institutional arrangements are described in Chapter 2. Part 1 on the ESMP of construction-related impacts is given in Chapters 3 and 4. Part 2 on the ESMP of non-construction-related impacts is given in Chapter 5. The budget for ESMP implementation during both the construction and operational stages is presented in Chapter 6.

1.2 A Brief Description of DHPP

The Project entails developing a 1,125 MW run-of-river hydropower facility designed to generate approximately 4,504 gigawatt hours (GWh) of electricity annually. The proposed project activities are categorized into the following categories to explain the project description:

- **Preparatory works** include access roads to the main construction facilities, realignment of existing roads that will be submerged in the proposed reservoir, and power supply for construction purposes.
- **Main Works** includes the following hydropower facilities and ancillary facilities.
 - **Hydropower facilities** include dam construction, head race, tail race tunnels, diversion/adit tunnels, underground powerhouse, and power transmission lines.
 - **Ancillary facilities** to support construction activities, such as contractors' facilities, including labor camps, storage yards, workshops, batching plants and muck disposal sites.

A location map showing all these facilities is given in Figure 1.

1.2.1 Preparatory Works

The preparatory works for the Project include the following activities to facilitate the construction of main hydropower facilities and will be carried out over 18 months:

- **Access Roads to the Main Construction Sites:** A total of 29.72 km of new access roads (at 10 locations) will be constructed to reach key project components, including the dam site, adit portals, headrace tunnel (HRT), surge shaft, and powerhouse, facilitating the transport of construction materials and equipment.
- **Highway Submergence and Realignment:** The project will submerge approximately 5.4 km of the Mongar to Lhuentse Highway near Autsho. The new Rewan to Autsho section of the highway will be realigned to 10.60 km (up from the current 6.80 km). This realignment includes 8.45 km of new road and a 750-meter tunnel.
- **Temporary Power Supply:** The main construction activities will require approximately 15 MW of power during construction. This demand will be met by constructing a new 132/33 kV

substation at Rewan. The substation will connect to the existing 132 kV Kilikhar-Tangmachhu transmission line, which will be upgraded (18 km long). This substation will distribute power to various construction sites, including the dam, tunnel adits, and powerhouse areas.

- **Existing Road Improvements:** Approximately 8.93 km of the road will be improved, including widening and other enhancements and the construction of 4 bridges to support construction activities.

1.2.2 Hydropower Facilities

The key facilities related to hydropower construction include the following, which will be carried out over 60 months.

- **Dam:** A 139.5-meter-high dam (85 m high above the riverbed) will be constructed. The dam will be made of random fill material with an impervious core and roller-compacted concrete cladding on the downstream face. The dam's crest length is 241 meters, and it features six spillway gates, each measuring 9.0 meters wide by 15.1 meters high, with a design discharge of 451 m³/s. The project will operate with a gross head of 300.45 meters.
- **Coffer Dams and Diversion Tunnels:** Two coffer dams will be constructed—one upstream and one downstream of the main dam to facilitate water diversion. Two diversion tunnels, each 11 meters in diameter and 929.33 meters and 821.66 meters long, will be constructed to divert the water.
- **Headrace Tunnel (HRT):** A 14.97-km-long, 11-meter-diameter tunnel to convey water from the dam to the underground powerhouse.
- **Adit Tunnels:** Six adit tunnels, with a combined length of 4,698.35 meters, will be constructed to provide access to the HRT for construction and excavation purposes.
- **Underground Powerhouse:** The powerhouse will house six Francis turbines, each with a capacity of 187.5 MW, for a total installed capacity of 1,125 MW.
- **Tailrace Tunnels:** Two tailrace tunnels, 8 meters in diameter, will return water to the Kurichhu River, approximately 3.5 km upstream of the existing Kurichhu Hydropower Plant. Tunnel 1 is 350 meters long, and Tunnel 2 is 360 meters long.
- **Transmission Line:** Power generated by DHPP will be transmitted via a 400 kV line to the existing Durungri substation, located about 40 km south of the powerhouse. Two potential transmission corridors have been identified, with the final alignment to be confirmed through detailed surveys.

1.2.3 Ancillary Facilities

The proposed ancillary facilities will include the following.

- **Contractor Construction Facilities (CCFs):** Nine CCFs will be established at strategic locations near the construction sites, each equipped with Labor camps for worker accommodation, site offices for operational management, storage warehouses for materials, workshops for equipment maintenance, parking areas for heavy machinery, and Fabrication yards for material preparation. DGPC staff will reside in existing accommodations near Autsho, Gyelpozhing, and Lingmethang, while most contracted workers (mainly foreign) will be housed within the CCFs.
- **Stockyards:** Four stockyards, covering about 21.46 acres, will be established near adits and the dam site to store construction materials.

- **Explosive Magazines:** Five explosive storage magazines, spanning 2.85 acres, will secure explosives needed for tunnelling and excavation.
- **Material Storage Areas:** At batching plants, dedicated areas will store cement, fly ash, and other bulk materials. Conveyors will facilitate efficient handling and transport.
- **Muck Disposal Sites (MDS):** Twelve muck disposal sites within an area of approximately 198.74 acres will manage waste from tunnelling, dam construction, and excavation.
- **Office Building:** A non-residential complex at the powerhouse will include offices, storage, and some recreational facilities, supporting administrative needs during the operation and maintenance phase.

1.3 Resource Requirements

Construction Material: The Project will require significant materials for its construction. These include:

- **Cement:** About 405,000 metric tons of cement will be needed for concrete production.
- **Steel:** About 65,000 metric tons of steel will be used for reinforcement in concrete structures and other applications.
- **Aggregates:** About 1,460,000 cubic meters of aggregates will be required, primarily sourced from nearby quarries.
- **Sand:** About 300,000 cubic meters of sand are anticipated to be used in concrete production and other construction activities.

Borrow and Quarry Areas: To meet the resource requirements, borrow and quarry areas have been identified near the project sites. The key locations include:

- **Quarries:** Two main quarry sites will be developed in Tsakaling and Saling Gewogs, providing the majority of aggregates and construction material.
- **Borrow Areas:** Sand and other minor aggregates will be sourced from Natural Resources Development Corporation Limited (NRDCL) sand mining operations near Gyelpozhing and Authso.

Construction Equipment: The Project will require extensive construction equipment, including excavators, bulldozers, dump trucks, concrete mixers, cranes, and drilling equipment. About 10 water tankers will be used for dust control and construction. To meet material demands, the following will be established:

- **Two crushing plants** will be established with 300 and 750 tons per hour capacity.
- **Five batching plants** will be installed with capacities ranging from 40 to 720 cubic meters per hour.

Manpower Requirements: The labour requirement for the Project will include direct workers and contracted works. The approximate manpower requirements of the Project are estimated below.

- **Construction Phase:** During the peak construction period, the project will require around 6,350 workers, approximately 90% of whom will be foreign labor. DGPC will mobilize an additional 466 Bhutanese workers for various activities.
- **Operational Phase:** Once the project becomes operational, a smaller workforce of approximately 219 workers will be required for operations and maintenance.

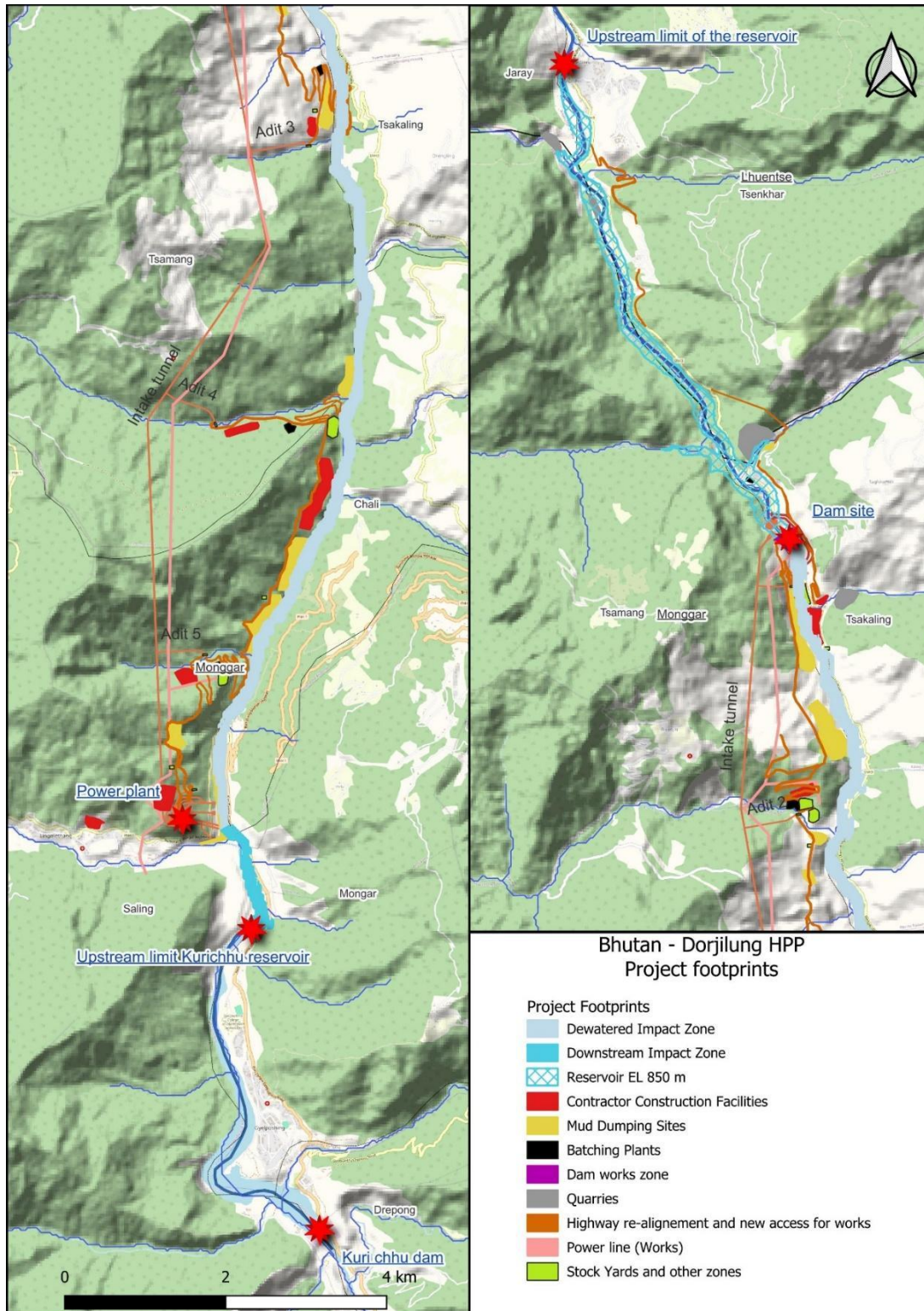


Figure 1: Locations of Project Facilities

2 INSTITUTIONAL ARRANGEMENTS

2.1 Organizational Structure

The proposed organizational structure of the Project implementation is shown in Figure 2, and a brief description of these organizations in terms of E&S management is described below.

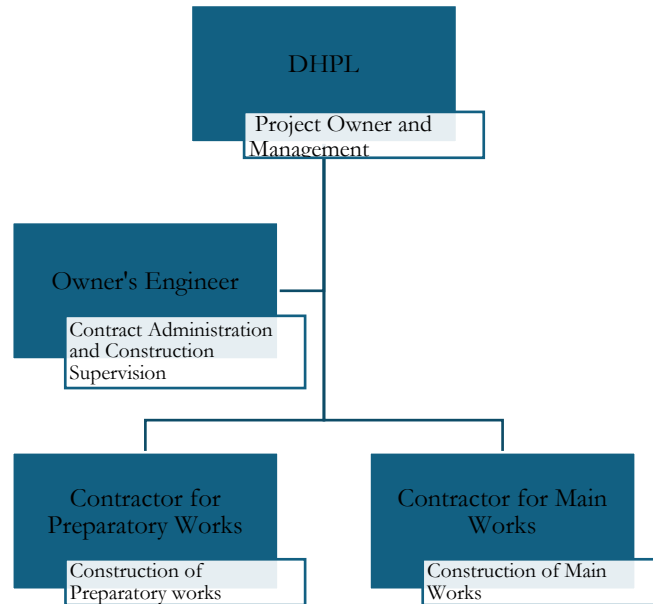


Figure 2: Organisational Structure of the Project Implementation

- **Project Management Unit.** DHPL, as the Project Owner and Manager, will be responsible for overall implementation. DHPL is tasked with procuring contractors, coordinating day-to-day activities, and implementing DHP activities on-site and will liaise closely with affected communities and collaborate with local authorities, reporting directly to the DHPL General Manager. DHPL will oversee Environmental, Social, Health, and Safety (ESHS) management through a dedicated ESHS Section with four specialized units: an Environment Unit including a dedicated Biodiversity Unit, a Social Unit, an Occupational Health and Safety (OHS) Unit. The details of ESHS staffing in these units and their responsibilities are explained in the next section.
- **Owner's Engineer (OE):** DHPL will engage a construction supervision consulting firm to serve as the Owner's Engineer (OE), responsible for overseeing contract administration and ensuring quality control of the Contractor's work. The OE will form a dedicated ESHS Unit to monitor the project's ESHS performance and to regularly coordinate with the DHPL ESHS team. The ESHS unit of OE will include three specialized units; Environmental, Social, and OHS. Where, the Biodiversity Specialist will be placed under Environmental Unit.
- **Contractor for Preparatory Works:** DHPL will procure a contractor to construct preparatory works. The Contractor will have a small ESHS team to manage ESHS risks during the construction. The ESHS unit will include three specialized units; Environmental, Social, and OHS. Where, the Biodiversity Specialist will be placed under Environmental Unit.

- **Contractor for Main Works.** DHPL will procure an international Construction Contractor (the CC or Main Contractor) to construct the main works. The CC will be building and engineering works designed by the employer (FIDIC Red Book). The Contractor will handle all subcontractors' and suppliers' bidding, selection, and management. This contractor will also have an ESHS team, like DHPL and OE's teams. The ESHS unit will include three specialized units; Environmental, Social, and OHS. Where, the Biodiversity Specialist will be placed under Environmental Unit.

2.2 ESHS Staffing in DHPL, OE and Contractors

The tentative ESHS staffing arrangements of the Project are proposed in Table 1. Each entity will have an ESHS manager to manage their ESHS team with adequate Environmental, OHS, Social and Biodiversity staff.

Table 1: E&S Staffing in PMU, OE and Contractors

Project Entity	Environmental Unit	OHS Unit	Social Unit	Biodiversity Unit
DHPL	1 ESHS Manager 3 Environmental Officers <u>Plus</u> Env. Panel of Experts -1	9 OHS staff (including OHS Head, 2 OHS Officers, 6 OHS Inspectors)	4 Social staff (including 2 Community Liaison Officers, 1 Gender Specialist, 1 Communication Officer) <u>Plus</u> Social Panel of Experts - 1	2 Biodiversity staff (Including 1 Terrestrial & 1 Aquatic Ecologist)
Owners Engineer	1 Environment Management Specialist	1 OHS Specialist	2 Social staff (Including 1 Social & Gender inclusion Specialist and 1 Labour & Working Conditions Specialist)	1 Biodiversity specialist ¹
Contractor for Main Works	1 ESHS Manager & 6 Environmental officers (Env. Engineer - 1 Env. Specialists – 1 Env. Supervisors – 4) Medical Staff:1 Doctor and 2 nurses	13 OHS staff (OHS officer – 1, OHS Specialists – 3 OHS Supervisors – 9)	4 Social staff (Human Resources - 1 Communication – 1 Labour – 1 Gender 1)	1 Biodiversity Specialist ²

Note: The above key personnel numbers are indicative and the numbers shall vary as per the work requirements.

¹ The Biodiversity Specialist will be placed under the Environmental Unit of OE.

² The Biodiversity Specialist will be placed under the Environmental Unit of the Main Contractor.

2.3 Role and Responsibilities of ESHS Staff

2.3.1 DHPL ESHS Staff

The DHPL's ESHS Manager is key to ESHS matters throughout the project lifecycle. This includes ensuring compliance with the ESMP, associated plans (e.g., BMP, LALRP etc.), and all ESHS obligations. The DHPL ESHS team shall coordinate closely with the OE and CC ESHS teams, government authorities, the World Bank, and local communities to maintain consistent ESHS standards and transparency,

The key responsibilities of DHPL ESHS staff include, but are not limited to:

- **Pre-Construction Phase**
 - Develop ESHS Specifications for tender documents.
 - Participate in tender evaluations and contractor negotiations, focusing on ESHS aspects.
 - Coordinate with government authorities and agencies on land acquisition, compensation, and necessary pre-construction approvals.
 - Obtain all required environmental permits and clearances.
- **Construction Phase**
 - Collaborate with the OE to ensure alignment of ESHS activities.
 - Participate in coordination meetings with OE and CC representatives to address ESHS issues.
 - Conduct site inspections, monitor compliance with ESHS requirements, and oversee corrective actions.
 - Prepare quarterly ESHS performance reports and update the DHPL Project Director on ESHS progress.
 - Serve as the liaison to relevant government departments and support OE in resolving non-conformances and grievances.
- **Operating Phase**
 - Oversee the transition of ESHS management responsibilities to DHPP O&M departments.
 - Ensure the implementation of operational-phase ESMP measures.
 - Transfer all relevant E&S documents and data compiled during construction to O&M teams.
 - Confirm that all temporarily used sites are rehabilitated.

2.3.2 Owner's Engineer ESHS Staff

The OE ESHS team provides technical guidance and oversight, ensuring that the Contractor's work meets ESHS commitments. The OE ESHS staff are instrumental in capacity building, coordinating monitoring activities, verifying the Contractor's compliance, and reporting non-conformances. The key responsibilities are:

- Train and build capacity of DHPL ESHS staff on ESIA findings, ESMP obligations, and construction-phase ESHS management.
- Develop baseline documentation (report templates, checklists, NCR forms) for ESHS monitoring.
- Support DHPL in organizing daily inspection activities, registering and following up on non-conformances, and guiding corrective actions.

- Coordinate continuously with DHPL E&S Units and keep them informed of ESHS performance.
- Review and approve the Contractor's ESMP and Occupational Health and Safety Implementation Plan (OHSIP) prior to construction commencement.
- Conduct or participate in weekly site inspections, ensuring the Contractor meets ESHS obligations, and escalate serious non-conformances to the OE Project Director.
- Oversee the Contractor's ESHS performance and prepare monthly ESHS monitoring reports, including recommendations for penalties if persistent non-conformance occurs.
- Enforce the suspension of works for significant ESHS violations until corrections are made.
- Implement compliance monitoring programs (water, air quality) and interpret results in monthly reports.
- Engage with local communities, address ESHS-related concerns, manage grievances, and handle unexpected environmental or social incidents.
- Maintain a comprehensive ESHS documentation database and assist DHPL in resolving ESHS complaints and preparing for audits and inspections by lenders or independent panels of experts.

2.3.3 Role of the Construction Contractor ESHS Staff

The Contractor's ESHS team ensures that on-site construction activities comply with ESHS standards. The Contractor's ESHS Manager must be a high-ranking staff member in the Contractor's organization and should have the authority to influence work methods and halt activities if critical ESHS issues arise.

The key responsibilities are:

- Develop and implement the Contractor's ESMP ³ and OHSIP.
- Design and manage wastewater treatment, muck disposal, landfill, and waste management facilities as required.
- Execute all mitigation measures and actions as outlined in the ESMP and OHSIP.
- Adjust construction methods and activities to remain compliant with ESHS obligations.
- Ensure all subcontractors and suppliers adhere to the same ESHS standards.
- Regularly inspect all construction sites, record observations, and promptly address non-conformances identified by OE or DHPL .
- Submit weekly and monthly ESHS activity reports to the OE E&S Unit.
- Participate in weekly inspections and ESHS meetings with DHPL and OE.
- Organize and deliver ESHS training for both management and workers.
- Engage and inform the local community about construction activities, ensuring transparent communication and resolving any related concerns.

³ Contractor's ESMP refers to ESMP developed by the contractor in line with ESMF provided by DHPL

2.3.4 Role of the E&S Panel of Experts

DHPL's Panel of Experts, comprising Environmental and Social specialists/ experts, provides independent guidance and recommendations throughout the project. The key responsibilities include:

- Review the organizational setup, technical capacity, and financial resources allocated to ESHS management.
- Assess progress against action plans including subplans (ESMP, LALRP, BMP etc.) and verify compliance with schedules and quality standards.
- Identify obstacles, offer solutions, and evaluate the quality of reports submitted by the Contractor or service providers in ESHS-related fields.
- Provide DHPL with recommendations to enhance practices, resolve complex ESHS challenges, and improve overall project performance.
- Submit a report of recommendations within one month of each visit (annually), and ensure these reports are publicly available on the DHPL website.

Part 1:
ESMP on Construction-Related E&S Impacts and Risks

3 ESMP ON CONSTRUCTION-RELATED IMPACTS AND RISKS

3.1 ESHS Conditions in Tender Documents

To make the Contractors fully aware of the implications of the ESMP and responsible for ensuring compliance, technical specifications in the tender documents will include compliance with mitigation measures proposed in ESMP. The Contractor will be made accountable through contract documents for the obligations regarding the environmental and social components of the project.

DHPL will include the following ESHS conditions in the bidding documents:

- Past performance of the Contractor on ESHS aspects, including Sexual Exploitation and Abuse and Gender-Based Violence.
- ESHS Staff with the Contractor.
- Mitigation measures to address construction impacts.
- Code of conduct (CoC) of Contractor's Personnel.
- Management Strategies and Implementation Plans (MSIP) to manage the ESHS Risks.

Each of the above conditions is elaborated in Table 2.

Table 2: ESHS Conditions in the Bidding Documents

(DGPC includes this table in the bidding documents)

Condition	The rationale for the inclusion of this Condition in the Contract	Specifications to be included in the Bidding Documents	Responsibility	
			Bidders	DHPL
1. Past performance of the Contractor on ESHS is one of the eligibility criteria for the shortlisting process	The Contractor's past ESHS performance indicates the Contractor's commitment and capability to implement the ESMP	The Bidder shall "declare any civil work contracts that have been suspended or terminated and/or performance security called by an employer for reasons related to the non-compliance of any Environmental, or Social (including sexual exploitation and abuse (SEA) and gender-based violence (GBV) or health or safety requirements or safeguard in the past five years.)	Bidder to make the Declaration	DHPL shall use this information to seek further clarification when carrying out its due diligence
2. Bank's SEA and/or SH Disqualification	Contractor's past performance	At the time of Contract Award, not subject to disqualification by the Bank for non-compliance with SEA/ SH / GBV obligations	Bidder to make the Declaration	DHPL uses this information to seek further information or clarifications when carrying out its due diligence

Condition	The rationale for the inclusion of this Condition in the Contract	Specifications to be included in the Bidding Documents	Responsibility	
			Bidders	DHPL
3. (a) The Contractor for Main Works shall propose adequate E&S Specialists (Environment, OHS, Social and Biodiversity) in their team	The Main Contractor's ESHS staff should include one ESHS Manager, 1 Environmental Engineer, 2 Environmental Specialists, 5 OHS Specialists, 4 Social staffs and 1 Biodiversity Expert with 6 Environmental supervisors and 15 OHS supervisors responsible for implementing all mitigation measures on E&S risks and compliance with ESMP.	The Bidder shall provide details of the proposed ESHS staff, including academic qualifications and work experience. The Environmental and OHS Specialists should have a minimum bachelor's degree in engineering or a master's degree in sciences related to environmental management. The social specialists should have relevant master's degrees. The manager-level specialist should have 10 years of experience, and the specialists should have 5 years of experience monitoring and managing E&S risks related to infrastructure projects	The Bidder is to submit the CV / work experience(s) of the proposed ESHS staff	DHPL will review and approve the same
3 (b). The contractor for preparatory works shall propose adequate E&S specialists	The Contractor for Preparatory Works will have an ESHS specialist with two supervisors	The ESHS specialist should have a minimum bachelor's degree in engineering or a master's degree in sciences related to environmental management. The Specialists should have 5 years of experience monitoring and managing ES risks related to infrastructure projects	Proposed ES Staff	DGPC will review and approve the same
4. Implement Mitigation Measures to Address Construction-Related Impacts given in ESMP	The mitigation measures to address potential ES risks and impacts should be included in the bidding documents. The Contractor shall be responsible for implementing the	DHPL will ensure the ESMP in the General Specifications of the Bidding Document, and the reference to this document will be provided in the Conditions of the Contract as follows:		DHPL will include this condition in the bidding document

Condition	The rationale for the inclusion of this Condition in the Contract	Specifications to be included in the Bidding Documents	Responsibility	
			Bidders	DHPL
	mitigation measures according to the conditions in the contract	- The Contractor shall implement the mitigation and monitoring measures in the ESMP to address ES risks associated with the construction works. The Consultant shall refer to the ESIA of the Project, which is available on the DHPL website, for further guidance - The Contractor shall comply with the World Bank Group's General Environmental Health and Safety Guidelines and applicable sector-specific guidelines		
5. Code of Conduct for Contractor's Personnel	All workers hired by the Contractor should sign a code of conduct to ensure compliance with the ES obligations of the Contract	The Bidder shall submit the Code of Conduct that will apply to the Contractor's employees and subcontractors. The Code of Conduct will state that the workers will comply with the following ES requirements: - Always Wearing Personal Protective Equipment (PPE) in the workplace - Non-discrimination in dealing with the local community by race, ethnicity, gender, religion, disability, sexual orientation, gender identity, social or health status	The bidder shall submit a code of Conduct with the bid documents	DHPL will ensure these requirements are reflected in the bidding documents and in the Bidder's proposal

Condition	The rationale for the inclusion of this Condition in the Contract	Specifications to be included in the Bidding Documents	Responsibility	
			Bidders	DHPL
		• Respectful attitude while interacting with the local community • Prohibit Sexual Harassment, particularly towards women and children • Prohibit violence, including Sexual and/ Or Gender-Based Violence • Respecting reasonable work instructions • Protection and Bidder use of the property The suitability of the Code of Conduct can be assessed and discussed as part of the Bid/Proposal evaluation and negotiations. The successful Bidder is required to implement the agreed code of conduct upon contract award		
6. Contractor's Management Strategies and Implementation Plans (MSIP) to manage the E&S Risks	The Contractor's proposal should include his understanding of the E&S requirements of the project and the proposed strategies to manage the E&S risks	The Bidder shall submit Management Strategies and Implementation Plans (MSIP) to manage the following key E&S risks: • Pollution prevention (wastewater, air and noise emissions) and management • A waste management strategy for proper collection and disposal of waste • Strategy to address labor influx impacts on the local communities • Gender-based violence and sexual exploitation	The Bidder will submit MSIP along with the Bid Documents	DHPL will ensure these requirements are reflected in the bidding documents and in the Bidder's proposal

Condition	The rationale for the inclusion of this Condition in the Contract	Specifications to be included in the Bidding Documents	Responsibility	
			Bidders	DHPL
		and abuse prevention and response action plan Emergency response plan and early warning system The Contractor shall be subsequently required to submit (before mobilization) the Contractor's Environment and Social Management Plan (ESMP) and OHS Implementation Plan (OHSIP) using the above strategies and Condition 4 of this Table		
7. Budget for implementation of ESMP	The ESMP implementation budget will be included in the bidding documents as bills of quantities	The bill of quantities (BoQs) for E&S implementation will include the following: - ESHS staffing - Implementation of Contractors ESMP and OHS Implementation Plan (OHSIP) - ESHS Monitoring	Cost estimates for BOQs	DHPL will ensure these requirements are reflected in the bidding documents and in the Bidder's proposal
8. Penalty clauses for non-compliance	For most serious non-conformances with significant impacts on workers, community health and safety, and environmental degradation, there should be provisions for penalizing the contractors	A 3% Contractor's monthly interim payment will be withheld as a penalty if any Level III (most serious) non-conformance remains unresolved beyond the suggested timeframe for corrective action		DHPL will include this clause in the bidding documents

3.2 Pre-construction Stage Mitigation Plans

The pre-construction stage will mainly include the mobilization of the contractor and finalization of the following conditions/documentation by the Contractor:

- Contractor's ESMP with site-specific management plans and OHS Implementation Plan (OHSIP)
- Surveys and engineering designs for muck disposal, waste and wastewater treatment facilities
- Labour Management Procedures to be followed for hiring and management of labour.
- The mobilization of ESHS Staff

Each of the above conditions is elaborated in Table 3.

Table 3: E&S Conditions in the Pre-Construction Stage

Condition/ Document	The rationale for the inclusion of this Condition	Measures by the Contractors
1. Preparation of Contractor's Environmental and Social Management Plan	The Contractor shall submit site-specific management plans to address E&S risks following the ESMP requirements and MSIP proposed in the bid documents.	Prior to commencing any construction activities, the Contractor must prepare and submit a Contractor's Environmental and Social Management Plan for review and approval. No construction work will begin until the ESMP is approved. The Contractor shall review the ESMP every six months and update it as needed to reflect changes in project scope, site conditions, or regulatory requirements. The ESMP will include three parts: Part 1: Master ESMP Part 1 serves as the overarching framework for the Contractor's ESHS management approach, aligned with international industry best practices. It will: • <u>The planning framework</u>: identification and assessment of risks, applicable legal and regulatory framework, objectives and targets, and performance indicators retained. • <u>The ESMP implementation framework</u>: organization and distribution of responsibilities, awareness and training programs, communication processes, documentation and document control processes, operational control and emergency preparedness procedures. • <u>Control and corrective actions</u>: establish monitoring protocols, non-conformance detection and corrective action procedures, data management, and audit protocols. • Detail emergency preparedness and response measures Part 2: Specific Action Plans. Part 2 will complement the master document with more technical documentation, presented as Specific Actions Plans (SPs). Each SP will outline the methodologies, equipment, and resources the Contractor will use to manage identified risks or impacts. At a minimum, the following SPs are required: • SP1: Erosion and Sediment Control Plan

Condition/ Document	The rationale for the inclusion of this Condition	Measures by the Contractors
		● SP2: Muck Disposal Planning and Management Plan ● SP3: Waste Management Plan ● SP4: Hazardous Substances Management Plan ● SP5: Explosive and Blasting Management Plan ● SP6: Emergency Preparedness and Response Plan ● SP7: Water Quality Monitoring Plan ● SP 8: Wastewater Management Plan ● SP9: Quarry Management Plan ● SP10: Emissions, Dust and Noise Management Plan ● SP11: Physical Cultural Resources Management ● SP12: Vegetations Clearing Plan ● SP13: Landscaping and Re-vegetation Plan ● SP14: Biodiversity Protection Plan ● SP15: ESHS Training for Construction Workers Plan ● SP16: Road Traffic Management Plan ● SP17: Construction Sites Access and Security ● SP19: Workers Accommodation Plan (Camps) ● SP19: Labour Recruitment Procedures ● SP20: Communities Health and Safety Management Plan ● SP21: Site Cleaning and Rehabilitation Management Plan ● SP22: Reservoir First Impoundment Management Plan ● SP23: Logistics Management Plan Part 3: Site Specific Environmental Plans The Site-Specific Environmental Plans (SSEPs) customize the general mitigation measures identified in Parts 1 and 2 to address each specific site or activity area's unique E&S conditions. The scale, sequencing, and technical adjustments of mitigation actions will depend on site characteristics, ensuring the measures are both practicable and effective Method Statements The contractor will submit a method statement that outlines the detailed procedures, sequences, and safety controls to be followed when performing a specific construction task or set of activities for OE review and no-objection. This method statement should include a section on ESHS aspects with SSEPs. Each SSEP will consist of: ● A baseline description of the site's initial conditions (e.g., land use, existing infrastructure, drainage patterns). ● A map indicating the location of planned construction activities. ● The specific action plans triggered by those activities ● The tailored mitigation measures, including the protection of environmental and cultural resources, as well as

Condition/ Document	The rationale for the inclusion of this Condition	Measures by the Contractors
		proposed site restoration measures for temporarily used sites, upon completion of the work
2. Preparation of OHS Implementation Plan (OHSIP)	The Contractor shall submit OHS implementation plans to address OHS risks following the ESMP requirements, and MSIP proposed in the bid documents	Prior to initiating any construction activities, the Contractor must prepare, submit for approval, and implement an Occupational Health and Safety Implementation Plan (OHSIP), also known as the health and safety manual. No construction work shall commence until the OHSIP has been reviewed and approved. The Contractor shall re-examine and update the OHSIP every six months or more frequently if changing conditions or new information warrant adjustments Minimum OHSIP Requirements are: • <u>Safe Working Environment</u>: Clear procedures for establishing and maintaining safe working conditions, ensuring that workplaces, machinery, equipment, and processes under the Contractor's control do not pose undue health risks. This includes measures to control chemical, physical, and biological hazards • <u>Applicable Guidelines and Standards</u>: Reference and compliance with Bhutanese regulations, World Bank EHS Guidelines, and internationally recognized best practices (e.g., International Tunnel Association Guidelines, OSHA, ILO), ensuring that the Contractor's operations align with the highest available safety standards • <u>Training and Record-Keeping</u>: A schedule and curriculum for worker training sessions encompassing hazard recognition, use of Personal Protective Equipment (PPE), emergency procedures, and general health and safety measures. All training must be documented, with attendance, topics covered, and evaluation records maintained for auditing • <u>Emergency Preparedness and Response</u>: Detailed procedures for preventing, preparing for, and responding to emergency situations, whether natural or man-made. These should cover fires, explosions, leaks, spills, and severe weather events, as well as protocols for prompt incident reporting, containment, evacuation, and communication with relevant authorities and stakeholders
3. Preparation of Designs and Drawings of Environmental Facilities	The contractor should design muck disposal sites, wastewater treatment, and waste management facilities to ensure	As part of the ESMP, the Contractor must submit engineering designs and drawings prepared under the guidance of a qualified Environmental/Sanitation Engineer. These designs must be reviewed every six months and updated if necessary. The facilities include: • Muck Disposal Sites with slope protection measures to prevent erosion and environmental damage

Condition/ Document	The rationale for the inclusion of this Condition	Measures by the Contractors
	adequate environmental controls	- Structures for In-Vessel Composters ensuring efficient and sanitary organic waste management - Modular Sewage Treatment Plants (e.g., Sequencing Batch Reactors) at construction camps for proper wastewater treatment and disposal - Sedimentation and pH Treatment Systems for treating wastewater from batching plants and tunnel discharges before release into the environment - Landfill Sites for disposing of inert and construction wastes in a controlled and environmentally responsible manner - Water supply systems are dedicated to dust control at the dam excavation site and crushing plants, reducing particulate matter and improving air quality
4. Mobilization of E&S Staff	The E&S Staff should be mobilized during pre-construction to prepare the C-ESMP	The Contractor shall submit the CVs of the E&S Specialists for DHPL review and approval and mobilize them. The E&S Staff should be present at the site throughout the construction period
5. The hiring of Construction Labour	Hiring procedure for construction workers, including the signing of the code of conduct	Provisions in Labour Management Procedures (LMP) will be followed (further elaborated in Table 4). The Procedures will include terms and conditions of employment, including hours of work, wages, overtime, compensation and benefits, holidays, leaves, and so on. The procedures will set out measures to prevent and address harassment, intimidation and/or exploitation. All workers shall sign the code of conduct and will be terminated if they do not comply
6. Construction camp and construction yard	The contractor will need areas to set up the camp and construction yard	The contractor shall set up camps and yards within sites approved by the DHPL

3.3 Construction Stage Mitigation Plans

Detailed mitigation plans for construction stage impacts have been developed based on the comprehensive impact assessment conducted in the ESIA and are presented in Table 4. These plans are tailored to the project's requirements and, where feasible, address site-specific conditions. However, Contractors will be responsible for further elaborating key elements to create detailed site-specific management plans as part of their ESMP and OHSIP. These site-specific plans must be submitted to the OE for review and approval prior to implementation.

Table 4: E&S Impacts and Risks in Construction and Mitigation Measures

(Note: DHPL will include this Table in the Contract Specifications of the Bidding Documents under Employer's Requirements)

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
	Labour Employment		
1	Labour recruitment	Potential labour risks in the recruitment of workers	- Contractors will apply the following guidelines to ensure fair and equitable treatment of all workers during recruitment and throughout the employment relationship <u>Non-Discrimination:</u> Contractors shall uphold non-discrimination practices in all aspects of employment, ensuring that workers are treated equitably irrespective of their gender, age, ethnicity, religion, disability, or any other characteristic. This includes: - Recruitment and hiring, where all candidates are assessed solely based on their qualifications and job requirements - Compensation, ensuring fair wages and benefits for all workers as per labor laws and contractual terms - Equal access to training programs to enhance skills and career advancement opportunities. - Transparent and merit-based job assignments and promotion practices - Fair termination or retirement policies that comply with legal and contractual requirements. - Non-discriminatory disciplinary practices that respect workers' rights and dignity <u>Harassment Prevention:</u> Contractors must prevent and address any form of harassment, intimidation, or exploitation within the workplace to maintain a respectful and safe work environment <u>Protection of Vulnerable Workers:</u> Contractors shall provide special measures of protection and support for vulnerable workers, ensuring their rights and safety are upheld
2	Employment terms and conditions	Potential exploitation of work force	The Contractor shall provide the Contractor's Personnel information and documentation that are clear and understandable regarding their terms and conditions of employment. The information and documentation shall set out their rights under relevant labor Laws applicable to the Contractor's Personnel (which will include any applicable collective agreements), including their rights related to hours of work, wages, overtime, compensation and benefits, as well as those arising from any requirements in the Specification; and shall also include the

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			Code of Conduct for Contractor's Personnel. The Contractor's Personnel shall be informed when any material changes to their terms or conditions of employment occur
3	Child labour	Risk of child labour	- The minimum age to work on the Project is 18. The Contractor, including its Subcontractors, shall not employ or engage a person under the age of 18. - The contractors will conduct age verification of all workers and will be shared with DHPL
4	Forced labour	Risk of forced labour	- The Contractor, including its Subcontractors and Suppliers, shall not employ or engage in forced labor. Forced labor consists of any work or service, not voluntarily performed, that is exacted from an individual under threat of force or penalty and includes any kind of involuntary or compulsory labor, such as indentured labor, bonded labor or similar labour-contracting arrangements - No persons shall be employed or engaged who have been subject to trafficking. Trafficking in persons is defined as the recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power, or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purposes of exploitation
5	Code of conduct for workers	Lack of awareness among project workers on prohibited activities in the project	- The Contractor shall have a Code of Conduct for the Contractor's Personnel - The Contractor shall take all necessary measures to ensure that each Contractor's Personnel is made aware of the Code of Conduct, including specific prohibited behaviours, and understands the consequences of engaging in such prohibited behaviours - These measures shall include, at a minimum, providing instructions and documentation in a language and format that is easily understood by the Contractor's Personnel, and ensuring that each worker signs the Code of Conduct to acknowledge receipt and understanding of the same. No worker shall be allowed to commence work until this signed acknowledgment is obtained and properly recorded. - The Contractor shall also ensure that the Code of Conduct is visibly displayed in multiple locations on the Site and any other place where the Works will be carried out, as well as in areas outside the Site accessible to the local community and project-affected people. The posted Code of Conduct

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			shall be provided in languages comprehensible to the Contractor's workers and the local community
6	Grievance Mechanism	Lack of mechanism to address workers' risks	- The Contractor shall have a grievance mechanism for the Contractor's workers and, where relevant, the workers' organizations to raise workplace concerns (note that grievances on SEA and/or SH will be addressed separately). The grievance mechanism shall be proportionate to the nature, scale, risks and impacts of the Contract. The mechanism shall address concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned in a language they understand, without any retribution, and shall operate in an independent and objective manner - The Contractor's Personnel shall be informed of the grievance mechanism at the time of engagement for the Contract and the measures put in place to protect them against any reprisal for its use. Measures will be put in place to make the grievance mechanism easily accessible to all Contractor's Personnel - The grievance mechanism shall not impede access to other judicial or administrative remedies that might be available or substitute for grievance mechanisms provided through collective agreements - The grievance mechanism may utilize existing grievance mechanisms, providing that they are properly designed and implemented, address concerns promptly, and are readily accessible to such Contractor's Personnel. Existing grievance mechanisms may be supplemented as needed with Contract-specific arrangements.
	OHS Risks		
7	General OHS Risks	General risks associated with the construction works include electrical hazards. - Falls and Trips Hazards. - Hazardous Materials. - Working at Height. - Confined Space. - Crane and moving heavy equipment.	- Conduct a 'job hazard analysis' at the new construction site to identify potential hazards that may arise from the proposed works or working conditions for the project workers and implement necessary control measures. The job hazard analysis should be part of the Contractor's method statements, which will be reviewed and approved by the OE. The OE specialists will also visit the construction sites before the start of construction to ensure that control measures are in place. - Regular site inspections and safety audits by the OE and DHPL OHS specialists. Since the site engineers will always be present at the worksites, they will be trained by their OHS team on monitoring the safety aspects of the construction works.

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
		- Burn, cuts, ear, eye and respiratory damage when using electrical tools and welding. - Fire and Explosion Hazards.	● Regular training programs for workers on ohs (monthly training and daily toolbox talks), code of conduct, and emergency response plan. Special attention will be focused on safety training for workers to prevent and restrict accidents and on the knowledge of how to deal with emergencies. ● To protect all project personnel and visitors, the Contractor will provide Personal Protective Equipment (PPE) for workers and visitors, such as safety boots, helmets, masks, gloves, body harnesses, protective clothing, goggles, full face eye shields and ear protection. The Contractor will also train workers on how to use them, maintain them in a sanitary and reliable condition, and replace the damaged ones immediately with new ones. ● Adequate water supply and mobile toilets, medical and first aid care facilities at the worksites ● Contractors will have a dedicated and qualified OHS inspector/supervisor at each work site to ensure compliance with the OHSIP. ● First aid facilities will be made available at the worksites and in the workers' residences. The contractors will engage qualified first aider(s). ● Develop and implement a strict working permit system for working at height, working in confined spaces, welding, hot work permits, etc. Each worker must hold the relevant accreditation / have gone through the relevant training prior to undertaking these activities.
8	OHS Risks with confined spaces	Risks from Tunnel and underground powerhouse construction works.	● <u>Signage and Safety Information:</u> All hazardous and high-risk areas, emergency exits, and safety-related locations will be clearly marked with internationally recognized signs. These signs must be easily understood by workers, visitors, and the public, using symbols and languages appropriate for the workforce and any authorized site visitors. ● <u>Blasting Controls and Permits:</u> Blasting operations will require a formal "Permit to Work" issued by the OE and the Contractor's OHS team. Prior to each blast, specific warning signals and procedures will be followed to alert all personnel and third parties in the vicinity, ensuring that no one is exposed to undue risk. ● <u>Air Quality Monitoring:</u> After every blast, air quality tests will be conducted before allowing workers and staff to re-enter the tunnel or powerhouse areas. Adequate time for ventilation and clearing of dust and fumes will be ensured to maintain safe working conditions. ● <u>Ventilation Systems:</u> The workplace will be equipped with effective ventilation systems to control dust, fumes, and

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			gases. Proper airflow will ensure that workers can perform their tasks safely and without compromising their respiratory health. ● <u>Methane Detection and Monitoring:</u> Regular methane detection tests will be carried out to identify potential gas accumulations. Timely detection allows for prompt action to reduce explosion and fire risks. ● <u>Respiratory Protection:</u> Appropriate respiratory PPE will be provided and strictly enforced when exposure to dust, smoke, or other airborne contaminants cannot be eliminated or sufficiently reduced by engineering controls. ● <u>Heat Stress Management:</u> Conditions in tunnels and underground spaces will be monitored for elevated temperatures and humidity. Measures such as rest breaks, hydration stations, and ventilation enhancements will be implemented to prevent heat-related illnesses. ● <u>Fire Prevention and Control:</u> Fire risks due to combustible materials will be minimized through consistent housekeeping and waste management. Firefighting facilities, including extinguishers, hoses, and alarms, will be installed and maintained throughout the tunnels. Workers, including casual labourers, will receive training in firefighting and emergency response procedures. ● <u>Lighting and Visibility:</u> Adequate lighting arrangements will be installed and maintained throughout tunnels and underground worksites, ensuring that all operations are conducted with sufficient visibility to reduce the risk of accidents and errors. ● <u>Electrical Safety:</u> Electrical systems and equipment will be properly installed, grounded, and regularly inspected. Appropriate barriers, insulation, and PPE will protect workers from electrical hazards and ensure a safe working environment underground.
9	Personal Protective Equipment (PPE)	The lack of relevant PPEs will increase the risk of worker's exposure to construction hazards.	PPE protects workers exposed to workplace hazards in conjunction with other facility controls and safety systems. These include ● Eye and face protection: Flying particles, molten metal, liquid chemicals, gases or vapours, light radiation. ● Head protection; Falling objects, inadequate height clearance, and overhead power cords. ● Hearing protection; Noise, ultra-sound. ● Foot protection: Falling or rolling objects, pointed objects. Corrosive or hot liquids. ● Hand protection: Hazardous materials, cuts or lacerations, vibrations, extreme temperatures.

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			Recommended measures for the use of PPE in the workplace include: • The selection of PPE should be based on the hazard and selected according to criteria on performance and testing established by recognized organizations. • Active use of PPE if alternative technologies, work plans, or procedures cannot eliminate or sufficiently reduce a hazard or exposure • Identification and provision of appropriate PPE that offers adequate protection to the worker, co-workers, and occasional visitors without incurring unnecessary inconvenience to the individual • Proper maintenance of PPE, including cleaning when dirty and replacement when damaged or worn out. Proper use of PPE should be part of the recurrent training programs for employees.
10	Emergency Response procedures	Emergencies during construction, such as accidents and fire incidents	Contractors will develop and implement Emergency Response Procedures (ERP) consisting of the following: • <u>Fire Prevention and Control</u>: Conduct routine inspections of electrical and gas systems, establish designated smoking areas with clear fire hazard signage, and maintain fire safety equipment with clear access to fire exits. • <u>Natural Disaster Response</u>: Develop specific disaster response plans, conduct regular disaster scenario drills, and reinforce structures to withstand natural disasters. • <u>Drowning Risk Mitigation</u>: Provide life jackets and flotation devices for workers near water, install safety barriers and warning signage near riverbanks, offer water safety and rescue training, and ensure standby rescue teams during river-related construction activities. • <u>Emergency Response Team and Communication</u>: Form a specialized Emergency Response Team, maintain efficient communication systems for rapid emergency response, and regularly update and test emergency communication plans. • <u>Rescue Equipment and Evacuation Planning</u>: Ensure the availability of rescue and first aid equipment, including water rescue gear, clearly mark evacuation routes and assembly points, and regularly maintain and check rescue equipment. • <u>Monitoring and Improving</u>: Consistently monitor and review emergency preparedness measures, document incidents in detail, and continuously improve safety measures based on incident analysis and feedback. • <u>Records management</u>: A records management system will be established to store and maintain easily retrievable

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			records against loss or damage. It will include documenting and reporting occupational accidents, diseases, and incidents. The records will be reviewed during compliance monitoring and audits. ● <u>Safety communication</u>: Ensure that occupational health and safety matters are given high publicity to all persons regularly or occasionally on each construction site. Posters will be displayed prominently in relevant areas of the site, and ● <u>Training</u>: Conduct training and test drills on emergency response procedures.
	Workers Health and Wellbeing		
11	Workers' accommodation in camps	Inadequate facilities for workers are a risk in construction, which affects workers' health	● The minimum standard accommodation to be provided to workers should include (Values based on IFC/EBRD Workers' Accommodation: process and standards - Guidance Note, 2009) ● Room: The minimum ceiling height is 2.20 m, the minimum area per worker is 5 m², and the maximum of 4 workers in a room. For light and aeration, each room will have a window, with a window area representing at least 5 to 10% of the floor area. The room benefits from easily cleanable flooring material. ● Storage: Each worker shall be allocated a cupboard or big locker volume of no less than 0.5 m³ to store personal belongings. Separate storage shall be provided for work boots, other personal protection clothing, and equipment. ● Bedding: The bed will be at least 0.80m x 2.00 m. Double-bed bunks shall not be allowed. The minimum space between beds cannot be less than 1.00 m. Each worker is provided with a comfortable mattress, at least 10 cm thick of medium density foam, pillow, cover, clean bedding and impregnated mosquito net. ● Lighting: At least one ceiling bulb for a 5 m² floor area will be provided, as well as one electric plug per worker living in the room. ● Water supply and sanitation facilities: These will be installed and are constructed in easily cleanable materials (tiling, wood is prohibited) with anti-slip hard washable materials. Sanitary buildings are not located more than 30 m from related dormitory buildings and are accessible at night with light and hard paths, avoiding mud or water. Sanitary and toilet facilities shall be (i) designed to provide workers with adequate privacy, including ceiling-to-floor

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			(or at least 2 m high) partitions and lockable doors, and (ii) well-lit and well-ventilated. • The ratios are to be respected in terms of sanitation (number of toilets, showers, and sinks). ILO recommends 1 shower and sink for 6 to 10 workers in worker camps. The selected standard for DHPP will be one cleaning set for 6 workers and one toilet for 10 workers. On construction sites, portable chemical toilets will be installed with a ratio of one toilet for 15 workers. • The canteen facility shall provide at least an area of 1.5m²/worker and be fully furnished with tables and chairs. Floor and table surfaces shall be easily washable (wood prohibited). • Regular cleaning of the sanitary facilities is provided, particularly toilets and septic tanks. • Regular monitoring of the potability of distributed water (in particular, testing for fecal coliforms). • Waste management and regular cleaning of trash cans. • Monitoring of hygiene conditions in canteens and at authorized businesses selling food to employees (staff hygiene, kitchen cleaning, storage of fresh products). • Quality of meal supplied: A dietetically balanced daily ration of not less than 5,000 Kcal/worker.
12	Common health issues	Lack of medical treatment and urgent care for the workers	• The Contractor will maintain well-equipped medical facilities within the workers' camps, staffed by qualified doctors and nurses. Sufficient stock of medicines and basic first aid supplies will be kept readily available to address routine health concerns and provide initial treatment for illnesses or minor injuries. • In addition to on-site care, the Contractor will establish formal partnerships with nearby medical services or the Mongar Regional Referral Hospital. This arrangement ensures that workers have access to specialized treatment, urgent care, and emergency medical support, when necessary, thereby improving overall health outcomes and response times.
13	Safety of workers	Security risks to project workers due to the remote location, such as exposure to wildlife, extreme weather conditions, or hazardous terrain. Risks such as	• Develop and implement an ID/tag system for Project workers and vehicles. • The camps and mains installations should be fenced, with a double boom-gate / security system to manage entry. There needs to be an automatic floodlight system with the mentioned sensor in key Camp and Technical Installations areas.

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
		theft, vandalism, or other criminal acts within the camp potentially endangering personal safety and property	• A CCTV system should be installed to cover the main work areas and access (e.g., camp entry, office building entry, explosives warehouse, fuel farms, etc.). • Any illegal contraband, poaching, trafficking, or prostitution activity is strictly prohibited (zero tolerance policy). In addition to disciplinary measures and dismissal, offenders will be reported to the Royal Bhutan Police. • Engage a specialized company for security management. Guards are prohibited from wearing firearms and should refrain from violent actions in their work. • The DHPL PD and Security Manager will liaise regularly with the Royal Bhutan Police and other agencies to share information. • Develop and implement a Security Management Plan. All measures will need to abide by the Voluntary Principles on Security and Human Rights.
	Impact on Resources		
14	Construction material	Adverse environmental impacts due to illegal quarry sources	• Contractors will use approved quarries of the Natural Resource Development Corporation Ltd. (NRDCL), aggregate from private crushing plants and sand from the NRDCL quarry at Wangdue. • Contractors will submit the details of quarries for OE's approval before procurement. OE's environmental specialist will conduct due diligence on these facilities to ensure they are operated with the requirement of environmental compliance with the permits and good practices. • The project designs also include measures to reduce resource use and waste generation by reusing the excavated material as aggregates and reducing the use of cement by incorporating fly ash, an industrial by-product, into concrete mixtures. • The new quarry sites will be developed as per the World Bank EHS guidelines on Construction Material Extraction.
15	Surface Water	The use of water from local resources may affect other users	• The project will build a dedicated water supply system for the project works without affecting other water users • Reuse treated water from the sedimentation ponds and wastewater treatment plants for construction activities and sprinkling for dust control
16	Springs	Impacts on springs from tunnel excavations	• Arrest the seepage from tunnel excavations that are affecting the springs • Should any local springs be affected, the project will provide alternative water sources to the affected

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			households. Where seepage is detected during excavation, grouting and installing reinforced concrete linings will be used to reduce or eliminate groundwater ingress into tunnels
17	Soils	Soil erosion and sedimentation from construction activities	• Erosion control measures will be applied to all land that is stripped or excavated, as well as all embankments and temporary or permanent deposits of materials, to minimize and control the resulting sediment loads before they reach the Kurichhu River or tributaries. This protection will involve, on the one hand, the implementation of methods for stabilizing slopes and, on the other, the collection of surface water runoff. • Erosion control will include methods that are incorporated into construction practices, including the provision of temporary protection of a mechanical nature (geotextile covering sheets, sediment barriers) or temporary revegetation of the areas concerned. • Drainage of the entire area of any construction operations will be provided prior to the start of any other activity. Drained water will be channelled towards one or several sedimentation basins, designed following accepted best practices and sized to contain the rainwater falling in 24 hours with a return period of two years. Sedimentation basins will be cleaned of the deposited materials as soon as their active volume is reduced to 50% of their total volume. • Particular attention will be given to the sedimentation basins associated with the tunnel adits. • The CC will present a Drainage, Erosion and Sedimentation Control Plan, which will set out the applicable principles and practices adopted for the Project. • For each site to be opened for construction activities, a detailed Site-Specific Plan presenting the drainage system and the proposed anti-erosion measures will be prepared by the CC and submitted to the OE-ESHS Manager for non-objection at least three weeks before starting works on the site. The drainage channel and sedimentation basins will be built as a priority before any other activity is carried out.
	Pollution Prevention		
18	All types of pollution	General Pollution from all construction activities	• The Contractor shall take all necessary measures to: ○ Protect the environment (both on and off the Site) and

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			○ Limit damage and nuisance to people and property resulting from pollution, noise and other results of the Contractor's operations and/ or activities. ● The Contractor shall ensure that emissions, surface discharges, effluent, and any other pollutants from the Contractor's activities exceed neither the values indicated in the Employer's Requirements nor those prescribed by applicable Laws. ● In the event of damage to the environment, property and/or nuisance to people, on or off-site, because of the Contractor's operations, the Contractor shall agree with the Engineer the appropriate actions and time scale to remedy, as practicable, the damaged environment to its former condition. The Contractor shall implement such remedies at its cost to the satisfaction of the Engineer.
19	Wastewater from construction camps	Pollution of surface water resources	● Design and install modular sewage treatment plants (e.g., Sequencing Batch Reactors) at each construction camp. These systems should be capable of producing an effluent suitable for reuse in gardening. ● Ensure that the sludge generated by these plants is properly handled and transferred to in-vessel composters, converting waste into a beneficial soil amendment. ● Regularly sample and test the treated wastewater to ensure it meets environmental standards. If deviations occur, adjust treatment processes to maintain compliance. ● Employ staff for the operation of these facilities and provide them targeted training sessions to ensure proper operation and maintenance of treatment plants.
20	Wastewater from batching plants and tunnel discharges	Pollution of surface water resources due to high sediment loads and pH from the wastewater/ discharges	● Construct adequately sized sedimentation ponds to capture wastewater and reduce suspended solids. Include systems for pH adjustment to neutralize the water before discharge ● Conduct routine cleaning and maintenance of sedimentation ponds to remove deposited sediment. ● Transport removed sediment to designated muck disposal sites, ensuring it does not pollute water resources. ● Test the outlet water from treatment systems to verify that sediment and pH levels meet environmental standards. Adjust operations as needed based on monitoring results.
21	Wastewater from construction yards	Pollution of soil and surface water resources	● Construct sedimentation ponds equipped with oil-water separators to prevent the discharge of oily substances into the environment. ● Regularly inspect and monitor sedimentation ponds to ensure they function effectively. Promptly address any

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			issues, such as excessive sediment buildup or leaks, to maintain consistent environmental protection.
22	Hazardous Materials	The potential risk of soil and water pollution from the storage of fuels and other hazardous materials	● Implement strict protocols for storing and handling hazardous materials to prevent spills and leaks. ● Storage of fuels and chemicals in contained facilities and taking appropriate measures to avoid and contain any spillage. They will be stored a minimum of 100 m away from water bodies. ● Establishing spill response procedures, including immediate containment and cleanup measures. ● Conducting regular inspections of storage areas and construction sites to ensure no leaks. ● Provision of adequate spill kits for immediate cleanup of spills
23	Air pollution from construction	The emissions from vehicles and construction equipment will pollute the air, causing health and safety issues as well.	● Maintain construction machinery and vehicles in good working order to minimize emissions. Ensure compliance with applicable emission standards. ● Conduct wet blasting and drilling to minimize dust emissions ● Limit dust generation through regular water spraying and other dust suppression techniques. Adjust the frequency of watering according to weather conditions and site activities. ● Locate batching and asphalt plants at least 500 meters away from residential and commercial areas. Equip these facilities with effective dust and emission control systems (e.g., wet scrubbers and enclosures). ● Inform local communities about construction schedules, planned mitigation measures, and any potential temporary impacts on air quality. ● Quarterly monitoring of ambient air quality in the project area ● Operate a GRM to promptly address public complaints related to air pollution. Implement corrective actions as needed.
24	Noise and vibration	Increase in ambient noise levels due to construction	● Regularly inspect and maintain construction machinery to ensure they operate at optimal noise levels. ● Conduct noise and vibration monitoring at the start of operations in new areas (e.g., pile driving and hydraulic hammer use) to verify compliance with project noise limits. ● Enclose fixed equipment such as generators and crushers in noise-reducing housings and provide mufflers or acoustic enclosures for high-noise machinery.

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			- Schedule noisy activities outside sensitive periods (e.g., school hours, hospital rest times) and use quieter construction methods where feasible. - Inform nearby residents about upcoming noisy operations, their duration, and the type of noise to be expected. This fosters transparency and helps communities prepare for temporary disruptions.
25	Muck/spoils	Indiscriminate disposal of spoils/ muck will cause nuisance and pollution of soil and water,	- Design and establish the 12 identified muck disposal sites as per the ESMP. Each site must have an engineering design approved by the OE before muck disposal begins. - Minimize surplus muck and maximize its reuse for fill and aggregates, reducing the demand for additional land and resources. - Ensure that muck piles are stable, with heights, berms and slopes determined by engineering calculations. Provide slope protection, adequate drainage and anti-erosion measures. - Remove and store topsoil separately for later use in site rehabilitation, revegetation, and landscaping around the headrace, camp areas, and public spaces. - After placement of the muck, it should be compacted. - After disposal activities cease, cover muck deposits with topsoil and encourage rapid vegetative growth to stabilize slopes and blend with the surrounding environment.
26	Waste	Waste management plan	- Implement a comprehensive waste management program that is mandatory for contractors and subcontractors. - Optimize raw material use and avoid excess waste generation. - Separate wastes at source into categories (organic, recyclable, inert, hazardous) and treat them to reduce environmental impacts. - Train workers in proper waste segregation, handling, and disposal. Conduct regular awareness campaigns to encourage good practices. - Follow local regulations and international best practices for waste handling, transport, storage, treatment, and disposal.
27	Organic waste	Improper disposal of organic or food waste will be a significant health risk.	- Install in-vessel composters at each campsite to convert food and organic waste into nutrient-rich compost for landscaping and plantation development. - Provide sufficient, well-maintained containers for organic waste. Ensure timely collection and transport to composting facilities.

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			Engage with local waste management authorities and services to ensure sustainable and environmentally sound disposal methods.
28	Non-hazardous waste	Littering, soil and water pollution from improperly managed non-hazardous wastes.	- Construct a controlled landfill site meeting international standards (impermeable liner, leachate collection, and treatment) to safely dispose of non-recyclable household-type wastes. The site will be developed with a view to its long-term use so that it can serve the needs of the future operator village of the DHPP facility. The location of the site will be discussed with local authorities, and RGOB approval will be received before implementation. - Collect and separate waste at the source—paper, plastics, metals, glass—using designated covered bins and containers in the workers' camps. - Ensure materials like metal, wood, cardboard, and plastics are recycled or reused where possible. Prohibit the burning of waste. - Conduct training to promote effective segregation and proper disposal. - Inspect landfill sites and project areas regularly to ensure cleanliness and proper waste management.
29	Hazardous waste	Adverse health impacts and pollution due to improper management of hazardous waste	<u>Secure Storage</u>: Store used engine oil, hydraulic fluids, and other hazardous liquids in sealed drums, placed in a covered and bunded area that can contain at least 110% of the largest container's volume. <u>Recycling and Disposal Options</u>: Identify approved recycling facilities or suitable industrial plants (e.g., cement factories) to safely treat or dispose of used oils and hazardous chemicals. <u>Chemical Management</u>: Minimize the use of highly toxic substances. Store used chemicals in secure containers and return them to suppliers or authorized treatment facilities whenever possible. <u>Special Waste Streams</u>: Separately store and handle items like batteries, oil filters, and printer cartridges. Seek OE approval for chosen disposal methods. <u>Medical Waste</u>: Collect medical waste in secure, clearly labelled containers. Arrange for incineration at Mongar Regional Referral Hospital under a formal agreement. <u>Drum Disposal</u>: Never give empty hazardous substance drums to local populations. If rinsed, treat the rinse water appropriately. Crush drums so they will no longer be useful to prevent unauthorized reuse and dispose of them in a controlled manner.

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			● <u>Contingency Solutions</u>: If local treatment facilities are not available, consider repatriating hazardous waste to countries with appropriate treatment options (e.g., India). Otherwise, construct a secure, impervious hazardous waste pit for temporary storage until suitable treatment becomes available. This approach has already been successfully used for the Nam Theun 2 Project in Lao P.D.R. The location of the pit will be discussed with local authorities, and RGOB approval will be received before implementation. ● <u>Used Engine Oil Management</u>: Identify opportunities to use recovered oil as an alternative fuel in suitable industries or to produce low-grade diesel, reducing environmental impact.
	Impacts on Communities		
30	Labour influx	Impacts from the influx of labor on the local community from the outside areas	● Preferential recruitment is given to members of the community in the Project area, members of the community in the Mongar and Lhuentse Dzongkhags, and Bhutanese nationals. Foreigners shall be permitted to work in occupations against which Bhutanese are either not available or not willing to work. ● <u>Structured recruitment</u>: through recruitment centres established by the employers in the project area (Mongar and Lhuentse Dzongkhags). Recruitment at the gate (of the camp/construction sites) is prohibited. ● Make sure that workers/contractors maintain appropriate relations with local communities through a Code of Conduct (CoC). ● The Code of Conduct must be signed by all categories of workers. Workers must be trained on the provisions of the CoC about refraining from unacceptable conduct toward local community members, specifically women and children, and informed of the sanctions for non-compliance. Training must be conducted for all new workers, including sub-contractors. ● The contractor should provide recreational facilities in the camp and closely monitor and control workers-communities interactions. ● Specific requirements to manage risks associated with labour influx (Public health, gender-based violence, SEA/SH, unrest, disruption to tangible and intangible heritage, disruption of social links, etc.) will be managed through contractual requirements, code of conduct and

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			training set out in the LMP and GVAP and SEA/SH prevention and response action plan.
31	Gender-based violence GBV/Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH)	Risk of gender-based violence GBV/Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH)	• The Project will have a zero-tolerance policy for any gender-based violence, sexual exploitation and abuse, as well as sexual harassment. In addition to disciplinary measures and dismissal, offenders will be reported to the Royal Bhutan Police. • The inclusion of a clause on GBV/SEA/SH behaviour obligations in the employment contracts of all employees and construction workers is aimed at strengthening measures to address and prevent SEA/SH in the workplace and construction areas. • Awareness training of workers, sub-contractors and service providers staff to sensitize them about SEA and SH and their responsibilities to prevent such incidents • Posting of CoC standards in public spaces at workers' residences, village information centers and public places of adjoining/neighbouring communities • Raising awareness that SEA/SH is prohibited • Awareness to explain suspicious situations and the signs of SEA/SH. • Provide information on the use of SEA/SH specific GRM to report cases of SEA/SH and Code of Conduct breaches and assist victims of SEA if signs of SEA are identified/a victim approaches them to complain about SEA. • Awareness to communities, particularly women and male and female children, to understand the risks of SEA and SH and the roles and responsibilities of parties involved in project implementation on SEA and SH prevention, processes for reporting incidents of project-related SEA/SH, and the corresponding accountability structures. • Strengthen the Contractors' obligations and capacity to public health and safety risks and ensure contractor supervision capacity to monitor the mitigation of these risks. • Proactive GBV/SEA prevention measures will be put in place, such as GBV/SEA-related training to sensitize workers and the local population along the project implementation area and ensure that GRM for the project will also take care of GBV-related issues, if any. • There will be adequate mechanisms in place to protect the local vulnerable population, especially women and minors, from risks associated with the influx of workers (harassment, underage sex). This mechanism will ensure the sensitization and enforcement of the code of conduct

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			by the Contractor's employees, workers, and all other parties involved in the project implementation. • Additionally, the Contractor will employ their skilled staff and apply unskilled construction labor from the local population as far as possible to minimize an influx of outsiders into the communities.
32	Traffic Management	Traffic congestion around the construction sites and the risk of accidents	• <u>Traffic and Transport Management Planning</u>: Develop and implement a comprehensive Traffic and Transport Management Plan, including a Safe Driving Policy tailored to local conditions. Incorporate a Grievance Redress Mechanism to address complaints from local communities or other stakeholders about traffic issues, ensuring prompt and effective resolution of concerns. • <u>Driver Qualification and Awareness</u>: Ensure that all drivers (of both light and heavy vehicles) have valid driving licenses, undergo eyesight checks, and demonstrate the ability to operate vehicles safely. • Conduct regular training sessions emphasizing responsible driving practices, such as adhering to speed limits, avoiding driving under the influence of alcohol, drugs, or certain medications, and performing routine vehicle maintenance checks (e.g., monitoring tire wear and securing loads). • <u>Road Signage and Safety Infrastructure</u>: Enhance Road signage in sensitive areas, including villages, schools, dusty stretches, sharp bends, and construction site entrances/exits. Install species-specific warning signs in critical biodiversity zones (e.g., wildlife corridors) to prevent vehicle-wildlife collisions. Implement temporary signage and safety measures in cases of partial road obstruction, vehicle breakdowns, or accidents, ensuring clear guidance for all road users. Provide designated parking areas separate from active roadways to minimize congestion and enhance safety. • <u>Speed Control and Routing</u>: Install effective speed bumps at village boundaries and other inhabited sections of roads to enforce reduced speeds. • Enforce strict speed limits, especially in inhabited areas and regions of ecological importance, to reduce the risk of collisions with pedestrians, animals, or other vulnerable road users. • Limit deviations from approved travel routes and establish defined itineraries for all project-related vehicles to maintain predictable traffic patterns. • Restrict the movement of heavy vehicles on public roads at night and during school commute times to minimize risks to pedestrians and local communities.

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			● <u>Vehicle Use Restrictions and Monitoring:</u> Prohibit project vehicles from transporting residents, unauthorized equipment, or goods not related to construction activities. ● All trailers, skips, and haulage trucks are required to cover their loads to prevent material spillage and reduce dust emissions. ● Conduct random driver inspections to verify proper licensing and compliance with DUI (Driving Under the Influence) policies.
33	Safety hazards from construction works	Community exposure to construction hazards	● <u>Secure Perimeters and Signage:</u> Fully fence all construction sites, including colonies and other contractor's facilities, from the start of work, strictly adhering to the allocated land boundaries. Post "No Trespassing" signs in at least Dzongkha and English at regular intervals along the fencing to deter unauthorized entry and clearly indicate restricted areas. ● <u>Access Control and Identification:</u> Develop and implement an identification (ID/tag) system for both project workers and vehicles. Clearly mark designated access points with appropriate signage. Control entry with a secure gate and maintain a 24/7 checkpoint to record incoming and outgoing vehicles. At this checkpoint, perform basic safety checks (e.g., tire condition, lighting) as needed. ● <u>Site Security Personnel:</u> Assign guards at all site entry points (e.g., adits, colonies, office areas). All visitors are required to register at the entrance and state the reason for their visit. Implement a sign-in/sign-out procedure for official visitors that includes a brief safety induction and an escort during their visit. ● <u>Illumination and Storage Security:</u> Provide adequate lighting at night for high-value storage areas and hazardous zones to enhance visibility and deter unauthorized access. Store valuable materials and equipment in secure, locked areas. ● <u>Worker Training and Awareness:</u> Conduct regular security awareness training for workers. Topics should include proper adherence to access control procedures, reporting security incidents, following security protocols, and safely handling and storing equipment. ● <u>Explosives and Restricted Materials Management:</u> Implement specialized security measures for explosive storage, following national regulations and best practices, often under the supervision or guidance of national security forces (e.g., police or army).

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			• Surveillance and Enforcement: Install CCTV cameras in key locations, such as camp entries, office building entrances, explosive warehouses, and fuel storage areas, to monitor activities and deter theft, vandalism, or other unauthorized acts. • <u>Zero Tolerance for Illegal Activities</u>: Strictly prohibit and penalize any involvement in contraband, poaching, trafficking, or prostitution. Enforce a zero-tolerance policy by reporting offenders to the Royal Bhutan Police, in addition to applying internal disciplinary measures.
34	Blasting Management Plan	Safety risks associated with the storage and use of explosive material.	• <u>Explosives Management Plan</u>: The Contractor will prepare a dedicated Explosives Management Plan in accordance with national regulations and international standards. This plan will address all hazards related to explosives use and outline preventive and protective measures for: ○ Transporting explosives from storage sites to usage points. ○ Ensuring secure and compliant storage conditions. ○ Handling and detonating explosives in a manner that protects both workers and the local population. • <u>Storage Requirements</u>: ○ Location and Distance: Store explosives in closed containers or a secure building at least 500 m from the nearest occupied structure. ○ Separation of Explosives and Detonators: Keep these materials in separate storage areas or containers, at least 50 m apart, and separated by an earth bund at least 5 m high to prevent chain reactions. ○ Vegetation Clearance and Fire Safety: Remove vegetation around storage areas to reduce fire risk. Place fire extinguishers strategically. ○ Perimeter Security and Access Control: Fully fence the storage site and maintain 24/7 access control. Only authorized personnel may enter. • <u>Qualified Supervision</u>: A trained and competent Explosive Supervisor will oversee any activity requiring explosive handling. This individual ensures full compliance with safety procedures and immediate suspension of activities if storms, thunderstorms, or other imminent hazards arise. • <u>Safety Blasting Operation Procedure</u>: The CC will develop a comprehensive Safety Blasting Operation Procedure detailing:

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			○ Safety Perimeter for Surface Blasting: Define a minimum radius (typically 300 m) free of population. The exact radius will comply with regulations and correspond to the explosive load. ○ Population Relocation: Before blasting, transfer all individuals within the established radius to temporary shelters (e.g., reinforced containers) set up close to their residential areas. These shelters can be relocated as needed. ○ Blasting Alerts: Conduct systematic checks of each building to ensure complete evacuation of the hazard zone. Issue siren alerts before blasting to warn the public and after blasting to confirm that all charges have detonated safely before allowing people to return. ● <u>Vibration Control and Monitoring:</u> ○ Compliance with Vibration Limits: Adhere to Bhutan's legal limits (Mines and Minerals Management Regulations, 2002) on blast-induced ground vibration. If damage to private or cultural property occurs, the CC bears the cost of repairs. ○ Measurement and Predictive Analysis: Measure Peak Particle Velocity (PPV) and vibration frequency for each blast. Develop a predictor equation to anticipate vibration levels and adjust blasting practices accordingly. ○ Pre-Blast Survey: Before initiating blasting activities, survey buildings within 500 m of the blast site with a bailiff present. Document existing cracks or structural issues. Identify and compensate owners of weak buildings that cannot withstand permitted PPVs, then demolish these structures before blasting commences. ○ Monitoring Equipment Installation: Under OE supervision, install vibration recorders (3-4 units) in select residences near blasting areas. Record vibration levels for each blast and include results in the Monthly Progress Report. ● <u>Operating Hours and Weather Considerations:</u> Conduct all explosive-related activities during daylight hours. Suspend blasting immediately if severe weather conditions (storms, thunderstorms) threaten safe operations.
35		Transport of explosive materials	● The itineraries used to transport explosives will be mapped out and communicated to the relevant regulatory agency.

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			Only accredited contractors with specialized vehicles will be used to transport explosives. By default, detonators and explosives are transported in separate vehicles.
36		Risk of landslides from blasting along slopes	<u>Optimized Blasting Techniques</u>: Employ carefully planned blasting sequences and designs to minimize slope instability. <u>Monitoring and Protection</u>: Implement a blast monitoring program and install rockfall protection measures as needed. <u>Early Warning Systems</u>: Use early warning systems to detect signs of landslides or rockfalls. <u>Emergency Planning</u>: Integrate an Explosives and Blasting Management Plan and a Construction Emergency Management Plan, outlining communication strategies, evacuation procedures, and immediate response actions.
37	Dust from vehicular movement on local roads and excavation activities	Airborne dust affecting community health, visibility, and comfort	- Establish a water supply system with mobile lawn sprinklers for continuous watering at the dam and other major excavation sites. - Dust generation from construction sites will be restricted as much as possible, and water sprinkling will be carried out as appropriate, especially where earth-moving and excavation will occur. - Implement wet drilling and dust collection measures for crushing plants. - Excavated material will not be rolled along the hill slopes. All excavated material should be transported to the muck disposal sites. - Employ effective dust suppression techniques, such as using water sprays, dust control agents, or enclosing crushing equipment to minimize the generation of airborne dust and help channel the sediment in the management system. - Covering trucks and other vehicles transporting construction materials to minimize dust emission. - Limiting construction activities during peak hours in densely populated areas to reduce exposure. - Providing protective measures for workers, such as masks and respirators, to reduce health risks. - A GRM is in place to receive and address complaints from the public on various aspects of environmental issues, including dust pollution. Contact information on GRM will be placed around civil work sites.
	Impact on Biodiversity		

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
38	Removal of trees	Impact of vegetation removal from land clearing activities on the biodiversity	● Avoid the main period of bird breeding (March to May) for clearing operations. ● Avoid unnecessary clearing. Areas to be cleared will be clearly indicated to limit additional clearing. The environmental expert will assess the clearing area before the beginning of the clearing activities, ● Organize a scaring campaign before every clearing activity to enable faunal species to escape. Engage sound or vibration emission campaigns for several minutes in the area of clearing. The scaring campaign is targeted at the small mammals and other small species (crawling species and slow-moving species) as big mammals will easily be seen and avoided, and ● Clearing activities must be structured and not lead anarchically. Use the centrifugal clearing method, which avoids creating small islands of vegetation that can be considered as traps.
39	Fauna	Impact of construction activities on the fauna	● Control all the water crossings to ensure hydraulic continuity of the tributaries and allow fish movements. ● Avoid blasting from March to May, anticipating aggregate needs to preserve the breeding period of birds. ● Reduce the night work period for specific sites and operations to avoid fauna behavioural disturbance. ● Install directional lighting for activity areas, security lighting and colony lighting. ● For lighting other than that necessary for safety, limit the lighting duration to what is strictly necessary. ● Install signage at large wildlife crossing points. ● Report collisions or injured wildlife digitally (Epicollect5). ● Raise awareness of biodiversity protection among construction companies and subcontractors. ● Code of conduct in case of interaction with wildlife such as primates, snakes, feline and other big fauna ● Decommission of the temporary road, which will not be used for project maintenance
40	Wildlife	Poaching and illegal natural resources collection	● The Project will have a Zero Tolerance Policy for illegal poaching and illegal natural resource collection. ● Conduct awareness programs for workers, emphasizing the protection of wildlife and natural resources. ● The consumption of bush meat is strictly prohibited for Project workers. ● The DHPL will liaise regularly with the Royal Bhutan Police, Department of Forests and Park Services and other agencies to share information on incidents of poaching and illegal natural resources collection

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
41	Invasive Alien Species (IAS)	Adverse impacts due to the introduction of IAS on biodiversity	● Use the designated roads to access the construction sites. Avoid using the forest roads and passing through the forests using construction equipment, vehicles, and labour. ● Native tree species will be used for the plantation activities ● Construction sites will be rehabilitated at the earliest opportunities, and rehabilitation plans will be made with invasive species control measures appropriate to the invasive species risk prevailing in the project area. ● Construction vehicles will be brought to the site in an 'as-clean-as-new' condition to ensure that invasive plant material and seed-bearing soil are not introduced. ● All vehicles will be cleaned on a regular basis to prevent the unintentional spread of IAS within the project area. ● IAS will be regularly controlled in construction vehicle parking and operational areas, including construction sites.
42	Fauna in the reservoir area	Wildlife may become trapped or otherwise impacted during the first reservoir impoundment.	● Coordinate reservoir impoundment with the recommended environmental flow (E-Flow) strategy. Initiate filling during the high-flow season (June–September) to minimize abrupt habitat changes and leverage natural rainfall to smooth the transition. ● Implement a controlled, slow-filling process to allow wildlife time to relocate, reducing the likelihood of animals becoming trapped by rising water levels. ● Plan and conduct a wildlife rescue operation during the first filling period. Specialized teams will be available to identify, capture, and safely relocate trapped or at-risk fauna. ● Establish protocols to prevent wildlife injury or mortality due to construction activities. This may include restricting access to hazardous areas, reducing noise levels, and implementing safe driving practices. ● Develop clear procedures to handle trapped or injured animals found during construction or impoundment, including instructions for contacting wildlife specialists and providing immediate care. ● Conduct routine inspections of areas posing risks to wildlife (e.g., electrical installations, steep embankments, roadways) and promptly implement corrective actions as needed. Train site personnel to identify potential hazards, report wildlife sightings or incidents, and understand proper rescue protocols.
	Cultural Heritage		

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
43	Cultural heritage sites	Access restrictions to these sites during the construction	● Plan construction activities to minimize disruption to access routes and implement signage and information dissemination about alternative access routes. ● Implement dust suppression and noise reduction measures during construction to minimize impacts on the sites. ● Engage with local communities, cultural authorities, and visitors to inform them about the construction activities and mitigation measures. ● Monitor the condition of the cultural heritage sites regularly during construction and report any issues immediately for prompt action. ● Include awareness about the importance of local cultural heritage and values as part of the site induction.
44	Chance finds during construction.	Chance finds procedures	Implement the following procedures in case of chance finds of any physical cultural resources (PCR). Upon Discovery: ● <u>Immediate Halt:</u> Construction activities must cease immediately near the discovered PCR to prevent any potential damage. ● <u>Secure the Area:</u> The site supervisor or engineer should secure the area to prevent access and potential looting or damage to the PCR. ● <u>Notification:</u> The site engineer or representative should promptly notify the Department of Culture and Dzongkha Development (DoCDD) about the discovery. ● <u>Documentation:</u> Document the find with photographs and, if possible, mark the exact GPS coordinates for the record. Assessment: ● <u>Initial Assessment:</u> The site supervisor should make a preliminary assessment to determine if the find appears to be of potential significance. ● <u>Expert Evaluation:</u> If deemed potentially significant, an expert from the DoCDD or a designated cultural heritage specialist should be invited to conduct a thorough evaluation. ● <u>Action Plan:</u> Based on the expert's assessment, decide whether to adjust project plans to accommodate the preservation of the PCR or to proceed with an approved mitigation strategy, such as careful excavation or reburial. Reporting ● <u>Chance Find Report:</u> Prepare a detailed report outlining the nature of the find, the actions taken upon discovery, and the outcomes of the expert assessment. This report

#	E&S Aspect	Impacts	Mitigation Measures by Contractors
			should include photographs, GPS coordinates, and other relevant documentation. ● <u>Submission</u>: Submit the Chance Find Report to the PIU, who will forward it to the DoCDD for official records. ● <u>Inclusion in Monitoring Reports</u>: Include a summary of the chance find and the subsequent actions taken in the quarterly environmental monitoring reports submitted to oversight bodies, such as the World Bank or other funding agencies. ● <u>Workers Training</u>: Contractors are mandated to train workers, particularly those involved in excavation, to recognize potential artifacts. The training, supported technically by the DoCDD and other relevant authorities, will inform workers about the importance of such findings and the required steps to take if they are encountered.

3.4 Construction Stage Monitoring Plans

The proposed monitoring plan to be carried out during the construction stage of the Project to ensure contractors are complying with the mitigation measures is given in Table 5, along with the monitoring indicators and frequency. The Contractor will be responsible for the implementation of the plan and submit the results in their monthly reports. The Owners Engineer will supervise the implementation.

Table 5: Monitoring Plan During Construction

(Note: DGPC will include this Table in the Contract Specifications of the Bidding Documents)

#	E&S components	Monitoring Parameters	Frequency of Monitoring
1	Labour/OHS	● Lost Time Injury Frequency Rate, ● Total Recordable Incident Rate and accident rates, ● Training ● Fire Safety measures on site ● Permit to Work Records ● Labour Records ● Labour Insurances ● Vehicle Logbooks ● Grievances – Labour ● Camp cleanliness and sanitation	Daily during the construction stage
2	Dust	Visual observation at the construction sites	Daily at all work sites
3	Air quality	Ambient air quality for PM10, PM 2.5, NOx, SO2 and CO	Pre-construction monitoring at 6 locations. Every 3 months during the construction at the above locations
4	Wastewater discharges	Turbidity, conductivity, and pH will be assessed at the site with the help of portable kits.	Weekly basis

#	E&S components	Monitoring Parameters	Frequency of Monitoring
5	Water quality of rivers and wastewater	pH, conductivity, DO, TDS, TSS, BOD, COD, Fecal coliform, Total Coliform, Chloride, Turbidity, and oil and grease. Silica and methane in confined spaces.	Pre-construction monitoring at 6 locations. Every 3 months during the construction at the above locations (including the wastewater discharges from the batching plant and other construction sites
6	Obstruction of drainage	Roadside drainage discharge, water impounding area during rain, waterlogging	Daily during the construction stage
7	Waste	Waste inventory for both hazardous and non-hazardous waste, Waste Labeling, storage and disposal records	Weekly at yards and campsites
8	Noise	Noise quality monitoring	Pre-construction monitoring at 6 locations. Every 3 months during the construction at the above locations
9	Number of felled trees	Statistics of removed and planted trees, nurseries and plantations	During the time of tree felling daily
10	Wildlife	Visual inspection of the site area is needed to check for death or injury of any higher faunal species and habitat disturbances due to project activities.	Daily during the construction stage
11	Control of Invasive Alien Species (IAS)	Risk assessments are conducted prior to species introductions, regular equipment and vehicle cleaning and control of IAS.	Daily during the construction stage
12	Fire-hazard	Project management checklists, site monitoring, fire extinguishers in offices and work sites	Daily during the construction stage
13	Community Health and safety	Nuisance to adjoining communities from the construction-related works, grievances due to annoyance from the construction-related works.	Daily during the construction stage
14	Road safety	Traffic Signals, no horn signs, road signals and markings, speed control and GPS-tracking, traffic-related incidents	Daily during the construction stage
15	Grievance Redressal	Management of Grievance Redress Mechanism	During the construction stage
16	Traffic Management	Compliance with the Traffic Management Plan	Daily during the construction stage
17	Gender-based violence	Review and address grievances	Daily during the construction stage
18	Stakeholder engagement	Compliance with SEP	During the preconstruction and construction stage

4 PROCEDURES FOR E&S MANAGEMENT IN CONSTRUCTION

4.1 Establishing Communication Channels

4.1.1 Internal Communication within DHPL , OE and CC

Clear, efficient, and well-structured communication channels are fundamental to ensuring successful ESHS management during the construction phase. Before initiating any work, each party involved (DHPL , OE and CC) must understand their roles, responsibilities, and points of contact.

This protocol defines who reports to whom, at what frequency, and on what issues. For example, the OE's Project Director (OE-PD) may provide weekly updates to the OE-ESHS Manager on upcoming construction activities, while the OE-ESHS Manager, in turn, delivers weekly ESHS event reports to the OE-PD. Communication lines must also be agile enough to handle urgent or unforeseen incidents. In cases of significant ESHS events (Level II or III incidents), immediate and direct communication with the PMU-ESHS Manager and the OE-PD is mandatory. This ensures that decision-makers are promptly informed and can respond effectively. Table 6 presents the key links regarding internal communication among the stakeholders during construction.

By implementing these measures, the Project ensures that ESHS concerns are quickly identified, responsibly managed and thoroughly communicated to maintain trust, safety, and compliance throughout construction.

Table 6: Main Steps of Internal Communication (Reporting)

Origin	Recipient	Frequency	Subject
OE-PD	OE-ESHS Manager	Weekly	Updating the construction programme, specific construction activities in the coming period and their location.
OE-PD	DHPL -ESHS Manager,	Ad hoc	Additional needs for land or notification of a change in construction techniques
	OE-ESHS Manager		
OE-ESHS Manager	OE-PD	Weekly	Weekly report on ESHS events detected and their treatment; programme of activity of the OE-ESHS staff for the coming week.
OE-ESHS Manager	OE-PD	Immediate	Communication of ESHS events of levels II or III
OE-ESHS Manager	OE-PD	Monthly	Monthly report on activity and results of monitoring for review and approval before forwarding to DHPL -ESHS
OE-ESHS Manager	OE-Inspectors	Weekly	Updating the construction programme, specific construction activities in the coming period, and particular directives
OE-Inspectors	OE-ESHS Manager	Weekly	Weekly activity report, list of observed ESHS events level I
OE-Inspectors	OE-ESHS Manager	Immediate	Observed ESHS events of levels II & III; problem requiring technical assistance; observation of construction activities outside specified areas
		(same day)	
CC-ESHS Manager	OE-ESHS Manager	Monthly	List of training modules followed in the past month and the personnel concerned (list of attendance)
CC-ESHS Manager	OE-ESHS Manager	Fortnightly	Updating of new activity zones for the coming 2 weeks and operations presenting a particular risk for the environment; results of monitoring of the previous 2 weeks.
OE-PD		Immediate	

Origin	Recipient	Frequency	Subject
	PMU-ESHS Manager	(same day)	Memo to inform on any observed non-compliance of level III; proposal to suspend the works on the incriminated site if justified
OE-PD	PMU-ESHS Manager	Monthly	Transmission of the monthly activity report, including ESHS activities as prepared by the OE-ESHS Manager
OE-ESHS Manager	OE-PD	Quarterly	Summary report on significant environmental and social events (Levels II and III) observed, on the decisions taken, and on the measures implemented; proposal, if necessary, to modify certain mandatory thresholds or obligations of the Contractor.
OE-PD	PMU-ESHS Manager	Quarterly	As above.
E&S Panel of Experts	Lenders, DGPC and DGPC PMU	As required (aprox. annually)	Mission report
CC -ESHS Manager	OE-PD and ESHS Manager	Six-monthly	Updated ESMP and OHSIP for OE review and approval

4.1.2 External Communication with Stakeholders

In addition to the internal communication described in the previous section, communication extends beyond the internal project team. Channels must be established with local communities, affected stakeholders, and government authorities as per the Project's Stakeholder Engagement Plan (SEP). This may include scheduled community meetings, consultations with local leaders, and regular updates to regulatory agencies. Effective communication also involves transparent documentation and the use of clear and accessible language. While English is the primary language for documentation, using Dzongkha or other local languages can foster better understanding among the workforce and local communities.

4.2 Site Inspection Procedures

The OE, through its ESHS Manager and supporting team, is responsible for ensuring that CC meets all ESHS obligations. Because the OE also certifies payment to the CC, the OE can leverage this authority to negotiate the allocation of resources—such as equipment or labor—toward ESHS measures when necessary.

To oversee the CC's compliance, the OE-ESHS Manager will implement a structured monitoring process. This process includes the following key components:

- **ESHS Supervision of the Contractor:** Regular site inspections to verify that the CC correctly applies all ESHS measures outlined in the Contractor's ESHS Specifications and in the ESMP action plans.
- **Environmental Quality Monitoring:** Periodic assessments of environmental parameters to evaluate the effectiveness of mitigation measures and adjustments to thresholds or methods if required.
- **Environmental Compliance Monitoring:** Confirmation that all project discharges comply with Bhutanese environmental regulations and requirements. This monitoring also validates the accuracy of weekly information provided by the CC. Only key pollution indicators will be analyzed to ensure efficient, targeted evaluations.

Inspection Activities: The CC's ESHS personnel conduct routine site inspections to ensure that mitigation measures are implemented effectively and consistently. They identify and address non-compliances at the source, maintain proper housekeeping, manage waste responsibly, store hazardous materials safely, safeguard worker health and safety, and adhere to approved construction techniques. The site inspections by the OE's ESHS team will include the following:

- **Daily Oversight Monitoring:** OE-ESHS Inspectors, supported as needed by OE-ESHS Managers or DHPL -ESHS staff, conduct daily oversight to check if construction activities align with ESMP requirements. This helps identify whether ESHS measures are working effectively or need adjustments.
- **Weekly Site Inspections:** The OE-ESHS Manager and staff review issues identified during daily inspections. These inspections may include DHPL ESHS representatives, and decisions are made regarding any additional mitigation actions required.
- **Monthly Joint Site Inspections:** ESHS Managers from the OE, DHPL, and CC conduct monthly joint inspections. The scope of these inspections is agreed upon beforehand by DHPL and the CC. After each joint inspection, a Joint Inspection Report is prepared, including descriptions of issues or non-compliances and photographic evidence. Any required corrective actions are recorded in a register and tracked until resolved.

Environmental Events (EE): During inspections, each identified Environmental Event (EE) is recorded on a standard form by the OE-ESHS Inspector and submitted to the OE-ESHS Manager for follow-up. The OE-ESHS Manager reviews and forwards the form to the CC-ESHS Manager, who documents the corrective measures implemented. The EE is considered closed once the OE-ESHS Manager confirms that the corrective actions have been effectively completed.

Social Events: During inspections or routine site engagements, each identified social event, such as grievances, labor disputes, community disturbances, or issues related to worker conduct, is recorded using a standard form by the OE-Social Specialist. This form is submitted to the OE-ESHS Manager for verification and follow-up. The OE-ESHS Manager reviews the incident, categorizes its severity, and forwards it to the CC-ESHS Manager for resolution. The CC-ESHS Manager documents the corrective or remedial actions taken, including communication with affected parties where applicable. The Social Incident is considered closed once the OE-ESHS Manager confirms that the actions have been appropriately implemented and the issue is resolved to the satisfaction of stakeholders.

Coordination Meetings: Monthly coordination meetings between the CC-ESHS team and the OE-ESHS team provide an opportunity to review ongoing EEs, discuss remedial measures, and address any other relevant issues, including progress updates on Action Plans proposed by the CC-ESHS Manager. These meetings ensure continuous communication, timely resolutions, and ongoing improvement in ESHS performance.

4.3 Procedure for Handling ESHS Non-Conformances

Non-compliance with ESHS standards can arise even under a well-designed system. A clear, tiered mechanism for identifying, classifying, reporting, and resolving these issues is therefore critical. The Project uses a four-level classification system: Site Observation Notices (SON) for minor, easily correctable issues, and three Non-Conformance (NC) levels—NC1 (minor incidents), NC2 (moderate incidents), and NC3 (major incidents).

- **Site Observation Notice (SON):** A SON is issued when a minor non-conformance is detected on site. In such cases, the issue is immediately communicated to the Contractor's representative for prompt correction. The SON is then recorded in a dedicated register to

ensure proper follow-up and verification that the necessary remedial actions have been implemented. Because SONs are intended for minor issues that can be quickly resolved, they do not trigger a Non-Conformance Report (NCR). However, if a SON is not resolved within the agreed timeframe, it is escalated to the NC1 level.

- **Level I (Minor Incident):** Level I non-conformances are generally addressed through routine site visits and regular coordination meetings. Corrective measures are discussed directly with the relevant construction teams, promoting immediate and practical resolutions at the field level. Any Level I non-conformance is documented through a formal NCR prepared by the OE ESHS staff. This report is then evaluated by the OE-ESHS Manager and officially communicated to the Contractor's team. If a Level I non-compliance (NCR1) remains unresolved beyond the agreed correction deadline, it is escalated to Level II.
- **Level II (Moderate Incident):** Moderate incidents require a more urgent and formal communication channel. Upon observing a Level II event, the OE-ESHS Manager notifies the OE's Resident Engineer and Project Director and the Contractor's Site Supervisor on the same day. Within three days, the DHPL -ESHS Manager will also be informed. The DHPL -ESHS Manager then notifies the DHPL Project Director, providing details of the required corrective actions to ensure swift implementation. Any unresolved Level II non-conformance report (NCR2) after the correction deadline is elevated to Level III.
- **Level III (Major Incident):** Major incidents, representing the most serious non-conformances, require immediate attention at the highest management level. On the day such an event is identified, both the OE Project Director and the DHPL Project Director must be informed. Corrective measures must be applied within three days. In cases where more time is needed or if an imminent risk to the environment, workers, or the public is identified, the OE-PD has the authority to order the suspension of the affected work until conditions are restored to a safe and compliant state.

Examples of typical non-conformances for Level I, Level II and Level III are provided in the following table.

Table 7: Examples of Non-Conformances

Level I	Level II	Level III
<i>Environmental:</i>	<i>Environmental:</i>	<i>Environmental:</i>
Small-volume hydrocarbon or chemical spills	Large-volume hydrocarbon or chemical spills	Hydrocarbon/chemical spills requiring large-scale remediation
Small volume sediment run-off or pollution into local waterways	Large-volume or long-term sediment runoff or pollution into waterways	Sediment runoff or pollution causing permanent damage to waterways
Small volume of spoil disposal in undesignated areas		Large volume of spoil disposal in un-designated areas
Illegal hunting of wildlife (non-endangered)	Poaching of threatened or endangered species	Poaching or hunting and trafficking of threatened or endangered species
Poor quality or delayed site restoration and revegetation	Lack of implementation of an agreed restoration program	A large volume of illegal dumping of solid waste

Level I	Level II	Level III
Minor off-site disposal of solid waste from the project	Significant but non-persistent exceedance of monitoring threshold	Significant or persistent breach of monitoring threshold (e.g., NEQS, dust, or noise pollution)
Non-significant & non-persistent exceedance of monitoring threshold		
Social:	Social:	Social:
Small-scale crop damage or livestock deaths	Widespread crop damage or livestock deaths	Widespread and persistent crop damage or livestock deaths
Minor impacts on cultural sites/areas	Significant impacts on protected physical cultural resources	Mistreatment of communities by project workers, including incidents of Gender-Based Violence
Minor social conflict related to or affecting the project.	Significant and repeated community impacts from project vehicles/construction activities	
Workers:	Workers:	Workers:
Chronic underuse of personal PPE by Works Contractor	Numerous injuries requiring off-site medical attention	The contractor is unresponsive regarding ongoing worksite risks of bodily injury.
Lack of understandable warning or traffic control signage	Multiple “slip and trip” hazards throughout the site	Forced labor by Works Contractor
A local increase in the occurrence of communicable disease	Instances of serious communicable diseases among the workforce	An outbreak of life-threatening communicable disease

Figure 3 below illustrates the principles of this NC procedure and shows how the approach favours direct resolution on site of the less serious NC (Level I) by direct communication with the construction staff and how the senior levels of responsibility are progressively involved in the processes to solve the more serious NC (Levels II and III). The full arrows denote the decision processes, while the dotted arrows denote the reporting and information processes.

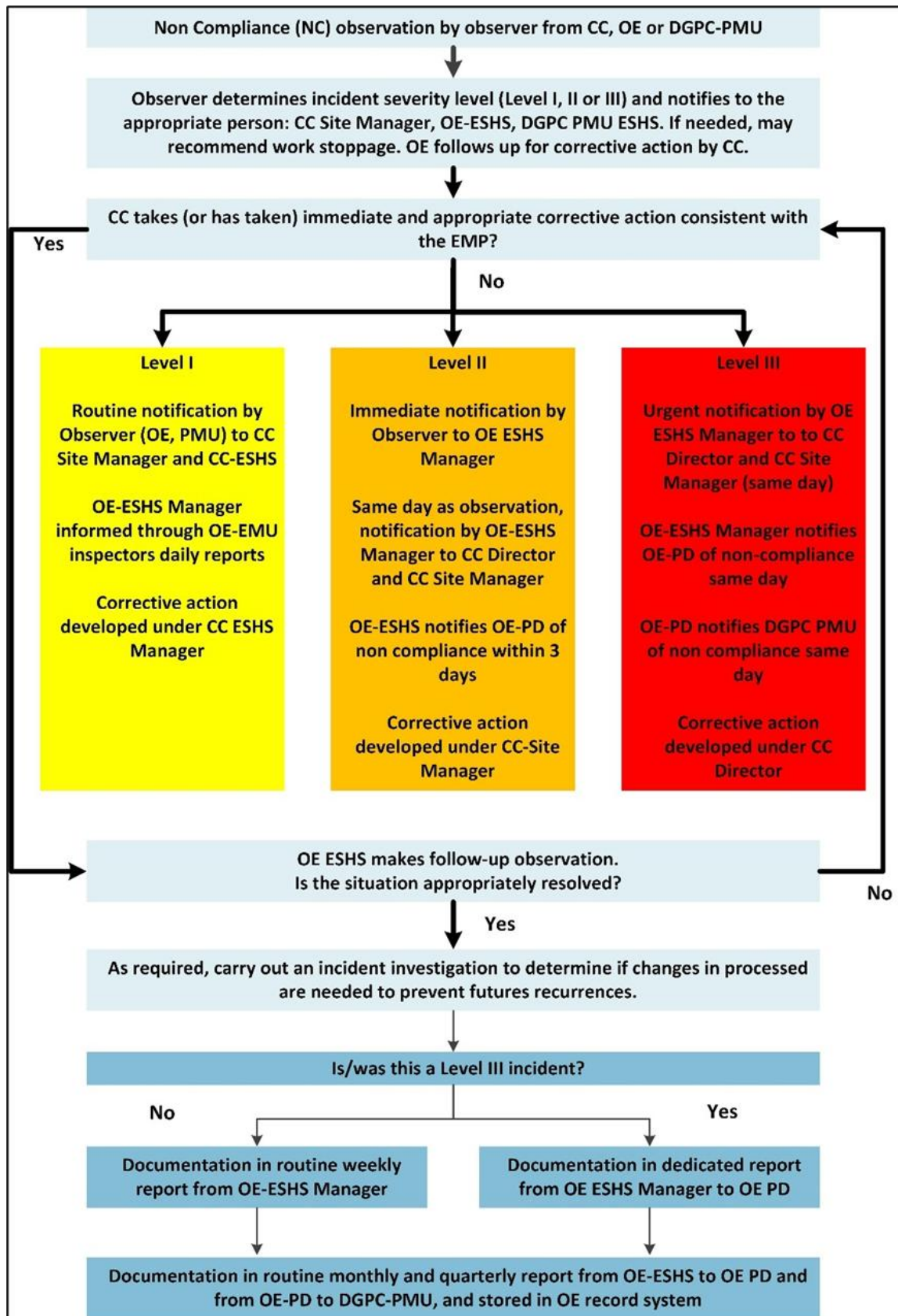


Figure 3: Procedure for Non-Conformance Resolution

This tiered system encourages prompt attention to minor issues before they become severe. It also ensures that significant non-compliances receive immediate, high-level attention and can be rapidly addressed to

protect communities, workers, and the environment. Additionally, this system provides feedback loops—such as the possibility of revising procedures or training—to prevent recurrence and promote continuous improvement in ESHS management.

4.4 Contractor Penalty Procedures

In the event of recurring or unresolved ESHS non-compliances, the Project will implement a penalty mechanism designed to encourage prompt corrective action and maintain high ESHS standards. The following penalty mechanism will be followed.

ES Performance Security:

The Contractor shall provide an Environmental and Social (ES) Performance Security equivalent to one percent (1%) of the Accepted Contract Amount, in addition to the standard Performance Security

The ES Performance Security shall:

- Be provided in the form of an unconditional bank guarantee from a reputable bank acceptable to the Employer, using the form provided in Section IV of the Bidding Documents.
- Be submitted within 28 days of receipt of the Letter of Acceptance.
- Remain valid throughout the Contract period and until the Engineer has issued the Performance Certificate; and
- Be replenished to its original value within 14 days of any forfeiture, partial or full.

The ES Performance Security shall be held by the Employer as security for the Contractor's compliance with ES and OHS obligations under the Contract. The Employer's right to call on the ES Performance Security is separate from and in addition to any other remedy available to the Employer under the Contract.

Triggering Conditions:

- The penalty may be applied when the Contractor fails to address NC events within agreed-upon deadlines.
- Any incident escalated to Level III due to delayed or inadequate corrective measures qualifies as grounds for applying the penalty.
- Consistent failure to provide requested documentation (e.g., updated ESMP and OHSIP, monitoring reports) or repeated NC events of
 - Failing acknowledgment and immediate corrective actions / failing to commence remediation within 24 hours of verbal instructions given by OE / DHPL
 - Level I and II that remain unresolved may also trigger a penalty

Non-conformances identified by the Engineer or the Employer's independent ES advisor shall be addressed through the following graduated procedure:

- 1. Verbal Instruction:** Upon identification of a non-conformance, the Engineer shall issue a verbal instruction to the Contractor's ESHS Manager requiring immediate corrective action. The Contractor shall acknowledge the instruction and commence remediation within 24 hours.
- 2. Written Non-Conformance Notice:** If the non-conformance is not remediated within the period specified in the Verbal Instruction, or if the same non-conformance recurs, the Engineer shall issue a formal written Non-Conformance Notice (NCN) classifying the non-conformance as Level I (Minor), Level II (Moderate), or Level III (Major) in accordance with the non-conformance classification system set out in Section 4.3 of the ESMP (Annex [X]). The NCN shall specify:
 - The nature and location of the non-conformance.
 - The classification level (Level I, II, or III) and the basis for that classification.
 - The applicable contractual, ESCP, LMP, or ESMP requirement that has been breached.
 - The corrective action required; and
 - The deadline for remediation, which shall not exceed:
 - 7 days for Level I (Minor) non-conformances
 - 3 days for Level II (Moderate) non-conformances posing a potential risk to worker or community health, safety, or the environment; and
 - 48 hours for Level III (Major) non-conformances posing an immediate risk to worker or community health and safety or causing significant environmental damage.

The Contractor shall acknowledge receipt of the NCN within 24 hours and submit a written Corrective Action Plan (CAP) to the Engineer within the remediation deadline specified in the NCN, setting out the actions taken or proposed to resolve the non-conformance and prevent recurrence. The Engineer shall verify closure of the NCN through a follow-up site inspection before formally recording the non-conformance as closed.

Monetary Penalty:

If the Contractor fails to remediate the non-conformance within the deadline specified in the written NCN, the Engineer (OE) shall notify the Employer (DHPL), who shall levy monetary penalties as follows:

- **Level I (Minor) Non-Conformances:** No financial penalty shall be applied upon first issuance of a Level I NCN, provided the Contractor resolves the non-conformance within the 7-day remediation deadline. Where the same non-conformance recurs two or more times within any rolling 3-month period, or where a Level I non-conformance remains unresolved beyond the 7-day remediation deadline, a penalty of one percent (1%) of the ES Performance Security value per incident shall be applied, recovered through deduction from the next Interim Payment Certificate (IPC). A pattern of repeated Level I non-conformances — defined as three or more Level I NCNs on the same or related issue within any rolling 6-month period shall result in automatic escalation to Level II classification for that issue.
- **Level II (Moderate) Non-Conformances:** No financial penalty shall be applied upon first occurrence of a Level II non-conformance, provided the Contractor submits a satisfactory Corrective Action Plan within 3 days and fully implements it within the remediation deadline. Where the Contractor fails to submit a Corrective Action Plan within 3 days or fails to remediate within the specified deadline, a penalty of one percent (1%) of the ES Performance Security value per incident shall be applied, recovered through deduction from the next IPC. Where the same Level II non-conformance recurs two or more times within any rolling 6-month period, the penalty shall increase to two percent (2%) of the ES Performance Security value per incident, applied immediately upon expiry of the remediation deadline without a

grace period. Where a Level II non-conformance remains unresolved beyond 7 days from NCN issuance, or where three or more Level II NCNs are issued within any rolling 6-month period, the non-conformance shall be automatically escalated to Level III.

- **Level III (Major) Non-Conformances:** A financial penalty shall apply to all Level III non-conformances regardless of whether it is a first or repeated occurrence, reflecting the inherent severity of the non-conformance. The penalty shall be determined as follows:
 - Where the Contractor commences remediation within 48 hours of NCN issuance and implements an approved Corrective Action Plan within 7 days, a reduced penalty of one percent (1%) of the Contractor's monthly IPC shall apply for the month in which the non-conformance occurred
 - Where the Contractor fails to commence remediation within 48 hours or fails to implement an approved Corrective Action Plan within 7 days of NCN issuance, the full penalty of three percent (3%) of the Contractor's monthly IPC shall apply for each month the non-conformance remains unresolved; and
 - Where a Level III non-conformance recurs, or where two or more Level III NCNs are issued within any rolling 12-month period, the full penalty of three percent (3%) of the monthly IPC shall apply immediately without a grace period, and the Employer shall have the right to partially forfeit the ES Performance Security in accordance with 'Forfeiture of ES Performance Security' mentioned below.

General Provisions Applicable to All Levels:

All penalties shall be recorded by the Engineer in the non-conformance register and notified to the Contractor in writing at the time of deduction from the IPC. The Contractor may appeal a penalty determination to the Employer within 14 days of the penalty notice, setting out in writing the grounds for appeal. The Employer's decision on the appeal shall be final, subject to the Contractor's right to refer the matter to the Dispute Avoidance/Adjudication Board (DAAB). The levying of a monetary penalty does not relieve the Contractor of its obligation to remediate the non-conformance. Penalties and remediation obligations run concurrently — the Contractor remains liable for both until the Engineer formally closes the NCN following a satisfactory verification inspection.

Suspension of Works: The Engineer reserves the right to instruct the suspension of any construction activity posing an immediate and serious risk to worker or community health and safety, or causing significant environmental damage, Suspension shall be triggered in the following circumstances:

- Any Level III non-conformance where the Contractor fails to commence remediation within 48 hours of NCN issuance.
- Any construction activity that continues in breach of an approved Contractor's ESMP or sub-plan where such continuation poses an immediate risk to life or the environment.
- Any two or more Level III NCNs issued within any rolling 12-month period, where the Engineer determines that the Contractor's ES management systems have systematically failed; or
- Any situation where, in the Engineer's professional judgment, continuation of the activity poses an unacceptable risk to worker or community health and safety regardless of the classification level of the associated non-conformance.

The suspension shall remain in force until the Engineer is satisfied that:

- The immediate risk has been eliminated
- Adequate corrective measures have been implemented to the Engineer's satisfaction; and
- The Contractor has submitted and received approval for a revised Corrective Action Plan demonstrating how recurrence will be prevented.
- No additional payment or extension of time shall be granted to the Contractor for any suspension arising from ES or OHS non-compliance.

Penalty Application and Payment Calculation:

- For each month in which significant unresolved NCs persist, the Owner's Engineer (OE), in consultation with the DHPL, will formally notify the Contractor of pending corrective actions and set a final compliance deadline.
- If the Contractor does not achieve satisfactory resolution of the identified issues by the stipulated deadline, a penalty of 3% will be deducted from the Contractor's subsequent monthly interim payment.
- The penalty deduction will be clearly documented in the Contractor's payment certificate, including references to the relevant ESHS inspection reports, NCRs, and any correspondence detailing the unresolved issues.
- Payment for ES and OHS requirements⁴ shall be made in accordance with the relevant Bill of Quantities (BoQ) items provided in Section VI — Bill of Quantities of the Bidding Documents, which include specific line items for ES and OHS implementation. The Contractor shall price all ES and OHS BoQ items carefully and realistically, reflecting the full cost of compliance with the ES and OHS requirements set out in this Section and throughout the Contract, including preparation and implementation of the C-ESMP and all sub-plans, deployment of ES and OHS staff, provision of monitoring equipment, worker accommodation and welfare facilities, medical services, training, and all other ES and OHS measures. Where ES or OHS activities or measures are required under the Contract but are not explicitly covered by a specific BoQ item, the costs of such activities and measures shall be deemed to be included in the rates and prices of the relevant BoQ items or, where no relevant BoQ item exists, in the Contractor's overhead and profit margin. No separate or additional payment will be made for such items.

⁴ The Employer draws the Contractor's attention to the fact that compliance with ES and OHS requirements constitutes a fundamental contractual obligation and not an optional performance target. Underpinning or omitting ES and OHS costs in the bid price will not relieve the Contractor of its obligations under the Contract. The Contractor shall maintain sufficient financial and human resources to fulfil these obligations throughout the duration of the Contract.

Monitoring and Continuous Improvement:

- The penalty mechanism is intended as an incentive for the Contractor to promptly address ESHS shortcomings.
- Regular coordination meetings and joint inspections will continue to provide the Contractor with guidance and support to prevent non-compliance and ensure continuous improvement in ESHS performance.
- Repeated penalization for the same or similar issues may result in further contractual actions as deemed appropriate by the PMU and in accordance with the Contract Documents.

Forfeiture of ES Performance Security:

DHPL reserves the right to forfeit a portion of the ES Performance Security in the following circumstances, consistent with the monetary penalty framework established.

- Upon the occurrence of three or more Level II non-conformances on the same or related issue within any rolling 6-month period that have been automatically escalated to Level III in accordance with Step 3, the Employer may forfeit a portion of the ES Performance Security equivalent to the cumulative penalties due and / or
- Upon any single Level III non-conformance remaining unresolved beyond 30 days of the written NCN issuance despite the application of monetary penalties under Step 3, the Employer may forfeit a portion of the ES Performance Security equivalent to three percent (3%) of its total value; and / or
- Upon the occurrence of two or more Level III NCNs within any rolling 12-month period, the Employer may forfeit a portion of the ES Performance Security equivalent to the cumulative Level III penalties due, in addition to any monthly IPC deductions already applied under Step 3.

The Contractor shall replenish the ES Performance Security to its original value within 14 days of any forfeiture. Failure to replenish the ES Performance Security within this period shall entitle the Employer to suspend any IPC payments until the security is restored to its full value.

The forfeiture of the ES Performance Security does not relieve the Contractor of its obligation to remediate the non-conformance, nor does it limit the Employer's right to pursue any other remedy available under the Contract including termination under Step 6.

Termination: In cases of persistent or egregious ES or OHS non-compliance, including but not limited to a pattern of Level III non-conformances, the Employer reserves the right to terminate the Contract in accordance with the General Conditions of the contract, or to engage a third party to implement the required ES measures at the Contractor's cost and risk.

Communication and Appeals Process:

- The OE-ESHS Manager will issue a written notification to the Contractor outlining the specific violations, the actions required, and the timeframe for compliance.
- The Contractor may submit a written explanation or request an extension under exceptional circumstances. Any extension or reconsideration of the penalty will require formal written approval by the DHPL.
- If the Contractor rectifies the NCR to the satisfaction of the OE-ESHS Manager and DHPL before the final compliance deadline, no penalty will be applied, and the Contractor's payment will be processed in full.



4.5 ESMP Auditing and Updating

The PMU will organize regular audits of ESHS in order (i) to ensure compliance with the ESMP, (ii) to propose corrective solutions to observed non-compliances, and (iii) to propose modifications to the terms and obligations of the ESMP when justified. Three levels of audit are considered:

- **CC Internal Auditing:** Internal daily/weekly/ monthly construction site inspections carried out by the OE-ESHS team and the CC-ESHS team. An indicative internal CC E&S audit program is summarized in Table 8.
- **Semi-annual Audit by PMU.** The PMU will conduct a comprehensive ESHS audit at least twice a year. The audit will evaluate not only the CC ESHS performance but also DHPL own ESHS performance and consider aspects such as biodiversity offsets, resettlement, Gender, SEA/SH, Vulnerability and livelihood restoration. The audit outcomes are documented in the six-monthly E&S Reports shared with the World Bank.
- The third level of audit will be the yearly independent ESHS audit organized by DHPL if required by the World Bank.

Table 8: Outline of E&S Audits

Type	Scope	Frequency	Responsibility	Results submitted to
Worksite Inspections	Compliance checklists for site activities	Weekly	CC	Internal CC E&S Staff
Worksites Environmental Management compliance and implementation	Effectiveness of environmental management and level of compliance with ESMP	Monthly	CC	CC project manager and OE (monthly ESHS Report)
Work Procedures Audit	Compliance with conditions of planning approval Adequacy and implementation of environmental controls within work procedures	As scheduled	CC	CC Project Manager, OE for Information
Management Systems Review	Adequacy and implementation of the ESMP	6 monthly (plus Inception Audit 2 months after CD)	CC	CC Project Manager, OE for Information
Annual Management Review	Adequacy of ESMP organization and working procedures and proposals for improvement	Annual	CC-E&S team	CC Project Manager, OE, PMU

4.6 Senior Management ESHS Commitment

Senior management and involvement of DHPL, OE and CC are critical to ensuring that ESHS requirements are integrated into strategic decision-making. Every six months, the project's top-level management from DHPL, OE, and EE reviews ESHS performance, evaluates progress against established targets, and addresses emerging challenges. This review draws on data from inspections, audits, incident reports, stakeholder feedback, and regulatory changes. By examining key indicators, such as the frequency and severity of non-compliance, the effectiveness of corrective measures, worker training needs, and trends in community grievances, management gains insights into the overall health of the ESHS system.

The review's primary outcome is continuous improvement. Management may decide to revise environmental objectives, adjust resource allocations, or introduce new training programs. They may also update policies, refine non-compliance procedures, or incorporate lessons from incidents into future work plans. This ensures that the organization remains proactive, rather than reactive, in addressing potential environmental or social issues.

In addition, senior management endorsement reinforces the importance of ESHS performance at all organizational levels. By communicating these priorities to staff, contractors, and stakeholders, management sets a tone of accountability and responsibility. Through ongoing commitment and openness to refinement, the Project maintains a culture of continuous improvement, ensuring that the construction phase proceeds in an environmentally responsible, socially inclusive, and health- and safety-conscious manner.

4.7 Training and Capacity Building

Training and capacity building ensures that every individual involved in the Project—DHPL staff, OE personnel, and Contractor's workers—understands the ESHS standards, responsibilities, and procedures.

4.7.1 Training of PM DHPL Staff

The primary objectives of the Training Program for DHPL ESHS staff are as follows: (i) Provide induction training for all DHPL staff, focusing on identifying and managing environmental and social risks during construction. This includes an overview of ESHS measures and good OHS practices; and (ii) Deliver specialized, operational-level training for PMU ESHS personnel, enabling them to effectively implement and oversee ESMP-related activities. OE will conduct this training in the initial stages of bidding. If the mobilization of OE is delayed, a qualified consultant will be appointed to facilitate early-stage capacity building for the DHPL ESHS staff. All training will be conducted at DHPL offices and carefully documented for future reference and audit purposes.

Some of the E&S training needs for DHPL have been determined through an E&S Borrower Capacity Assessment, which includes:

- **Review of DHPP ESIA:** An in-depth examination of the ESIA, focusing on applicable laws and regulatory frameworks, a detailed understanding of project components and construction scheduling, as well as methodologies for impact identification, analysis, and the development of corresponding mitigation measures to ensure that the PMU ESHS staff can anticipate potential issues and proactively manage environmental and social challenges throughout the project's lifecycle.
- **ESMP Programs of Action:** A detailed exploration of the ESMP action plans, including construction-phase ESHS risk identification and management strategies, clear procedures for reservoir first impoundment to minimize ecological disturbances, frameworks for adaptive management based on monitoring results, and guidelines for revising approaches

as needed, ensuring that DHPL ESHS staff can confidently align on-site practices with the project's planned environmental and social performance standards.

- **ESHS Management and Organization:** A structured training session covering the organizational aspects of implementing ESMP measures, including techniques for effective scheduling and execution of construction site inspections, best practices for systematic monitoring of ESHS aspects, methods for maintaining productive relationships with local communities and project staff, and approaches for ensuring transparent communication and coordination among different project entities to foster a cohesive and proactive ESHS management culture.
- **Inspection and Compliance Protocols:** Comprehensive guidance on designing and conducting site inspections with clear objectives, frequency, and standardized checklists; training on recognizing, documenting, and reporting non-compliances; and step-by-step procedures for initiating corrective actions, tracking improvements, and escalating issues when necessary, enabling the DHPL ESHS staff to maintain continuous oversight and respond effectively to any deviations from established ESHS standards.
- **GBV, SEA/SH, Child and Forced Labor:** An extensive briefing on identifying, preventing, and managing Gender-Based Violence (GBV), Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH), child labor, and forced labor, including understanding their underlying causes, relevant reporting mechanisms, support services for affected persons, legal implications, and integration of these principles into day-to-day operations, ensuring that the DHPL ESHS team is fully equipped to uphold human rights and promote a safe, respectful, and equitable work environment.
- **Labour Management Procedures:** A focused session on project-specific Labour Management Procedures, covering compliance with local and international labor standards, fair employment practices, transparent worker grievance mechanisms, obligations for worker welfare and housing conditions, and periodic reviews of labour-related performance indicators, ensuring that DHPL ESHS personnel can oversee a workforce environment that respects dignity, fairness, and worker rights throughout the construction period.
- **Contractor ESHS Specifications and Good Practices:** A detailed examination of Contractor ESHS specifications, relevant industry standards, and international best practices, including how to interpret technical requirements, ensure contractor adherence through compliance checks and non-compliance procedures, foster contractor capacity building, and continuously improve site operations and environmental performance, resulting in alignment between the DHPL and Contractor's ESHS teams for consistent and measurable progress.
- **Data Management and Reporting:** A thorough explanation of the data management systems and reporting structures, including methods for organizing, archiving, and retrieving environmental and social data, handling photographic and documentary evidence, updating non-compliance registers, and preparing and reviewing weekly, monthly, and semi-annual reports that synthesize site findings and mitigation results, thus enabling the DHPL ESHS team to maintain robust records and evidence-based decision-making at all stages of the project.
- **Community Engagement and Labor Influx Management:** A targeted training module on best practices for engaging with local communities, managing stakeholder expectations,

providing timely and transparent information, addressing community grievances, and implementing strategies to effectively handle large labor influx, including proactive measures to mitigate social tensions, cultural misunderstandings, and potential conflicts, thereby strengthening community relations.

All evidence of the capacity-building activities—such as training attendance sheets, evaluation forms, training materials, and meeting notes—will be carefully documented and stored on-site for future audits and verification, ensuring full traceability and continuous improvement of the ESHS training program.

4.7.2 Training of Contractors' Workers

The CC will implement a structured, tiered training program to ensure that all its workers, including subcontractors, acquire the necessary ESHS awareness and competencies.

Three levels of training will be implemented for Contractor's Workers.

- General Environmental Awareness program for all workers employed by the CC or its subcontractors, raising environmental issues related to general issues such as environmental conservation, waste management, health, hygiene and safety, social behaviour in camps, and cultural resources protection. Understanding of GBV, SEA/SH, Child labour and Forced Labour risks and management. Awareness training will also propose a session dedicated to the presentation of individual work contract content, employment conditions defined by the Human Resource management of the CC and an introduction to the Worker Code of Conduct.
- Health and Safety Awareness, including AIDS/HIV and other STIs awareness programs on prostitution, human trafficking and sexual harassment; Basic health: fight malaria and water diseases, improve sanitation; emergency response and evacuation.
- Targeted training, including job-specific environmental training of workers affected by particularly sensitive environmental activities: tasks requiring a work permit; first aid and transportation of injured people; handling of fuel and dangerous materials; firefighting, etc.

Each recruit must participate in the above two awareness-raising programmes and targeted training program within 10 days following his recruitment. Each employee in charge of sensitive activities will follow a catch-up session every 6 months.

Training will be delivered by the CC-ESHS Manager and staff or by a specialized consultant appointed by the CC. All personnel will be trained in the most appropriate language (Dzongkha, English or other). The sessions will be recorded in a register where the names of all participants will be noted.

The training program will comprise:

- An induction training program is to be delivered to all personnel and tailored to the specific needs of the construction staff (own personnel and subcontractor staff) and site visitors.
- ESHS training.
- General orientation and job/task-specific training are needed for the performance of the duties to which the person (CC and subcontractor staff) is assigned.
- External/statutory training is required according to regulatory provisions.
- Refresher training, including toolbox discussions.

A tentative list of training programs is provided in Table 9.

Table 9: List of Training for Contracted Workers

Name of training	Training Topics
Site Induction Training for all workers	● Introduce the site for new contractual employees ● Scope of work ● Program overview and hazards addressed - specific Project and Plant ● Construction organization ● Protective clothing, minimum size requirements and mandatory requirements ● Emergency alarms, evacuation procedures and assembly sites ● No Smoking on site ● Accident report ● First aid facility ● Prevention and prevention of fire and explosion ● Cleaning of equipment (including management and maintenance of overhead cranes and cables) ● Noise/vibration at work ● Self-audit and self-assessment of OH&S at work and place of activities ● PPE requirement ● Electrical and related equipment ● Work at height ● Cooperation with employers ● Drug and Alcohol Policy ● Confined space ● Prohibited items ● Importance of local cultural heritage and value.
General Environmental Awareness for Construction Workers	● Introduction to environmental impacts related to construction activities and the need to protect the environment. ● Areas/issues of environmental sensitivity in or in the vicinity of the construction area. ● Description of obligations/responsibilities of individual workers in terms of general environmental protection. ● Roles and responsibilities of Contractor and construction supervisors, as well as lines of reporting in relation to environmental issues. ● Prohibitions on hunting, explosive and chemical fishing, logging, collection of non-timber forestry products, purchasing or trading in wildlife or wildlife meat, and gathering and harvesting medicinal or valued plants or trees. ● Prohibition of possessing guns, snares, traps, and other hunting equipment. ● Waste management practices in camps and on construction sites. ● Pollution control measures on construction sites. ● Vegetation clearing procedures. ● Cultural property issues, including chance-finding procedures. ● Penalties for violation of rules and regulations.

Name of training	Training Topics
General Health and Safety Awareness for Construction Workers	● Introduction to health and safety issues in construction camps and on construction sites, including main areas of risk to workers and others. ● Education on basic hygiene practices to minimize the spread of typical tropical diseases. ● HIV/AIDS and STD awareness, including information on methods of transmission and protection measures. ● GBV/SEA/SH awareness ● Prohibition of drugs. ● Prohibition of alcohol on construction sites. ● Procedures for seeking medical assistance in emergency or non-emergency situations and procedures for seeking other health-related assistance (e.g. STD testing or counselling). ● OH&S awareness, including basic procedures for: ● Traffic and road safety. ● Electricity hazards. ● Explosives hazards. ● Fire and fire protection. ● Pesticide and chemical use. ● Hazardous materials management. ● Use of Personal Protection Equipment (PPE) and processes for obtaining relevant PPE. ● Penalties for violation of rules and regulations.
Working in an enclosed Space (for workers who were issued Permit)	● Working in enclosed space training in accordance with local and international accreditation.
First aid (for all workers)	● First Aid training in accordance with local and international accreditation.
Emergency response	● Knowledge of hazardous materials located on-site. ● Potential for spills and releases. ● Environmental and human effects of spills/releases. ● Emergency response procedures, including priorities of responses. ● Location and use of spill response equipment. ● Communication and reporting measures.
Electrical safety	● Working with electrical equipment training in accordance with local and international accreditation.
Working on the water	● Working on or near the water training in accordance with local and international accreditation.
Hand tools	● Safe use of hand tools training in accordance with local and international accreditation.
Food safety	● Food hygiene training in accordance with local and international accreditation.
Fire and explosion prevention	● Causes of fire. ● Fire prevention measures. ● Firefighting equipment uses and maintenance.

Name of training	Training Topics
	● Firefighting procedures and emergency response procedures ● Emergency assistance contacts ● Requirements for waste burning on-site ● Methods to train other workers in fire protection methods
Working with hazardous chemicals/substances	● Correct handling and storage procedures, including procedures in storage areas in terms of registering materials ● Correct use procedures, including refuelling procedures, calculating amounts to be used and ensuring effective equipment operation ● Disposal of used storage containers ● Hazardous waste storage procedures ● Non-hazardous waste management ● Medical issues associated with exposure to substances ● Emergency response procedures

Training needed and delivered for each role is identified and tracked by means of a training and competency/skills matrix covering the training required for each role. All training sessions delivered will be documented, and records will be filed. Information on the training activities planned and completed will be included in the monthly report. Records of all training provided and the associated attendees should be maintained.

Staff will complete and sign an attendance sheet for all courses attended, including the toolbox talks training. Staff will also be asked to complete a course evaluation sheet at the end of each course to assess the effectiveness of the training delivered. A training register will be maintained and will contain details of the name of the training session, the date of the training session, a list of attendees and signatures, and the name of the trainer.

4.8 ESHS Documentation and Reporting

4.8.1 Environmental Database

Robust documentation and reporting systems enable all parties— DHPL , OE, and CC—to track ESHS performance, identify issues early, and ensure accountability. The central objective is maintaining comprehensive, easily retrievable, and up-to-date records of all environmental and social activities, site inspections, non-compliances, training sessions, stakeholder consultations, and incident reports throughout the construction phase.

A dedicated ESHS database will be established and managed primarily by the OE with support from the PMU. This database will store the following information:

- The site description sheet includes the initial condition of the site and the construction activities that were developed.
- Results from routine monitoring by the Contractor and OE-ESHs.
- ESHS Permitting register.
- Site inspection sheets.
- Non-compliance detected and corrective measures (Non-compliance level, type, date detected, date corrected, corrective measure types).
- Related maps and drawings.
- Photographic archives.
- Site closing sheet and related documentation on-site restoration.

- All other relevant E&S documentation.

The database must be capable of generating detailed information by filtering categories such as date, location, type of non-compliance, or monitoring parameter. Proper version control will ensure that updated documents, such as revised ESMP procedures or newly issued permits, are immediately reflected.

4.8.2 Photographic Records

Photographic records of progress on site and an ad-hoc record of all incidents or events on site will be kept. These records can be used, where applicable, in case of disputes regarding E&S matters and for the review process after completion of construction. Photos will be taken with digital equipment and systematically stored as electronic files in the database. The contractor will be requested to take pictures of all construction sites prior to starting works as a reference for eventual site rehabilitation.

4.8.3 Permit Register

A permit register, including all permits required for the execution of the Project in line with national regulations, will need to be developed and maintained by the CC. The up-to-date permit register is appended to the weekly and monthly progress reports to DHPL. This allows information and discussion on the timing for needed permits and on any critical outstanding permits required as per the construction schedule and actual progress.

The permit register includes information on the object/activity permitted, the title of the permit, the issuing authority, the project phase and applicable/supporting regulations.

4.8.4 Reporting on ESMP Compliance

DHPL and its Contractors will prepare periodic monitoring reports on the status of the implementation of ESMP, which will be submitted to the World Bank for their review and feedback. Details of these reports and their content are given in Table 10.

Table 10: ESMP Monitoring and Compliance Reports

#	Title of the Report	Contents of the Report	Frequency of Report	Report to be prepared by
1	E&S Monitoring Report	The compliance status of the Project with environmental and social mitigation and monitoring measures. The report also covers the following: • Environmental incidents • Wildlife-related incidents, • Health and safety incidents, • Health and safety supervision: • Usage of PPEs by workers • Worker accommodations • Training conducted, and workers participated • Worker's grievances • Community grievances • Chance finds (if any) • GBV,SEA/SH Cases	Monthly	Contractor

#	Title of the Report	Contents of the Report	Frequency of Report	Report to be prepared by
2	ESMP Monitoring Report	The compliance status of the overall Project with ESMP requirements	Quarterly	DGPC/PMU
3	Incident Reports	Incident investigation reports for all major incidents covering details of the incident, root cause analysis, and actions taken to address the future recurrence of this event. Contractors need to inform the PMU within 24 hours in case of a serious or fatal accident. The PMU needs to inform the World Bank within 48 hours of such an accident following the World Bank reporting procedure. GBV-SEA/SH cases need to be communicated immediately to the PMU and the World Bank following the World Bank procedure for these cases. The GBV-SEA/SH Prevention and Response Action Plan also includes a specific reporting procedure.	Initial investigation report within 24 hours Detailed Investigation Report in 15 days or otherwise, as agreed with the World Bank	Contractor

Part 2

ESMP on Non-Construction-Related E&S Impacts and Risks

5 ESMP ON NON-CONSTRUCTION AND OPERATIONAL-RELATED IMPACTS AND RISKS

The non-construction-related impacts in this chapter cover the impacts that are not associated with the contractors and, hence, need to be managed by the PMU with the support of relevant government agencies. This includes the implementation of the Land Acquisition and Livelihood Restoration Plan (LALRP), Stakeholder Engagement Plan (SEP), Cultural Heritage Management Plan, and Biodiversity Management Plan (BMP). These plans are not duplicated in the ESMP. A summary of these documents and relevant management plans is given in Table 11. This chapter also includes Operational and Maintenance (O&M) Stage-related impacts and their mitigation and monitoring measures.

Table 11: Non-Construction-Related Management Plans

#	E&S Aspect	Key Measures in the Plan
1	Land Acquisition and Livelihood Restoration Plan (LALRP)	Details all land acquisition and livelihood restoration measures for the permanent acquisition of 900.08 acres of SRF land and 18.89 acres private land permanently from 24 households (1 physically displaced) and one institution, and temporary land acquired from 17 households, and one economically affected household (totaling 42 affected HHs).
2	Stakeholder Engagement Plan (SEP)	The SEP has been prepared as a management tool to guide stakeholder engagement during the project lifecycle. It includes mapping of stakeholders, stakeholder engagement process, roles and responsibilities for stakeholder engagement, monitoring and evaluation. It also includes a Project GRM and the GBV-SEA/SH-specific redress mechanism. The SEP will be updated and improved throughout the project's implementation.
3	Biodiversity Management Plan (BMP)	The BMP includes measures to compensate for the clearance of 778 acres of natural habitat, protect and conserve terrestrial and aquatic biodiversity (fauna and flora) to achieve net biodiversity gains for critical habitats, address the construction, filling and operation phases of the DHPP in order ensure a project compliant the principles of WB ESS6.
4	Cultural Heritage Management Plan	It includes the location and description of the identified cultural heritage sites as well as descriptions of local intangible cultural practices. It also has measures to protect cultural heritage near the DHPP.
5	Local Area Development Plan	Providing a fund for the infrastructure development in the local communities affected by the Project

5.1 O&M Stage Mitigation Plans

The O&M stage mitigation plans to be implemented by DGPC are given in Table 12.

Table 12: O&M Stage Mitigation Measures

#	ES Aspect	Impacts	Mitigation Measures by DHPL
1	Reservoir	Impact on hydrology and hydraulic flows as the dam impoundment will induce the rise of	- Develop a flow regulation strategy that considers the seasonal variations in water discharge. - Establish a well-defined reservoir operation protocol that considers the inflow-outflow dynamics.

#	ES Aspect	Impacts	Mitigation Measures by DHPL
		water surface elevation in the reservoir area.	● Implement environmental flow releases that mimic natural flow patterns, particularly during low-flow periods. ● Develop a flood forecasting system that provides early warnings about potential high-water discharges. ● Design and implement sediment management strategies to prevent excessive sediment build-up within the reservoir.
2		During the initial impoundment of the reservoir, risk of drowning, particularly for residents, resource users, and travelers unfamiliar with the changing shoreline. Rapid inundation may also lead to wildlife being stranded	● The project will implement a range of targeted measures. The reservoir filling will be executed in a controlled and staged manner to ensure the safety of the dam structure, auxiliary components, and downstream communities, ● The reservoir levels will be continuously monitored for hydrological, structural, and geotechnical stability. ● During the initial reservoir filling, community warnings will be issued to prevent drowning accidents, and patrols will be conducted along the new reservoir shoreline. ● The reservoir area will be cleared of vegetation to reduce organic load, and floating debris will be collected using debris booms by dedicated cleaning teams. ● Conduct on-site patrols immediately before and throughout the reservoir impoundment process to identify and warn individuals potentially exposed to rising water levels. ● Coordinate these patrols with similar efforts aimed at rescuing and relocating wildlife that may become trapped.
3		Degradation of the water quality in the reservoir and downstream	● Implement sediment management strategies to reduce sedimentation in the reservoir. ● Develop and implement strategies to regulate water temperature in the reservoir. ● Implement watershed management practices to control nutrient inputs into the reservoir. ● Establish monitoring programs to detect early signs of algal blooms. ● Develop and implement continuous water quality monitoring ● Manage flow releases from the reservoir to minimize abrupt changes in downstream water quality. ● Implement erosion control measures in the catchment area to minimize sediment input into the reservoir. ● Raise awareness among local communities and stakeholders about the importance of maintaining water quality.
4	Sediment	Modification of sediment transport and erosion	● Develop and implement specific strategies tailored to critical periods when sediment management is most essential. ● Implementing sediment flushing during the high-flow season to release sediments deposited in the reservoir.

#	ES Aspect	Impacts	Mitigation Measures by DHPL
			- Consider targeted desilting as a supplementary measure to sluicing, concentrating on areas with significant sediment accumulation. - Implement regular sediment accumulation and water quality monitoring for timely adjustments to sediment management strategies.
5	Waste	Generation of waste from offices, colonies and facilities	- About 6 months prior to construction demobilization, DHPL and the Contractor will start engaging with the Mongar/Lhuentse Dzongkhags administration to plan for the handover of waste management facilities established in the project. - Prior to the formal handover, the Contractor will undertake an asset condition assessment and provide it to the Mongar/Lhuentse Dzongkhags administration.
6	Workers' health and safety during EMF Exposure		- Prepare and implement an EMF safety program with the following components - Identify potential exposure levels in the workplace, including surveys of exposure levels in new projects and the use of personal monitors during working activities. - Train workers in the identification of occupational EMF levels and hazards. - Establish and identify safety zones to differentiate between work areas with expected elevated EMF levels compared to those acceptable for public exposure and limiting access to adequately trained workers. - Implement action plans to address potential or confirmed exposure levels that exceed reference occupational exposure levels developed by international organizations such as the International Commission on Non-Ionizing Radiation Protection (ICNIRP). The recommended EMF exposure levels by ICNIRP are 10 kV/m for the electrical field and 1000 μT for the magnetic field. - Personal exposure monitoring equipment will be set to warn of exposure levels that are below occupational exposure reference levels (for example, 50 percent). - Implement actions to minimize occupational exposure, which include limiting exposure time through work rotation, increasing the distance between the source and the worker when feasible, or using shielding materials. - Workers always use personal noise protective gear when working in high-noise areas (typically areas with noise levels greater than 85 dBA). - Transmission line workers will be provided with adequate PPEs and training on the safe use of equipment.

#	ES Aspect	Impacts	Mitigation Measures by DHPL
7	Community health and safety	Rapid variations in river flow due to peaking operations increase the risk of drowning for community members and livestock.	● Implement a targeted public awareness program at least one month prior to the initial reservoir impoundment, informing local communities of upcoming changes in water levels and associated risks. ● Install temporary signage at least one month before the reservoir filling to alert residents and visitors to the impending changes. ● Conduct on-site patrols immediately before and throughout the reservoir impoundment process to identify and warn individuals potentially exposed to rising water levels. ● Coordinate these patrols with similar efforts aimed at rescuing and relocating wildlife that may become trapped. ● Establish an annual awareness and information program for communities located around the reservoir and along the riverine corridor down to the Kurichhu reservoir. ● Inform river users about the dangers associated with peaking operations, including fluctuating water levels and sudden discharges. ● Fence off all project-related infrastructure and control access points to prevent unauthorized entry. ● Prohibit public access to dam-related facilities and discourage access to the reservoir shoreline. ● Place clear, permanent safety signage at primary access points to the reservoir and along its shores, warning of sudden water level changes and the risk of drowning. ● Install similar signage at strategic locations along the riverbanks between the tailrace outlet and the Kurichhu reservoir tail and throughout the bypassed river section, highlighting the risk of unexpected spills during the monsoon season. ● Deploy an audible siren system to alert downstream communities before increasing flow rates, allowing people time to vacate potentially hazardous areas. ● Control downstream water level rise gradients, maintaining a maximum increase of less than +5 cm/min to ensure public safety. ● Conduct a dedicated study to determine the most appropriate water rise gradient for the DHPP, then adjust flow rates accordingly. Confirm compliance through ongoing water height measurements and refine operations to maintain safe conditions during daily energy production increases.
8		Increased incidence of waterborne or water-related diseases	Liaise regularly with the local health authority, particularly Mongar Regional Referral Hospital, to monitor and identify any increasing trend in waterborne disease incidence.

#	ES Aspect	Impacts	Mitigation Measures by DHPL
9	Terrestrial habitat	Impact on Wildlife Movement in Biodiversity Corridor #7	● Implement the Biodiversity Management Plan ● Downstream dewatered reach will improve the connectivity. Implement BMP with net gain measures.
10	Aquatic habitat	Impact from Variation of water quality in the reservoir and downstream	● Measure to manage water quality in the reservoir and downstream ● Maintain an environmental flow: The E-flow will reduce the dam's impacts on aquatic ecosystems.
11		Impact due to changes in sediment load during routine operation and during flushing of sediments	● Maintain an environmental flow: The E-flow will reduce the dam's impacts on aquatic ecosystems. ● Establishment of sediment monitoring on all impacted sections ● Develop and implement strategies to avoid invasive species (fish) intrusion. ● Installation of grid/screens to limit fish mortality ● Monitoring impacts to define adaptive management measures.
12		The barrier to fish migration	● Implement the catch-and-release protocol for migratory fish. A fish hatchery will be established to supplement the native fish population. ● Monitoring of fish populations downstream, in the reservoir, inside streams and upstream, as well as migratory/mobile species and species with limited distribution. ● A fish hatchery will be established to supplement the populations of dominant fish species that naturally occur in the Kurichhu River and to address the cumulative impacts of this Project and other hydropower schemes in the catchment.
13	Birds	Risks of bird collision from transmission lines	● Electrocutation risks will be minimized by design by using raptor-friendly towers with perch deterrents, including necessary insulation and allowing a spacing between vertical conductors that exceeds the wingspan of large birds. ● Bird flight diverters will be installed on wires to improve visibility. Underground cabling will be used where possible, and transmission line routing will avoid bird-sensitive areas (wetlands and migratory paths) to the extent possible. ● Trees in the proximity will be pruned, and anti-climbing devices, such as baffles, collars of metal spikes and non-toxic slippery surfaces, will be installed on towers.
14	Dam safety	Potential risks on the dam structure	● Develop and implement an Operational - Emergency Management Plan ● Permanent monitoring of the dam structure by qualified personnel, using technical sensors implemented during

#	ES Aspect	Impacts	Mitigation Measures by DHPL
			construction: Leakages/infiltration, Pressure, Displacement, Settlement, etc. • Periodic visual inspection of the structure and evacuation devices by the operator and periodic in-depth technical inspections by specialized engineering services. • Inspections using specialized instruments (water level meter, piezometer, pendulum, etc.). • Maintenance work (preventive and curative) is planned and carried out by qualified personnel. • Verify evacuation devices through maintenance and valve lifting tests. • Strict implementation of EPR prevention procedures and measures in normal and exceptional situations. • Enforcement of security measures around the structures: 24/7 control of the critical facilities and night lightning of the dam accesses. • Information on downstream communities about dam risks and related emergency measures is needed. This addresses the concerned population and local/regional authorities through leaflets, public meetings, and site visits. • Awareness training of communities on appropriate behaviour in case of emergency. • Implementation of an alert procedure to alert and mobilize personnel on-site, local authorities and the population concerned; the process describes the various decision steps to be implemented and the persons to contact depending on the type of event. • Emergency evacuation training of concerned communities, including specific alert system recognition, meeting points on elevated sites, minimum items to take for evacuation, identification of community safety leaders, and behaviour during and after evacuation. • Describe the operator organization, including the functions, responsibilities, and means allocated for implementing the EPR Plan. • Training and drills are to be organized to ensure the EPR organization is adequate for an immediate and efficient response to any critical situation.

5.2 O&M Stage Monitoring Plan

The O&M stage monitoring is summarized in Table 13. DHPP operators are responsible for implementing this monitoring plan.

Table 13: O&M Stage Monitoring

Parameters	Means of Monitoring	Frequency
Downstream river flows	Measurements of discharges to the downstream	Monthly
Water quality	Sampling will be carried out in the following stations: -About 4 to 6 stations in the Dorjilung reservoir area, regularly distributed from the reservoir entrance down to the immediate upstream of the dam. - At least five stations along the Kurichhu by-passed section, one close to the E-flow outlet, one in the middle of the river stretch, one upstream of the junction with the tailrace, one in the tailrace discharge and one 500 m downstream the tailrace outlet (roughly in the tail of Kurichhu HPP) -The water parameters to be monitored include at least: Total coliforms, BOD5, COD, Total Nitrogen, Nitrate, Nitrite, Phosphate, Total hydrocarbons, pH, TSS, Turbidity, dissolved O2 and toxic metals (Pb, Cd, Hg, Cr6+).	Six-monthly
Dissolved Oxygen	Monitoring will be carried out in the same sampling stations as the long-term monitoring. Measurements will be done in situ using a well-calibrated multiparameter probe (O2, pH, Turbidity, TDS). For the stations in the Dorjilung reservoir, measurements will be taken at various depths to identify any anoxic situation in the lower part of the reservoir and the presence of an oxycline. Along the dewatered river stretch, O2 measurement will take place on a routine monthly basis, but also when sediment flushing will occur to complement aquatic fauna monitoring presented in the BMP.	Monthly
Sedimentation and erosion	Monitoring every 3 years of sedimentation in the reservoir and of riverbed erosion/accretion of the river downstream of the structure: - In the reservoir area, bathymetric monitoring of a longitudinal profile and 5 cross sections (always the same). - In the reservoir area: sediment sampling for particle size analysis of 5 to 10 samples for the longitudinal profile and 2 samples for each cross-section. - Downstream area: bathymetric monitoring of a longitudinal section of the river and cross profiles (always the same) in areas considered as potentially sensitive to the phenomenon. - Downstream area: sediment sampling for particle size analysis of 3 samples for the longitudinal profile and 2 samples for each cross-section. - Implementation of cross sections along the river stretch in existing sand deposits presently exploited by communities.	Six-monthly
EMF Exposure to workers	Monitor EMF Levels in the powerhouse and switchyard.	Continuous monitoring
Drowning risks	Inspection of facilities established to mitigate drowning risks	Monthly

Parameters	Means of Monitoring	Frequency
Waste	Collection and disposal of waste, including hazardous waste	Monthly
Dam safety	Monitoring of data from dam safety equipment	Quarterly

6 ESMP IMPLEMENTATION BUDGET

The total ESMP budget for the Project, both during the construction and operational stages, is estimated at US\$ 34 million including 20% contingencies as shown in Table 14.

Table 14: Total Estimated Budget

Particulars	Budget (USD)
Total Pre-Construction	1,585,000
Total Construction	10,593,460
Total Operation	16,262,045
Total	28,440,505
Contingency (20%)	5,688,101
Grand Total	34,128,607

6.1 Pre-construction Stage Budget

Measures	Responsibility		Phase	Costs (USD)		Budget (USD)
	Financial	Implementation		Per year/measures	Quantity	
Action Plan Pre-construction Stage (PPA)						
General						
PPA-01: Appointment of the DHPL -ESHS Manager & staff	DHPL	DHPL	Pre-construction	200,000.00	1	200,000.00
PPA-02: ESHS Capacity Building of DHPL - Staff	DHPL	DHPL	Pre-construction	100,000.00	1	100,000.00
PPA-03: Preparation of Contractor ESHS Specifications	DHPL	DHPL	Pre-construction	15,000.00	1	15,000.00
PPA-04: Emergency Preparedness and Response Plan	DHPL	DHPL	Pre-construction	50,000.00	1	50,000.00
Water quality and sediment monitoring	DHPL	DHPL	Pre-construction	150,000.00	1	150,000.00
Public Consultations	DHPL	DHPL	Pre-construction	150,000.00	1	150,000.00
E&S team from DHPL	DHPL	DHPL	Pre-construction	500,000.00	1	500,000.00
BMP Preparation, start of BMP field studies	DHPL	DHPL	Pre-construction	150,000.00	1	150,000.00

Measures	Responsibility		Phase	Costs (USD)		Budget (USD)
	Financial	Implementation		Per year/measures	Quantity	
Start of ESMP implementation (inc. temporary works)	DHPL	DHPL	Pre-construction	130,000.00	1	130,000.00
Recruitment of E&S team from DHPL (full time)	DHPL	DHPL	Construction	100,000.00	1	100,000.00
E&S Expert panel	DHPL	DHPL	Pre-construction	40,000.00	1	40,000.00
TOTAL - Pre-construction Stage						1,585,000.00

6.2 Construction Stage Budget

The budget estimates for the construction stage are US\$10.6 million. Details are given below.

Measures	Responsibility		Phase	Costs (USD)		Budget (USD)
	Financial	Implementation		Per year/measures	Quantity	
CONSTRUCTION						
Construction - Environment						
E&S Monitoring for Lenders	DHPL	Lenders	Construction	150,000.00	5	750,000.00
E&S Expert panel	DHPL	DHPL	Construction	30,000.00	5	150,000.00
Purchase of E&S monitoring equipment	DHPL	DHPL	Construction	125,000.00	1	125,000.00
General E&S monitoring	DHPL	DHPL	Construction	10,000.00	5	50,000.00
PAC-01: Erosion and Sediment Control Plan	CC	CC	Construction	Include in the Contractor budget		-
PAC-02: Muck Disposal Planning and Management Plan	CC	CC	Construction			-
PAC-03: Waste Management Plan	CC	CC	Construction			-
PAC-04: Hazardous Substances Management Plan	CC	CC	Construction			-
PAC-05: Explosive and Blasting Management Plan	CC	CC	Construction			-

Measures	Responsibility		Phase	Costs (USD)		Budget (USD)
	Financial	Implementation		Per year/measures	Quantity	
PAC-06: Emergency Preparedness and Response Plan	CC	CC	Construction			-
PAC-07: Water Quality Monitoring Plan (by DHPL)	DHPL	DHPL	Construction	5,000.00	30	150,000.00
PAC-08: Water Quality Monitoring Plan (by CC)	CC	CC	Construction	Include in the Contractor budget		-
PAC-09: Construction Material Sourcing, Extraction, Quarry MP	CC	CC	Construction			-
PAC-10: Emissions, Dust and Noise Management Plan	CC	CC	Construction			-
PAC-11: Physical Cultural Resources (PCR) Management	CC	CC	Construction			-
PAC-12: Vegetation Clearing Plan	CC	CC	Construction			-
PAC-13: Landscaping and Re-vegetation Plan	CC	CC	Construction			-
PAC-14: Biodiversity Protection Plan	CC	CC	Construction			-
PAC-15: ESHS Training for Construction Workers Plan	CC	CC	Construction			-
PAC-16: Road Traffic Management Plan	CC	CC	Construction			-
PAC-17: Construction Sites Access Management Plan	CC	CC	Construction			-
PAC-18: Management of Construction Worker Colonies (Camps)	CC	CC	Construction			-
PAC-19: Occupational Health and Safety Plan	CC	CC	Construction			-
PAC-20: Communities Health and Safety Management Plan	CC	CC	Construction			-
PAC-21: Site Cleaning and Rehabilitation Management Plan	CC	CC	Construction			-
PAC-22: Reservoir First Impoundment Management Plan	CC	CC	Construction			-

Measures	Responsibility		Phase	Costs (USD)		Budget (USD)
	Financial	Implementation		Per year/measures	Quantity	
PAC-23: Monitoring of Construction Activities (OE/ DHPL)	DHPL	DHPL	Construction	Include in the OE & DHPL budget		-
PAC-24: Air Quality and Noise Monitoring (OE)	DHPL	DHPL	Construction			-
PAC-25: Control of CC Water Quality Monitoring (OE)	DHPL	DHPL	Construction			-
PAC-26: Biodiversity Conservation (BMP)	CC	CC	Construction	30,000.00	5	150,000.00
PAC-27: Labor influx management plan	CC	CC	Construction	Include in the Contractor budget		
PAC-28: Security Force Management plan	CC	CC	Construction			
Emergency Preparedness and Response Plan	DHPL	DHPL	Construction	20,000.00	1	20,000.00
Sub-Total / Construction - Environment						1,395,000.00
Construction - Biodiversity (BMP)						
Organisation and owner staff (Additional to DHPL in the ESMP)	DHPL	DHPL	Construction		1	485,000.00
Information and training	DHPL	DHPL	Construction		1	96,000.00
Avoid and reduce measure	DHPL	DHPL	Construction		1	50,000.00
Afforestation program (Offsetting)	DHPL	DHPL	Construction		1	40,000.00
Offsetting and monitoring CHQ and emblematic species.	DHPL	DHPL	Construction		1	2,960,000.00
Audit/monitoring of the BMP implementation and adaptative management provision	DHPL	DHPL	Construction		1	105,000.00
Sub-Total / Construction - Biodiversity						3,736,000.00
Construction - Environmental Flow (E-flow)						
General costs for Management Plans and Monitoring	DHPL	DHPL				451,000.00
MP_COMMUNITY: Community Safety Management Plan	DHPL	DHPL				254,000.00

Measures	Responsibility		Phase	Costs (USD)		Budget (USD)
	Financial	Implementation		Per year/measures	Quantity	
MP_RIVERMORPH: River Morphology Management Plan	DHPL	DHPL	Construction plus 4yrs Ops			485,500.00
MP_FISH: Native Fish Stock Management Plan	DHPL	DHPL				104,500.00
MP_RESEARCH:	DHPL	DHPL				427,000.00
NNL / NG additional contingency	DHPL	DHPL				2,000,000.00
Sub-Total / Construction - Environmental Flow						3,722,000.00
Construction - Social						
LALRP - initial budget for compensation (Land, Structures, Crops)	DHPL	DHPL	Construction		1	79,803.07
LALRP	DHPL	DHPL	Construction		1	204,684.69
LALRP implementation	DHPL	DHPL	Construction		1	195,972.55
Local Development Plan (LDP)	DHPL	DHPL	Construction		1	1,000,000.00
Grievance Redress Mechanism (GRM)	DHPL	DHPL	Construction	12,000.00	5	60,000.00
Communities' communication	DHPL	DHPL	Construction	20,000.00	5	100,000.00
Cultural Heritage Management Plan	DHPL	DHPL	Construction	10,000.00	5	50,000.00
Cultural Heritage Management Plan	CC	DHPL	Construction	Include in the Contractor budget		-
Recruitment and workforce influx management plan	CC	DHPL	Construction	10,000.00	5	50,000.00
Recruitment and workforce influx management plan	CC	CC	Construction	Include in the Contractor budget		-
Community Forest compensation	DHPL	DHPL	Construction	To be clarified during Pre-Construction		
Sub-Total / Construction - Social						1,740,460.31
TOTAL - CONSTRUCTION						10,593,460.00

6.3 O&M-Stage Budget

The O&M stage budget is estimated at US\$16.3 million. The details are given below.

Measures	Responsibility		Phase	Costs (USD)		Budget (USD)
	Financial	Implementation		Per year/measures	Quantity	
OPERATION						
Operation - Environment						
E&S team from DHPL	DHPL	DHPL	Operation	35,000.00	10	350,000.00
PAE-01: Waste Management	DHPL	DHPL	Operation	Include in OE budget		-
PAE-02: Hazardous Products Management	DHPL	DHPL	Operation			-
PAE-03: Accidental Spill Management	DHPL	DHPL	Operation			-
PAE-04: Water Quality Management (Compliance)	DHPL	DHPL	Operation	5,000.00	10	50,000.00
PAE-05: Water Quality Monitoring (Environmental)	DHPL	DHPL	Operation	20,000.00	10	200,000.00
PAE-06: Sedimentation and Erosion Monitoring	DHPL	DHPL	Operation	40,000.00	10	400,000.00
Reservoir impoundment plan (inc. fauna rescue)	DHPL	DHPL	Impoundment	25,000.00	1	25,000.00
Reservoir clearing	DHPL	DHPL	Impoundment	Include in the Contractor budget		-
Reservoir, sediment and flow management plan	DHPL	DHPL	Operation	Include in OE budget		-
Emergency and Response Plan (ERP)	DHPL	DHPL	Operation	25,000.00	1	25,000.00
General E&S monitoring	DHPL	DHPL	Operation	5,000.00	10	50,000.00
Sub-Total / Operation - Environment						1,100,000.00
Operation - Biodiversity (BMP)						
PAE-07: Biodiversity Monitoring Plan	DHPL	DHPL	Operation			
Organisation and owner staff (Additional to DHPL in the ESMP)	DHPL	DHPL	Operation			1,074,000.00
Information and training	DHPL	DHPL	Operation			108,000.00

Measures	Responsibility		Phase	Costs (USD)		Budget (USD)
	Financial	Implementation		Per year/measures	Quantity	
OPERATION						
Afforestation program (Offsetting)	DHPL	ONGs	Operation			5,760,900.00
Offsetting and monitoring CHQ and emblematic species.	DHPL	ONGs	Operation			5,130,000.00
Audit/monitoring of the BMP implementation and adaptive management provision	DHPL	ONGs	Operation			842,545.00
Sub-Total / Operation - Biodiversity						12,915,445.00
Operation - Environmental Flow (Eflow)						
MP_OPERATION: Dam E-flow Operation Management Plan	DHPL	DHPL	Operation			200,000.00
MP_COMMISSIONING: E-flow Commissioning Management Plan	DHPL	DHPL	Operation			35,000.00
Monitoring	DHPL	DHPL	Operation			794,500.00
Sub-Total / Operation - Environmental Flow						1,029,500.00
Operation - Social						
Local Development Plan (LDP)	DHPL	DHPL	Operation		1	700,000.00.00
LALRP Livelihood restoration (5 years maintenance of Plantation)	DHPL	DHPL	Operation	2,882.00	84	242,100.00.00
HIV measurement materials and equipment	DHPL	DHPL	Operation	7,500.00	10	75,000.00
Sexual awareness and education	DHPL	DHPL	Operation	5,000.00	10	50,000.00
Health and nutritional awareness education	DHPL	DHPL	Operation	5,000.00	10	50,000.00
Communities' communication	DHPL	DHPL	Operation	10,000.00	10	100,000.00
PAE-08: Occupational Health and Safety Management Plan	DHPL	DHPL	Operation	5,000.00	10	50,000.00
PAE-09: Public Safety Management Plan	DHPL	DHPL	Operation	10,000.00	10	100,000.00
PAE-10: Operation Emergency Preparedness and Response Plan	DHPL	DHPL	Operation	25,000.00	1	25,000.00
Sub-Total / Operation - Social						1,217,100.00
TOTAL - OPERATION						16,262,045.00

