Quarterly Environmental and Social Monitoring Report

October - December 2024

Project Number: 55205-001

Lao PDR: Monsoon Wind Power Project

Prepared by Monsoon Wind Power Company Limited for Senior Lenders

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ABBREVIATIONS

ACEN	ACEN Corporation (Ayala Group)
ACRI	ACEN Renewable International Private Limited
ADB	Asian Development Bank
ADF-PSW	Asian Development Fund-Private Sector Window
BMEP	Biodiversity Monitoring and Evaluation Plan
BOMP	Biodiversity Offset Management Plan
CAP	Corrective Action Plan
CEGDP	Community Ethnic Group Development Plan
CFPS	Canadian Climate Fund for the Private Sector in Asia
CFPS II	Canadian Climate Fund for the Private Sector in Asia II
DED	Detailed Engineering Design
DMS	Detailed Measurement Survey
E&S	Environmental and social
EPC	Engineering, Procurement, and Construction
ESIA	Environmental and social impact assessment
EVN	Electricity Vietnam
EVN FCAS	Vietnam Electricity fragile and conflict-affected situation
GMS	Greater Mekong Subregion
GRM	Grievance Redress Mechanisms
CHDP	Culture Heritage Development Plan
ICA	Impact Compensation Agreement
IEAD	Impact Energy Asia Development Limited
IES	Impact Electrons Siam Company Limited
kV	Kilovolt
Lao PDR	Lao People's Democratic Republic
LEAP	Leading Asia's Private Infrastructure Fund
MW	Megawatt
MWPC	Monsoon Wind Power Company
PAP	Potentially Affected Person
PCFM	Post Construction Fatality Monitoring
POP	Persistent Organic Pollutants
PPA	Power Purchase Agreement
PRC	People's Republic of China
PTSW	Permit to Start Work
RC	Resettlement Committee
RP	Resettlement Plan
RMU	Resettlement Management Unit
SEP	Stakeholders Engagement Plan
SMP	SMP Consultation Sole Company Limited
SPS	Safeguard Policy Statement
STEM	Science, technology, engineering, and mathematics
UXO	Unexploded ordinance
WWE	Wind Wildlife Expert

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CURRENCY EQUIVALENTS

(as of 31 December 2024)

Currency unit	-	Lao Kip (LAK)
$ 1.00	=	LAK 22,552

In this report, "$" refers to US dollars and LAK refers to Lao Kip unless otherwise stated.

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REPORT ENDORSEMENT

Company's Representation Statement certified by Authorized Representative

I, Peter Littlewood, in my role of Programme Director and representing Monsoon Wind Power Project certify that, to the best of my knowledge:

The Company operations are in compliance with all applicable environmental and social requirements specified in the Loan Agreement, and all actions required in relevant corrective action plans, management plans and supplemental action plans, except where disclosed in this report.

In relation to the Company operations, there are no:

- Circumstances or occurrences that have given or would give rise to violations of E&S and labor Laws or E&S and labor claims.
- Social unrest, local population disruption or negative NGO, media or activist campaigns or activities against the Company operations.
- Material social or environmental risks or issues in relation to the Company operations other than those already identified by ADB ahead of the date of its investment in the Company.
- To the best of the Company's knowledge, existing or threatened complaints, orders, directives, claims, citations, or notices from any authority due to E&S issues.
- Written communication from any Person as defined in the Loan Agreement concerning any Company operations or a failure to comply with any matter under the E&S Requirements.
- To the best of the Company's knowledge, ongoing or threatened strikes, slowdowns, or work stoppages by employees of the Company or any of its subsidiaries or any contractor or subcontractor with respect to any the Company operations.

All information contained in this Quarterly Safeguards and Social Monitoring Report is true, complete, and accurate at the time of submission and there are no documents or other information the omission of which would have made such information misleading.

There have been no new Company activities, such as expansions of land acquisition, or construction works, that could generate adverse environmental and social impacts, and no new E&S impact assessments, audits, or action plans conducted by or on behalf of the Company with respect to any E&S Requirements that ADB has not been notified about.

Peter Littlewood

Programme Director

Date: 31 December 2024

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A. INTRODUCTION

1. Scope

The Monsoon Wind Power Project (the "Project") being developed/operated by Monsoon Wind Power Project Company Limited (the "Company") is required to prepare an Environmental and Social Monitoring Report (ESMR) quarterly until the COD, semi-annually from the COD until the third anniversary of the COD, and annually thereafter. The purpose of the ESMR is to detail the environmental and social performance of all Company operations including compliance with senior lenders' safeguards and social requirements. This document comprises lenders' preferred format for environmental and social performance reporting. The main report includes the following information:

- Organizational Structure
- Compliance with Environmental and Social Safeguards Related Project requirements
- Significant Environmental and Social Events
- Status of ESMP Implementation
- Environmental and Social Monitoring
- Public Consultation, Information Disclosure and Grievance Redress Mechanism
- Land Acquisition, Resettlement and Livelihood Restoration Implementation
- Community and Ethnic Groups Development Plan Implementation
- Labor and Working Conditions
- Institutional Strengthening and Training
- Conclusion, Gaps, and Corrective Measures

2. Project Information

MWPC is a joint venture between IEAD and SMP and was established in 2022 to develop the Monsoon Wind Farm Project. The Project is in the Dak Cheung district of Sekong Province and the Sanxai district of Attapeu Province in the Lao People's Democratic Republic (Lao PDR). It will have an installed capacity of 600 MW and its entire output will be sold to Electricity Vietnam (EVN) under a Power Purchase Agreement.

This is the first cross-border wind power project between Laos and Vietnam. The concession period is 25 years from the Commercial Operation Date (COD). Construction will take approximately 30 months, and COD is anticipated in July 2025.

The Project site area is around 68,000 ha, and it will have 133 wind turbines, approximately 138 km of access roads, five substations, internal transmission lines at 35kV (38.5km) and at 115kV (34.5km), and a 500kV transmission line (32km) to the Vietnam border.

Project implementation is through an Engineering, Procurement and Construction (EPC) contract between MWPCL and Power China. The Contractor mobilized on site in December 2022.

3. Summary of Current Construction/Operations

Critical path analysis by the EPC contractor shows that the project is currently delayed by 107 days compared to the baseline schedule. Currently, the Provisional Taking Over of Fifth Section is delayed whose critical path is driving from delay in installation of WTGs at Area#04, the corresponding delay was induced in the project due to delay in handover of land at the respective location. In addition to that, MV Cable Collection system of Area#4 is also behind schedule and forecasting delay in completion date of Area#4. The Contractor has already increased

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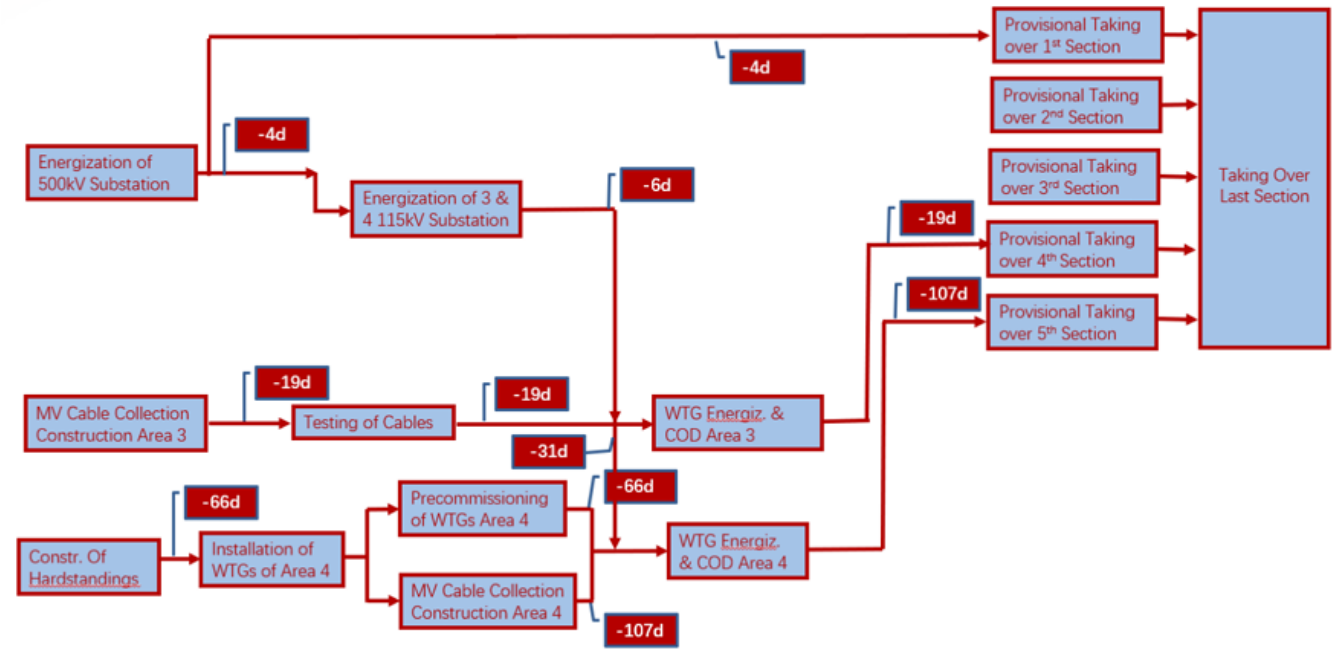
resources for WTG Installation in Area#4 and MV Cable Collection System works in general and is in process of catchup the planned progress on Area#4 work front to complete the works within the timeline.
In addition to that, Contractor has increased resources overall in general to expedite the progress of Works related with commercial operation of WTG's. As the contractor is taking acceleration measures as in discussion with the Employer, Provisional Taking Over of Zone – 1 and Zone – 2 are quite ahead of schedule and no longer part of updated critical path.



Project Critical Path

The Overall Progress achieved until report's cut-off date is 91.02% as compared to baseline planned (based on submitted version of the Contractor's Program having document no. MW4-PCL-H08-CS-0001 Rev B1 dated April 03, 2023) cumulative progress of 92.30%. Progress achieved until the reporting period is 1.3% behind of planned progress.

Table A-1: Project progress

Item	% Weight	Acc. Progress (%)		Progress (%)	
		Plan	Actual	Plan	Actual
Engineering	13.0	100.00%	99.45%	0.00%	0.01%
Procurement	55.0	100.00%	100.00%	0.00%	0.03%
Construction	25.0	93.94%	88.79%	2.85%	3.13%
Commissioning	4.0	20.38%	20.63%	8.42%	5.11%
Rectification	2.0	0.00%	0.00%	0.00%	0.00%
Project Taking over	1.0	0.00%	0.00%	0.00%	0.00%
Total	**100.0**	**92.30%**	**91.02%**	**1.05%**	**1.07%**

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Most of the work on site is currently transmission line, substation work, and wind turbine installation. The status of the works is as follows:

Table A-2: Civil works progress

Item	Work Description	Accumulated Progress (%)	
		Plan	Actual
1	Mobilization of Resources	100%	100%
2	Site Camp & Laydown Area	100%	100%
3	Concrete Batching Plant	100%	100%
4	Public Road	100%	100%
5	Met Mast (Temporary & Permanent)	100%	100%
6	Road Construction	100%	99.96%
7	Permanent Roads Area#01 (34 Units)	100%	100%
8	Permanent Roads Area#02 (32 Units)	100%	100%
9	Permanent Roads Area#03 (33 Units)	100%	100%
10	Permanent Roads Area#04 (34 Units)	100%	99.85%
11	Road Maintenance before Handover	0%	0%
12	Construction of Transmission Lines	100%	87.45%
13	Construction of Substations	100%	86.26%
14	500kV Substation	100%	99.12%
15	Operation and Maintenance Area	100%	27.97%
16	115kV Substation (#1)	100%	100%
17	115kV Substation (#2)	100%	100%
18	115kV Substation (#3)	100%	94.25%
19	115kV Substation (#4)	100%	92.98%
20	Construction of WTGs Foundations, Hard standing and WTG Transformer including RMU Foundations	98.50%	98.08%
21	Construction of WTG Foundations	100%	98.58%
22	Construction of MV Cable Collection System	81.19%	69.71%
	Sub-Total	**95.41%**	**89.45%**

Table A-3: Mechanical works progress

Item	Work Description	Accumulated Progress (%)	
		Plan	Actual
1	Arrival of Main Cranes	100%	100%
2	Assembling of Main Cranes	100%	100%
3	Installation of WTGs	90.45%	87.64%

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Item	Work Description	Accumulated Progress (%)	
		Plan	Actual
4	Mechanical Completion of WTGs	87.43%	75.54%
5	Installation of WTG Transformer including Ring Main Unit	81.26%	58.25%
	Sub-Total	**90.16%**	**85.58%**

Table A-4: Electrical works progress

Item	Work Description	Accumulated Progress (%)	
		Plan	Actual
1	EBOP Installation of 500kV Substation	100%	99.63%
2	EBOP Installation of 115kV Substation (#1)	100%	99.75%
3	EBOP Installation of 115kV Substation (#2)	100%	99.50%
4	EBOP Installation of 115kV Substation (#3)	100%	95.41%
5	EBOP Installation of 115kV Substation (#4)	100%	95.50%
	Total	**100%**	**98.22%**

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B. ORGANIZATIONAL STRUCTURE

After implementation of Environmental and Social Recovery Plan in early 2024, the organization structure become stable and consistent with the commitment given in the plan. The current organization structure is shown in Figure **B-1** below:

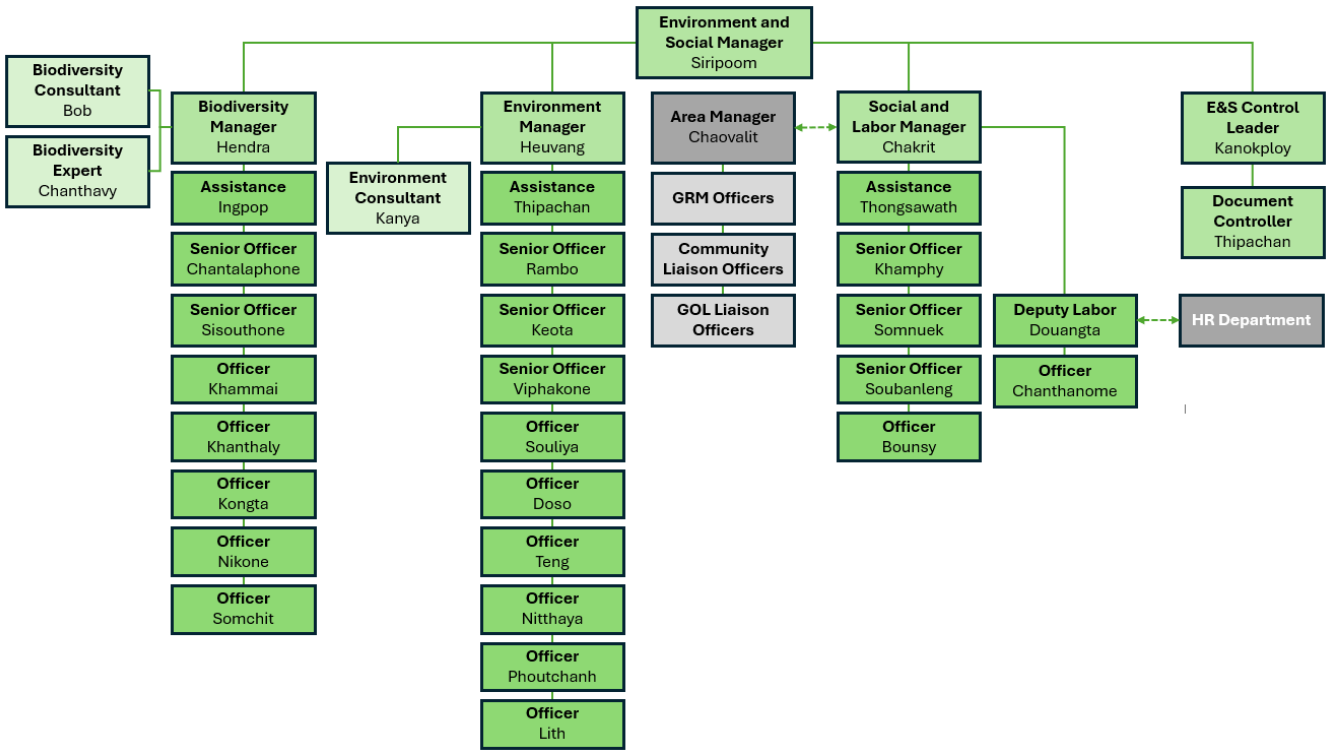

Figure B-1: Updated organizational structure of E&S team

The team currently consists of 61 staff members, including MWPC community engagement team led by Mr. Chaovalit, 3 part-time technical consultants and a team of biodiversity experts. The Environmental and Social (E&S) manager is responsible for overseeing overall E&S. The occupational health and safety compliance is providing necessary support from other parts of the project organisation. Further details of each function are as follows.

1. Environment Unit

The Environment Unit consists of 11 staff members. It has one manager, one assistant manager, three senior and six junior officers to conduct regular compliance monitoring and to implement environmental management plans, ensuring environmental compliance by main contractors and subcontractors.

The team reports environmental concerns, risks, incidents, corrective actions and compliance to the Environment and Social Manager and the Project Director. It provides technical advice and proposes corrective actions based on the environmental risks and mitigation measures outlined in the CA, ESMF, ESMP-CP and relevant environmental management sub-plans.

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2. Social and Labor Unit

The Social Unit, consisting of 8 staff members, provides technical support for land acquisition in close coordination with the MWPC Community Engagement Team. It oversees the implementation of safeguard obligations outlined in the CA, ESMF, RP, SEP, CHMP, and CEGDP. Additionally, the unit monitors contractors' compliance with social obligations and manages the Grievance Redress Mechanism (GRM) to address project-related concerns.

The MWPC Community Engagement Team, led by the Area Controller Director and managed by the Manager - Government & Community Liaison, focuses on fostering strong relationships with local communities and government agencies. The team comprises 1 Manager, 1 Senior Advisor coordinating with the government, 7 senior officers, and 17 officers specializing in community liaison, development, communication, and public relations. Of these, 6 officers oversee GRM. The Social Unit also collects labor-related information and monitors local employment in coordination with the MWPC Human Resources (HR) Unit.

The Labor Unit, led by a Deputy Manager and supported by 1 staff member, ensures compliance with labor and working conditions in line with the project's ESMF, national regulations, and international standards. It monitors contractors' adherence to social obligations, manages labor-related aspects of the GRM, ensures the Project's labor compliance, and collaborates with the HR Unit to oversee local employment. Key responsibilities include ensuring fair and compliant working conditions, verifying timely wage payments, and monitoring compliance with health, safety, and labor policies. The unit also provides technical support on labor issues and works with government stakeholders to facilitate smooth project operations and resolve conflicts arising from labor-related issues.

3. Biodiversity Unit

The Biodiversity Unit consists of 9 staff members, one manager, one assistant manager, two senior officers and five biodiversity officers based at the site. The team continued the biodiversity monitoring and conservation activities in compliance with mitigation measures set out in the CA, ESMP, BAP, BMEP and the invasive species management plans. The biodiversity team works closely with the construction and environmental and social management teams. The team also coordinates with external biodiversity experts to undertake pre-clearance and post-clearance biodiversity surveys, studies of plant and animal species in the project footprint, as well as design of a biodiversity offset plan for the project. Likewise, the team regularly works with government line agencies, especially the forest sector at provincial and district levels, regarding biodiversity protection interests and offset plans.

4. Health and Safety

The Health and Safety team, which reports to the construction team, currently has 4 staff members, consisting of one manager and three officers. The team oversees occupational health and safety of construction works to ensure that the contractors and subcontractors establish and implement health and safety management plans to minimize incidents, accidents, and casualties related to the works. The team works closely with both the construction and E&S teams. The team is actively supported by a senior health and safety officer of the owner's engineer – UL.

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5. Health, Safety, and Environment Management Team of EPC Contractor

In compliance with environmental, social, health and safety requirements of the project and lenders, EPC Contractor maintains its organizational structure of health and safety, environmental and social management team. The team implements relevant plans to comply with the requirements. Currently, EPC Contractor has 20 full-time HSE officers to effectively implement environmental, social, and safety management plans and conduct daily compliance monitoring.

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C. COMPLIANCE WITH SAFEGUARDS AND SOCIAL REQUIREMENTS AND NATIONAL AND LOCAL LAWS AND REGULATIONS

1. Compliance with Senior Lenders Safeguards and Social Requirements

Table C-1: Compliance with Environmental, Safety and Health Requirements

Applicable Requirements	Description of requirement	Compliance Status as of December 2024
Construction		
ADB Safeguard Policy Statement (2009) IFC Performance Standards on Environmental and Social Sustainability (2012) WB Environmental and Social Framework (2017)	ADB (2009): • Environmental assessment for each proposed project • Alternatives to project location, design, technology, and components. Environmental and social impact and the rationale for the proposed choices. IFC (2012): • Social and Environmental Assessments Management System WB ESS 1: • Assessment and Management of Environmental and Social Risks and Impacts	Continue the implementation of the protocol of Permit to Start Work and Site-specific environmental management plans for new project facilities.
	ADB (2009): Biodiversity Conservation and Sustainable Natural Resource Management IFC (2012): Biodiversity Conservation and Sustainable Management of Living Natural Resources WB ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	The biodiversity expert finalized 115 post-clearance biodiversity survey reports at the end of October 2024. The reports were submitted to ADB in November 2024. The new 45 spoil locations were surveyed in November 2024, and the biodiversity expert is finalizing the reports in December 2024. MWP continued with the salamander monitoring in the fourth quarter of 2024. October to December monthly reports were submitted to ADB at the end of each month. The rehabilitation of the disturbed area at WA-430 and WA-424 progressed during the fourth quarter of 2024. MWP continued preparing the Biodiversity Offset Management Plan (BOMP) in the fourth quarter of 2024. The offset calculation was concluded after discussions from October to November 2024. The high-level discussion between MWP and ADB was organized in the first week of November 2024, followed by the finalization of the offset site suitability assessment report, discussion on the offset funding mechanism, and the workshop on the offset site selection with community and relevant district and province GOL. MWP continued with the full operation of three checkpoints to control site access of unauthorized persons and vehicles to key biodiversity areas in zones 3 and 4.

Applicable Requirements	Description of requirement	Compliance Status as of December 2024
		The community nursery that forms part of site rehabilitation and restoration implementation was established at Dak reun Village with 5,000 tree seedlings (67% of Asianfagaceae and 33% of *Castanopsis indica*), Dak Cheung Village with 2,500 tree seedlings (35% of *Eugenia axillaris*, 17% of *Pinus kesiya*, and 49% of Asianfagaceae), and Dak ran with 2,500 tree seedlings (54% of *Castanopsis indica*, 40% of Asianfagaceae, and 3% of *Keteleeria evelyniana*, 2% of *Magnolia bailloni*, and 1% of Cinnamomum verum). MWP continued monitoring the nursery work. MWP is progressing with physically removing invasive species within the project area since December 2024. The invasive species being removed include *Acmella ciliata*, *Ageratina Adenophora*, *Ageratum conyzoides*, *Calliandra houstoniana*, *Bidens Pilosa*, *Chromolaena odorata*, Crassocephalum, *Imperata cylindrica*, *Lygodium japonicum*, Mesosphaerum, *Mikania micrantha*, *Mimosa diplotricha*, *Mimosa pigra*, *Mimosa pudica L.*, *Miscanthus sinensis*, *Psidium guajava*, *Sida acuta*, *Spermacoce alata*, *Sphagneticola trilobata*, *Stachytarpheta*, and *Urena lobata*.
	ADB (2009): International standards and practice for pollution prevention and control technology such as the World IFC (2012): Resource Efficiency and Pollution Prevention WB ESS 3: Resource Efficiency and Pollution Prevention and Management	Regularly maintained and improved wastewater retention ponds at temporary worker camps and associated industrial facilities. Regularly maintained and improved the hazardous storage facilities. Continued with the quarterly air and dust quality monitoring Continued with the internal environmental compliance monitoring recording, tracking and following up. Continued with the weekly hazardous material and hazardous waste monitoring, monthly inventory and quarterly audit Continued with waste management implementation, including landfill operation, maintenance and reporting. Continued with erosion and sediment control across the project site including spoil disposal areas. Continued with quarterly water quality monitoring for ambient surface and effluent discharge.

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Table C-2: Compliance with Social Requirements

Applicable Requirements	Description of requirement	Compliance Status as of December 2024
Construction		
ADB Safeguard Policy Statement IFC Performance Standard GoL Decree 84 on Compensation and Resettlement	ADB Safeguard Resettlement 2 (SR2): Involuntary Resettlement IFC Performance Standard 5 GoL Articles 36-39 and 64 Public involvement and disclosure of project information	Completed: Government level: Conducted consultation with relevant local government (RC, RMU) to present the construction plan, its impacts, and entitlements for Project Affected Persons (PAPs). Engaged RMU at the provincial and district levels in village consultations. Community level: Disseminated project information and the construction plan, including the processes of land acquisition, heritage protection, compensation, community development programs and the livelihood restoration plan to PAPs. Disclosed summary of RP, and CEGDP. Refreshed the grievance mechanism (GRM) for Project Affected Persons (PAPs) in the project areas. Continuing: The Project continues to implement programs in alignment with ADB, IFC, and GoL policies, focusing on engaging with government authorities and communities. Efforts include ongoing dissemination of project information, active operation of the grievance mechanism (GRM), and implementation of commitments under the Resettlement Plan (RP), CEGDP.
	ADB SR2 Land Acquisition	Completed: The land acquisition program was successfully completed in September 2024
	ADB and IFC Compensation GoL Articles 9 and 17 Articles 23-25: Compensation value and settlement	Completed: Finished all compensation for assets affected by the project, including the inflation top-up payment. Continuing: Additional compensation may be required if new impacts arise
	ADB and IFC Land lease for temporary land impacts	Completed: Completed Land lease and impacted asset compensation payments to landowners for construction activities such as concrete batching plants, laydown yards, worker accommodation and spoil disposal areas. Continuing: land leasing may be required if additional land is needed to support ongoing activities. Any such requirements will be addressed in compliance with ADB, IFC, and GoL policies, ensuring transparent

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Applicable Requirements	Description of requirement	Compliance Status as of December 2024
Construction		
		consultations and agreements with relevant stakeholders and affected communities.
	ADB and IFC Socio-economic survey of affected households (SESAH)	Completed: The SESAH for all affected households was conducted in May and June 2024, with data analysis and validation completed in Q3 2024. An additional survey for the remaining households was carried out in December 2024. Continuing: The data analysis and SESAH report are targeted for completion in Q1 2025.
	ADB and IFC Significant Affected households (SAH), vulnerable households and gender issues.	Completed: The list of vulnerable affected households was finalized and approved by the RMU in Q3 2024. Following this, the transitional support and livelihood restoration program were initiated in Q4 2024. Continuing: The implementation of livelihood restoration program for vulnerable households is currently ongoing.
	ADB and IFC Information disclosure	Completed: Summaries of the RP, CEGDP, and PAP entitlements were disclosed in all 29 villages within the Project area. Copies of the RP, CEGDP, public information booklets, project information, and GRM posters were distributed to PAPs during consultations. The grievance mechanism (GRM) for Project Affected Persons (PAPs) was refreshed in Q4 2024. Continuing: Information disclosure activities are ongoing.
	ADB and IFC Grievance Redress Mechanism	Completed: At project level: Established grievance redress mechanism (GRM) monitoring system. Appointed GRM focus personnel of MWPC and PC for managing and resolving complaints and grievances related to MWPC and contractors' activities. Established GRM taskforce from MWPC, EPC, RMU local government, and village GRM committee for implementing GRM resolution (investigation and coordination meetings) Provided GRM training for MWPC, PC, and its subcontractors

Applicable Requirements	Description of requirement	Compliance Status as of December 2024
Construction		
		Established GRM committee integrated into the village administrative authorities and provided GRM training. PAPs have been informed about GRM and a GRM Poster has been provided for display at the village hall. Continuing: Implementing resolutions of pending GRM cases and actions being taken for new grievances as they arise.
	ADB and IFC Livelihood Restoration Article 7: Criteria for a developed household	The livelihood restoration program implementation began in Q4 2024 and is currently ongoing.
ADB Safeguard Policy Statement IFC Performance Standard	ADB Safeguard Requirements 3 (SR3): Indigenous Peoples Plan (IPP) and physical cultural resources safeguard requirements	Completed As of December 2024, the Monsoon Wind Power Project successfully completed the construction-phase CDP in compliance with the Concession Agreement and safeguard policies. A total of 87 interventions were implemented across 29 villages in Sekong and Attapeu provinces, benefiting over 68,000 people. The program addressed six thematic areas—education, health, livelihoods, infrastructure, culture, and empowerment. Key achievements include health services and targeted livelihood programs such as coffee production and solar energy kits. Infrastructure upgrades and cultural activities further strengthened village capacities and community engagement. Continuing: As planned, the CDP construction phase will continue into the next quarter, focusing on the completion of remaining activities already scheduled and budgeted.

Table C-3: Compliance with Labor Requirements

Applicable Requirements	Description of requirement	Compliance Status as of December 2024
ADB Social Protection Strategy (2001), Core Labor Standards (CLS), IFC PS2	Freedom of association and collective bargaining: Ensure workers have the right to form and join trade unions and bargain collectively.	Workers have been informed of their rights under national law and ADB/IFC standards. No restrictions reported. No labor-related grievances received through the Worker Grievance Mechanism (W-GRM).

Applicable Requirements	Description of requirement	Compliance Status as of December 2024
	Prohibition of child labor and forced labor: Ensure no children or coerced laborers are employed in any part of the project or supply chain.	Labor contracts of contractors and subcontractors reviewed. No evidence of child labor or forced labor found. Monthly site audits conducted. Contracts include standard clauses prohibiting these practices.
	Non-discrimination and equal opportunity: All hiring and employment decisions must be free from discrimination based on gender, ethnicity, religion, etc.	Hiring policies promote equal opportunity. Women are employed in administrative and community liaison roles. Non-discrimination posters displayed at worker camps. No complaints reported under this category.
	Ensure safe working conditions, provide safety gear, training, and procedures for reporting incidents	All workers provided with PPE. OHS orientation and weekly toolbox meetings conducted on-site. Site safety inspections performed monthly.

2. Compliance with National and Local Laws and Regulations

Table C-4: Compliance with Environmental national and local laws and regulations

Applicable Requirements	Description of requirement	Compliance Status as of December 2024
Construction		
Environmental Protection Law (2013)	Article 22: Environmental impact assessment	Continued with review and approval of four Site Specific Environmental Monitoring and management Plans from a total of 63 SS-EMMPs
	Article 23, 24, 25: General requirements to develop and implement environmental management and monitoring plans, use clean technology and comply with the environmental standards, prevent and control pollution and clean-up and rehabilitate the environment in case of accidental release of hazardous chemicals.	Continued enforcement of the Permit to Start Work (PTSW) system. Continued daily and joint-weekly HSE inspection. Implemented the mitigation measures at the spoil area, including stabilization of disturbed slopes and spoil disposal areas with approaches such as benching, surface compaction, installation of retaining wall, silt fencing, and geo-fabric matting. Improved hazardous storage facilities at worker camps, workshops, parking areas and associated facilities. Continued to maintain and improve landfill operation facilities.
	Articles 33, 34, 35: General requirement to strictly comply with the National Environmental Quality	Maintained and improved the household wastewater control systems at each worker camp to avoid direct discharge into the natural environment.

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Applicable Requirements	Description of requirement	Compliance Status as of December 2024
	Standards and the National Pollution Control Standards.	Improvement and maintenance of sedimentation ponds to the crushing plant to minimize anticipated overflow of sludge and pollutants into the natural environment. Regularly monitored the air quality and noise and implemented dust suppression in residential areas subject to air pollution and noise nuisance. Conducted quarterly water quality monitoring and regular site inspection to ensure the treatment facilities function effectively. Continued with regular visual inspection and monitoring of spoil runoff quality at spoil disposal site where stream within 50 meters downwards. Conducted quarterly water quality monitoring (both effluent and ambient) by a third party. Conducted monthly air quality and noise monitoring
	Article 38, 39 and 40: General requirements to handle, treat and dispose of general and hazardous waste per specific regulations and to control and monitor potential pollution.	Continued daily and weekly inspection to control the general waste and hazardous waste movement and disposal in the project site. Continued with full operation and maintenance of landfill. Continued with maintaining with a local licensed contractor for recycled waste and hazardous waste treatment and elimination. Implemented the hazardous material and hazardous waste inventory, auditing and reporting.
The Decree on National Environmental Standards, No. 81/GOL, dated 02 February 2017	Article 10, 11, 14: Determines the surface water, groundwater and effluent quality effects and discharges by the project's operation activities.	Continued quarterly water quality monitoring (ambient and effluent) against the standards of different classes of waterways and different activities.
Agreement on Management of Industrial Chemicals No. 1041/MOIC dated 28 May 2012	General requirements for management of hazardous chemicals	Developed hazardous material management and handling procedures, including MSDS and inventory of monthly tracking; import/waste generates, used/disposed and remaining/balance. Implemented the inspection and audit of storage and management.
Wildlife and Aquatic Law (2007)	Article 25: wildlife and aquatic protection Article 53: General prohibitions	Continued with the full operation of three checkpoints to control site access of unauthorized persons and vehicles to key biodiversity areas in zones 3 and 4. Continued daily monitoring of the construction sites for better wildlife and aquatic protection.

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Applicable Requirements	Description of requirement	Compliance Status as of December 2024
Forest Law (2019)	Article 57: Reforestation Article 46: Forest protection	Please refer to the above status on the ADB, IFC, and WB safeguard requirements and Article 25 of Wildlife and Aquatic Law.

Table C-5: Compliance with Social national and local laws and regulations

Applicable Requirements	Description of requirement	Compliance Status as of December 2024
Construction		
Decree on Compensation and Resettlement Management in Development Projects No. 84/NA, 2016; and the Law on Resettlement and Vocation, No. 45/NA, 2018	Article 2 allows compensation in the form of land, materials, or money for losses caused by development projects, based on the assessed value. Article 3 mandates that displaced individuals are resettled in new locations, chosen by majority vote of the affected people. Article 9 requires project owners, alongside local committees, to determine compensation value through consultation with affected households, using state, market, or average prices, depending on property type and location.	Completed: The Project successfully completed its land acquisition and compensation process, ensuring fair and equitable outcomes for all AHs across Dak Cheung, La Mam, and Sanxay Districts. The application of a 33.57% inflation top-up ensured that compensation remained aligned with current market conditions. By adhering to both national legal frameworks and international standards, including ADB's SPS, the Project effectively addressed the social and environmental impacts of its operations. Accountability and transparency were maintained throughout the compensation process through the implementation of robust record-keeping and database management systems. The SESAH was conducted in May-June 2024, and the final list of VAHs was validated and endorsed by the RMU. Eligible households received transitional support focused on addressing economic displacement, as no resettlement or relocation was required. The implementation of transitional support and livelihood restoration programs followed a clear institutional framework involving government agencies, project teams, and local organizations. The MWP Social Team, with support from the DWG, RMU, and supervision by the RC, provided capacity-building programs to strengthen their roles in program delivery and management. Continuing: The implementation of livelihood restoration program and CDPs are ongoing.
	Article 15 outlines the principles for livelihood rehabilitation. The project owner must provide agricultural land to create new livelihood options and stable income for affected people. Livelihoods must be maintained or improved, and any delays in the plan's completion require an extension request to the local compensation committee. Special attention must be given to vulnerable groups to help them overcome poverty and improve their living conditions, under the supervision of provincial or city authorities.	

Table C-6: Compliance with Labor national and local laws and regulations

Applicable Requirements	Description of Requirement	Compliance Status (as of December 2024)
Lao Labor Law (2013, amended 2018)	Employment Contracts: All workers must have written contracts specifying terms of employment in line with Lao labor law.	All workers employed by contractors and subcontractors have signed contracts. Samples reviewed during monthly compliance checks.
Lao Labor Law; Ministerial Instructions on Labor Management	Wages and Working Hours: Comply with national minimum wage, limit working hours to legal maximums, and pay overtime properly.	Monthly payroll audits confirm compliance. No late payments reported. Random interviews conducted confirm wage and overtime conditions.
Labor Law Article 79; Labor Department Guidelines	Worker Registration and Reporting: All workers must be registered with the District Labor and Social Welfare Office.	Worker lists submitted quarterly to district authorities. Foreign workers registered with the Ministry of Labor and Immigration.
Decree 21/PM on Occupational Safety and Health (2013)	Occupational Health and Safety (OHS): Provide PPE, conduct training, maintain safe work conditions, and report incidents.	All sites have designated safety officers. PPE distributed and weekly toolbox talks held. Two minor incidents reported and logged.
Labor Law Article 97	Social Security Enrollment: Employers must enroll eligible workers in the national Social Security Fund (SSF).	Ongoing. All long-term workers enrolled. Remaining cases under review.
Labor Law Articles 130–138	Grievance and Dispute Resolution: Establish mechanisms for workers to report issues and resolve disputes internally or via Labor Office.	Worker Grievance Mechanism established in all camps. Posters in Lao and Vietnamese displayed.

D. SIGNIFICANT ENVIRONMENTAL AND SOCIAL EVENTS

The Environmental, Health, and Safety (EHS) events are summarized in the following tables.

Table D-1: List of Significant EHS events

Items	Description	Corrective action plan	Status
CAP#1.1	Biodiversity & Potential Economic Displacement. Widespread inadequate control of spoil materials in work areas. Poor implementation of erosion measures potentially causing significant impacts to community land and natural habitats. (REPEAT FINDINGS) References: ADB SR1, IFC General EHS Guidelines, Project Specific Management Plans, previous CAPs.	Require the EPC to provide additional resources to increase the rate at which spoil disposal areas are fully remediated. Verify with the construction engineers and environment/spoil team that the measures are adequate and stable.	Ongoing
CAP#1.2		Ensure that the source of erosion and sedimentation impacting community croplands is rectified and compensated within 2 weeks of verification, including where access has been removed (e.g., Spoil 19).	Ongoing
CAP#1.3		Report actual status of erosion measures implemented at priority sites.	Ongoing
CAP#1.4		Provide updates on the status of the completion of spoil disposal remediation and rehabilitation at the end of every month until completion.	Ongoing

Items	Description	Corrective action plan	Status
CAP#1.5		Implement long-term solutions for the restoration of natural water courses that have been impacted by roadside and spoil disposal sites.	Ongoing
CAP#1.6		Control of spoil materials: Develop a spoil runoff quality sampling plan for taking samples upstream and downstream of each location. Water quality sampling undertaken at all spoil sites where they discharge within 50 metres into a surface water course.	Submitted
CAP#2.1	Remediation of Nam Emoun road has not been completed to a standard that is adequate to manage safety and environmental impacts and risks.	Completion of environmental works (including validation by Monsoon) for rehabilitation of Nam Emoun Road.	Submitted
CAP#2.2		Improved coordination between civil and environmental teams to ensure that the road design and site drainage is adequate such that it does not impact upon the spoil disposal areas.	Ongoing
CAP#3.1	Remediation of Road 16B and has not been completed to a standard that is adequate to manage safety and environmental impacts and risks.	Submit revised landfill hydrological study.	Submitted
CAP#3.2		Landfill site to be redesigned, with the design submitted to the Lenders and LESA. The approved design implemented.	To be discussed with Lender team to provide clarification
CAP#3.3		Maintain and/or reinstate boreholes per the hydrogeologist's recommendations and undertake annual monitoring of the boreholes during the peak of the rainy season.	Ongoing
CAP#3.4		Adapt water quality monitoring parameters to include forever chemicals, heavy metals, and likely pollutants common to landfill leachate systems.	Ongoing
CAP#3.5		Undertake quarterly air quality and odor monitoring.	Ongoing
CAP#3.6		Implement proper waste segregation per the Waste Management Plan.	Ongoing
CAP#4	Wastewater Treatment The package unit of the wastewater treatment system at the main camp is not being used for its designed purpose of treating blackwater or septage and instead is treating both gray and	Develop treatment and appropriately lined (HPDE) retention ponds for the gray water with final filtration by a constructive wetland, with water quality monitoring to ensure that there is no discharge of water that exceeds Lao Surface Water Guidelines.	Ongoing

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Items	Description	Corrective action plan	Status
	black water. It is therefore undersized for this purpose, resulting in the discharge of mixed black and gray water to recently constructed retention ponds that are inappropriately lined.		

Table D-2: List of EHS Non-Compliance

Items	Description	Corrective action plan	Status
CAP#12.1	Location of Tower F2-20 for the 35 kv transmission line is within the agreed 50-meter buffer between transmission towers and the streams where the toad is located.	The road (which is no longer required) adjacent to Tower 22 needs to be removed allowing the slope gradient to be reduced.	Ongoing
CAP#12.2		Slope needs to be revegetated.	Considering not necessary. Some naturally grew on site.
CAP#12.3		Ensure that the area adjacent to the stream is closely monitored to ensure that sediment does not reach the stream (which would become a significant non-compliance) as it considered critical habitat.	Ongoing
CAP#13.1	Drainage ditches on the surface of spoil disposal sites observed to have uneven gradient leading to pooling at some locations and likely to result in fast flowing stormwater resulting in erosion. The discharge point of some drains lack protection leading to erosion on the edge of the slope at the spoil site.	Ensure that drainage trenches on the surface of spoils is evenly graded and checked using and automatic level.	Ongoing
CAP#13.2		Utilize cement-lined drains designed to slow the flow of stormwater particularly at locations where the spoil is above community land or infrastructure.	Ongoing
CAP#13.3		Discharge points of these drainage trenches be protected against erosion through the use of concrete steps or other mechanical means of preventing erosion.	Ongoing
CAP#14	Various observed EHS non-compliances in worker accommodation camps and construction sites, including:	Improve monitoring of compliance with relevant environmental and social management plans (including hazardous materials management plan, waste management plan, workers camp management plan).	The issues found were resolved. Ongoing monitoring

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Items	Description	Corrective action plan	Status
	(1) Incomplete spill prevention kits at hazardous waste collection sites. (2) Uncontained compressed gas at mechanical workshops. (3) Broken admixture containers at batching plant 2. (4) Inaccessible toilets at T-61.	Issue NCR and implement necessary remediation measures.	

Table D-3: List of Significant Social and Labor events

Items	Description	Corrective action plan	Status
CAP#5	EPC has only 78% closure rate versus 95% of Monsoon Wind on 1 December 2024.	100% Closure of all outstanding cases filed before mid-October 2024.	Ongoing
CAP#6	Need to compensate lost NTFP income in 26 villages and replace lost NTFP area.	Complete the preparation of expenditure plan 18 villages for NTFP compensation and for the 6 villages which just submitted their proposed expenditure. Complete the determination of NTFP income loss for 3 additional villages and implement above actions. Completion Report of NTFP Compensation Payment of 24 villages.	Submitted
CAP#7.1	Submission of SESAH report.	Survey the remaining 182 HH.	Submitted
CAP#7.2		Submit the tabulated data of all the surveyed households including information on the number of HH who lost 10% or more of their landholding and estimated amount of income loss of each HH.	Not yet due
CAP#7.3		Submit the full SESAH report.	Not yet due
CAP#8.1	Livelihood program especially for those rendered vulnerable.	Individual Livelihood Plan for Vulnerable Households, satisfactory to ADB.	Partial Submitted
CAP#8.2		The Livelihood Program implementation will begin after approval of ADB on the 10 Individual Livelihood Plan for Vulnerable Households.	Ongoing
CAP#8.3		Detailed implementation plan (Gantt Chart) for Individual Livelihood Plan for the rest of the affected HH.	Submitted

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Items	Description	Corrective action plan	Status
CAP#9.1	Need for Construction Phase Village CDP of all affected villages.	Done but submit the MOM of 2 villages (Dak Bong and Dak Xieng) and attendance sheet for 4 villages (Dak Yen, Ta Ok Noi, Dak Dor, and Dak Dom).	Submitted
CAP#9.2		The letters were disseminated to Dak Terb and Tunglou villages informing them that long-term development needs can be incorporated into the operations-phase CDP. This topic was further discussed during the subsequent CDP-OP progress update consultations with the communities.	Submitted
CAP#10	Some workers (Sino10) reported through GRM that their salaries were delayed which was tagged closed without adequate investigation and evidence.	Ensure all workers have individual payslips to be signed by worker in duplicate upon receipt of salary. One is for the worker and the other is for record keeping of the employer/subcontractor.	Submitted
CAP#11	As reported by a villager from Dak Kung, he was hired by SINO10 through a recruiter (Mr. Ali) to work on drainage construction for 20 days based on verbal agreement and no employment contract was signed. His salary was paid through the recruiter who ran away with the money.	Conduct a comprehensive investigation on the issue of illegal recruitment to determine if there are similar incidents (if any) and share the investigation report with corrective action plan.	Submitted

Table D-4: List of Social and Labor Non-Compliance

Items	Description	Corrective action plan	Status
CAP#15	PC1 workers having their wrong ages displayed in access cards.	All workers must have access cards displaying correct information.	Ongoing
CAP#16	The security guards (LSSS, military security) are not provided PPE.	The security guards need to be provided PPE (or at least have a PPE set ready), and trained on how to use PPE, in the case they need to come inside the construction area/high risks area to assist in the response to an incident/accident.	Submitted

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E. STATUS OF ESMP IMPLEMENTATION

1. Management System Certification and/or Audit

There was no management system certification and/or audit applicable for the third quarter of 2024.

2. Project-specific EHSS Management Plans

A summary of the development and implementation of the site-specific Environmental, Health, Safety, and Social (EHSS) management plans, including but not limited to:

Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	Challenges/ Outstanding Actions	Catch up Plan (as necessary)
1. UXO Clearance Management Plan			
Risk of accident and loss, especially to workers who directly perform on the ground and underground works.	Completed UXO survey and clearance for the two locations of spoil area extension at quarry site and construction wastewater retention ponds extension at crushing plant	-	-
Miss out or lack of Monitoring and Evaluation	The EHS Unit continues to monitor and communicate about the UXO survey result and any potential risk with the project staff and the relevant State agencies.	-	-
2. Occupational Health and Safety (OHS) Management Plan			
Electrical hazard during pre-commissioning and commissioning activities.	1. MWP and EPC contractor **implemented strictly LOTO Procedure:** ensured all energy sources are de-energized and tagged during maintenance. 2. MWP and EPC contractor ensured all the workers, technician, supervisor have been trained on electrical safety, emergency response, and proper equipment use, LOTO procedures. 3. MWP and EPC ensured to use insulated tools and suitable PPE: ensured all workers wear appropriate personal protective equipment (PPE), such as insulated gloves, arc-rated clothing, and safety boots. 4. MWP and EPC performed regular inspections, checked all equipment, wiring, and connections for faults or damage before use. 5. MWP and EPC contractor ensured clear signage and barriers are used on site to mark hazardous zones and restrict unauthorized access to energized areas. 6. Controlled the access to energized areas with exit/out log sheet to ensure only trained/authorized person can access and	-	MWP and EPC contractor are supervising closely on site.

Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
	work in energized areas with proper permit to work. 7. Emergency Preparedness: Keep fire extinguishers, first aid kits, and emergency response plans readily available.		
Worker transportation on site.	EPC contractors conducted the safety training/ defensive driving training for the worker and driver. EPC contractor provided the proper vehicle for worker transportation. EPC contractors conducted a random check on-site to identify the unsafe conditions. The MWP team inspected any unsafe worker transportation cases and implemented strict enforcement.	The project is large and takes a long time to travel. Roads on the project have many curves.	MWP and EPC contractors will continuously supervise the transportation of workers.
Fire hazard at substation areas. The sensitive electrical equipment/cabinet at substation areas could be a high risk.	The hot work procedure is issued and implemented on-site to control the hot work activities. Provided fire extinguishers at substations for any fire case. Regular inspections and housekeeping are conducted to minimize waste and flammable substances in substation areas. Shelter and smoking areas are designed at the proper location. Daily toolbox talk is used to remind all the working team about the fire hazard at substation areas and the measures to mitigate the fire hazard. EPC contractor conducted the fire emergency drill.	-	-
3. Water Quality Management Plan			
Negative impacts on aquatic and terrestrial animals and human health, especially staff and workers who work for the project.	Installed wastewater treatment and control systems for the project's associated operation site and facilities. Regular monitoring and sampling are conducted to confirm discharge quality	-	-

Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
	against Lao National Environmental Standards.		
Impact on workers' health from the supply of contaminated water and drinking water.	Clean potable water is provided for project personnel	-	-
Impact on water source from the use by the construction activities, such as the repair of heavy construction machinery, constructions, temporary and permanent camps and others;	Designated indoor maintenance areas. Conducted regular inspections and monitoring. Monthly inspections and audits are in place. Provided spill response and hazardous material management awareness training with a regular refreshing toolbox.	-	-
Release of contaminated water from stone crusher and concrete mixer (if any) for serving the construction of the project;	Sedimentation control facilities have been provided for the associates' industrial areas. Conducted regular inspections and maintenance of the wastewater control systems Conducted quarterly monitoring and sampling of the wastewater against Lao National Environmental Standards. Implemented corrective action for non-compliance and/or water quality exceeding the guidelines.	-	-
Pollutants in the water source exceed the specified standards, such as BOD, fecal Coliform, oil, and grease from construction workers' camps and permanent camps;	Domestic wastewater is controlled as a closed system within septic tanks and retention ponds. Oil traps and food waste traps were installed. Conducted regular inspections and maintenance of the wastewater control systems Conducted quarterly monitoring and sampling the wastewater against Lao National Environmental Standards. Implemented corrective action for non-compliance and/or water quality exceeded the guidelines.	The deterioration of wastewater collection/holding (septic) tanks and facilities. The accumulation of inner sewage and sludge resulted in facilities are full.	Maintenance and repair the facilities to maintain its functional Empty the sludge for disposal following the sewage disposal SOP.

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
4. Spoil Management Plan			
Sedimentation and erosion in the rainy season cause contaminated water in the natural water sources and issue with water utilization.	The spoil rectification plan (register, risk and priority matrix, timeframe) has been developed. Spoil erosion and sedimentation control are being implemented. Conducted regular monitoring. GRM system is in place to address any grievance-related cases.	Weather conditions and steep slope conditions	Revisit the method (adaptation/adoption) for mitigation measures for the feasible engineering solutions based on lessons learned
5. Soil Erosion and Sediment Control Management Plan			
Erosion of soil into natural streams, especially during the rainy season, causes turbid and dirty water.	Cut-off drains, check dikes and sediment sumps were installed at prioritized sites.	Weather conditions and steep slope conditions	Revisit the method (adaptation/adoption) for mitigation measures for the feasible engineering solutions based on lessons learned
Soil erosion and landslides occur during the construction especially newly cleared roads in areas with slopes.	A Soil erosion management plan was developed. Erosion control, such as silt fencing, matting, and grass seed sowing, has been implemented in sensitive locations.	Weather conditions and steep slope conditions	Revisit the method (adaptation/adoption) for mitigation measures for the feasible engineering solutions based on lessons learned
6. Construction Material Sourcing Management Plan			
Located in forest defined as Natural Habitat, within a natural stream, within local community and heritage sites (including graveyards). Potential affect or effects on nearby communities.	Completed pre-construction biomass clearance survey to confirm the selection of the Site. Developed SS-ESMMP to manage the potential risk of impactions	-	-
Soil erosion and sediment runoff from extraction site	Developed SS-ESMMP to manage the potential risk of impactions	-	-
7. Traffic Management Plan			
Driver management	1. MWP and EPC contractor maintained the register of authorized drivers and their qualifications. Ensured only allow trained and	-	MWP and EPC contractor will

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
	licensed drivers to operate vehicles and equipment. 2. MWP and EPC contractor developed training program, trained to all drivers about the safety driving training. 3. MWP and EPC contractor enforced a strict no-alcohol and no-drug policy for drivers on site. 4. MWP and EPC contractor conducted the speed monitor to observe driver behavior and enforce rules. 5. MWP/ EPC installed GPS systems in vehicles to track speed and movement. 6. MWP/EPC did weekly toolbox talk for driver team.		continuous monitor closely on site.
8. Community Health and Safety (H&S) Management Plan including Shadow Flicker Management			
Unauthorized access to the site by local people or curious individuals.	1. Security team is deployed to designated check points to control the access in/out to construction areas. 2. Daytime and nighttime patrol team is doing their duty to check and control overall site. 3. The fence system and CCTV are installed in proper location to control, avoid unauthorized person enter construction areas. 4. Implement strict access control measures, including ID badges for authorized personnel.	-	MWP and EPC contractor will continuous monitor closely on site.
9. Worker's Camp Management Plan			
Hazards of trips and slips in the camp and nearby workshop/maintenance areas.	1. MWP and EPC contractor ensured regular cleaning and maintenance of camp and workshop areas. 2. Removed clutter, tools, and debris promptly from walkways. 3. Installed sufficient lighting in all pathways, workshops, and maintenance areas. 4. Used portable lighting for temporary work zones. 5. Maintained proper drainage to prevent water accumulation in camps or workshops. 6. MWP and EPC contractor conducted regular inspections of camp and workshop areas to identify potential hazards.	-	MWP and EPC contractor will continuous monitor closely on site.
10. Hazardous Material Management Plan			

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
Contamination of land, surface water, aquatic organisms and groundwater from the overflow or leakage during the application, storage, transportation and disposal.	Develop designated areas for storing hazardous materials in compliance with the relevant national and international standards.	-	-
The impacts on the environment and health from the incorrect and inappropriate storage and handling of hazardous substances	Registered the quantity in the Inventory of hazardous materials. Hazard control and verification (MSDS, receipts, proper labeling, sealing) are in place. Regularly provided spill response awareness training and toolbox. Suitable PPEs provided Spill emergency preparedness procedure is developed.	-	-
11. Noise and Vibration Management Plan			
Noise and vibration problems, health and safety of the staff and workers who work on the project, including the public, who are the passers-by in the project area.	Construction activities, which are the project components, especially those that will cause loud noise and vibration, are only carried out during working hours as set out by the Ministry of Labor and Social Welfare. Provided suitable earmuffs for the relevant workers. Conducted monthly noise monitoring/ measurement to identify the noise levels in both construction sites and sensitive public areas.	-	-
12. Air Quality Management Plan			
Particulate matter and other particles from the construction activities may have a negative impact on the health and quality of life of the staff and workers who are working and residing in the project area.	Regularly sprayed water on the road at least twice daily around the camp, public area and access road sensitive. Provided air purifier devices for staff.	-	-

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
Dust, air quality, health and safety of staff and workers who work for the project including the public who are passers-by in the project area.		-	-
13. Waste Management Plan			
Wastes from the construction activities may cause impact to the environment and human health.	Waste is controlled and disposed of at a designated Project's landfill.	-	-
Wastes may cause contamination of surface water and groundwater from the overflow or leakage during the storage, transportation and cause harm to the environment.	The landfill was designed in compliance with the international standard of HDPE lining and Leachate control system. A waste management plan including segregation, disposal procedure and transportation has been developed and implemented with regular monitoring.	-	-Landfill operational procedures are under discussion with LESA.
Air pollution when the wastes are burned disorderly without segregation.	Burning of garbage is strongly prohibited in the project. Air quality monitoring has been implemented at a landfill and nearby communities on a quarterly basis.	-	-
Occurrence of various diseases from vectors due to contamination of hazardous rubbish and wastes.	Waste management awareness training has been provided.	-	-
14. Emergency Preparedness and Response Management Plan			
The occurrence of serious events such as fire, accident, etc.	Conduct regular emergency drills and continue monitoring and identification of risk and mitigation.	-	-
15. Local Content and Influx Management Plan			
HR Policy	Continued the implementation of HR policy to ensure the labor and working conditions of all Project employees are aligned with the national regulations and the international requirements.	-	-
Employees register at the sites.	Continued with the monthly workforce report and the accommodation worker camp residential log.	-	-

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
Worker Code of Conduct is implemented for all the subcontractors	This worker code of conduct is provided to all workers at contract signing and explained during induction.	-	-
The Workers Grievance Mechanism is implemented on all the sites	Implemented the grievance mechanism. Grievance boxes are located at suitable locations on-site and any worker accommodations.	-	-
Workers Grievance Register is implemented.	All the subcontractors use the worker GRM tracker. Continued with monthly reporting on the worker GRM cases.	-	-
Labor and Working Condition Management	Working Conditions and Terms of Employment information related to working conditions and terms of employment, such as wages, benefits, hours of work, or overtime arrangements, will be communicated to all employees. The contractor's Project Manager continued to ensure that employees, sub-contractors, and visitors were aware of safety procedures. Continued to ensure that all equipment, plants, and substances used are suitable for the task and kept in good working condition, including regular maintenance and servicing of equipment. Continued to provide adequate training, information, instruction, and supervision.	-	-
16. Wind Equipment Management Plan			
Obstruction of public transportation due to the size of convoy and potential accident which may block the road.	The logistic arrangement has been prepared in advance since the public announcement along the route, traffic control team, coordination with the local entities and the emergency response team on standby to immediately response to the emergency.	-	-
Risk of vandalism which may consequences in property damage/loss.	The security team escort the logistic convoy and implementation of the security control on the storage site.	-	-
17. Biodiversity Action Plan			

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	Challenges/ Outstanding Actions	Catch up Plan (as necessary)
Implement appropriate biodiversity buffer zones from core areas of primary forest.	All the construction sites have clear working boundaries marked with fences and signage and are regularly monitored.	-	-
Undertake micro-siting of construction camps, batching plants, turbines, substations and roads to avoid least-impacted primary forest habitats.	Micro-siting was conducted at all construction sites before construction work.	-	-
Compile and implement Construction Method Statement for working in natural habitats	Method Statement for working in natural habitats was prepared accordingly.	-	-
Compile and implement a post-construction habitat restoration plan for temporary areas used during construction	It is in progress and aligned with the site restoration and rehabilitation plan. (see the point 22 below)	-	-
Compile and implement a post-project (after decommissioning) habitat restoration plan for areas disturbed during decommissioning and where site infrastructure is removed.	The decommissioning is scheduled to start in the second quarter of 2025.	-	-
Develop and implement appropriate access management plans and suitable control measures to restrict access and unnecessary disturbance of natural habitat	MWP continued with the full operation of three checkpoints to control site access of unauthorized persons and vehicles to key biodiversity areas in zones 3 and 4.	-	-
Where known species of protected/Red Data Listed plant species occur and are at risk of being destroyed, prepare and implement a protected plant rescue and translocation plan and programme (this includes all CH-	The impact on important plant species will be compensated under the MWP Biodiversity Offset Management Plan (BOMP), which is progressing in preparing the plan.	-	-

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	Challenges/ Outstanding Actions	Catch up Plan (as necessary)
qualifying species, CR/EN species and any species potentially 'new to science')			
Compile and implement appropriate Construction Method Statement for working in watercourses (for implementation at all stream crossings), this is to be informed by good practice guidelines on construction methods, such as SEPA (2009)	Method Statement for working in watercourse - stream crossings - was prepared accordingly.	-	-
Compile and implement a suitable post-construction restoration plan for stream beds and banks modified but not entirely transformed by construction activities, any bare soil surfaces need to be revegetated as soon as practically possible to reduce erosion risk	The re-vegetation is being progressed at the spoil area as per the site restoration and rehabilitation plan (see point 22 below).	-	-
Schedule habitat clearance, grading and road construction activities outside of CH-qualifying and CR/EN species' breeding periods were known	The remaining construction activities are not within or near the species' breeding location.	-	-
Shepherding protocol to be prepared and implemented where any construction work takes place that clear/damage habitat to check areas to be worked in prior to construction and remove or shepherd wildlife to safety in adjoining forest or habitat (species considered to be dangerous or	There were no records of incident.	-	-

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	Challenges/ Outstanding Actions	Catch up Plan (as necessary)
poisonous/venomous to be handled by professionals)			
Develop and implement a post-construction fatality monitoring protocol for birds/bats	The Initial Post Construction Fatality Monitoring (PCFM) protocol draft was submitted to ADB in December 2024. The Wind Wildlife Expert (WWE) procurement is in progress.	-	-
Maintain connectivity around or across linear infrastructure (roads primarily) through use of appropriate animal crossings suitable for small mammals and slow-moving reptiles such as tortoises in particular	Continuous monitoring and maintenance were carried out accordingly afterward.	-	-
Compile and implement a suitable Invasive Alien Plant (IAP) species control plan and programme.	The draft Invasive Species Management Plan was further revised in August 2024. MWP is progressing with physically removing invasive species within the project area since December 2024.	-	-
Compile BAP with offset strategy to compensate for residual forest impacts	The residual impact will be elaborated into the MWP BOMP, which is progressing in preparing the plan.	-	-
Access controls at Mt. Phou Koungking	MWP continued with the full operation of three checkpoints to control site access of unauthorized persons and vehicles to key biodiversity areas in zones 3 and 4 that includes the access control to Mt. Phou Koung King	-	-
Construction workers and contractors will be prohibited from hunting or trading in wildlife and forest products, as part of their terms and conditions of employment and will be subject to security checks	Continued daily monitoring of the construction sites for better wildlife and aquatic protection.	-	-
Working at the AZE • A pre-construction survey will be undertaken at the	A monitoring program for *L. xanthops* was also implemented.	-	-

Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
stream crossing location to search for the presence of *L. xanthops* and document locations and potential habitat for this species • Pylons will be positioned outside of the stream and adjacent areas • Pylons will be located outside 50m biodiversity conservation buffer zone • Wherever possible the existing access road network shall be used and no widening or upgrading roads in the direction of the stream channel or across the channel will be permitted • If it is not possible to avoid upgrading existing infrastructure to improve crossing design and flows, a sensitive species survey focusing on amphibians must be undertaken beforehand and the findings and recommendations of such a survey taken into consideration in crossing design and construction			
18. Biodiversity Monitoring and Evaluation Plan (Refer to BMEP monitoring Table **G-9**)			
19. Road Restoration for 16B and Nam Emoun (DP416) Management Plan			
Erosion and sediment runoff	Temporary drainage controls have been constructed.	The mitigation progress is behind schedule.	Revisiting and assessing the site and locations for

Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
			permanent restoration per the proposed and endorsed plan.
Soil Compaction and structure decline	It's planned to be revisited and assessed during the full restoration after transportation.	-	-
Public health and safety concerns	Fences and concrete blocks are installed to ensure community health and safety. The warning signages (sharp curves, speed limit, slow down instructions) to warn traffic are installed	-	-
20. Security Management Plan			
Unauthorized entry to the working area. It can be a risk for construction materials or wind turbine components on site.	EPC deployed the security team in each working area at the laydown yard areas. The security team had the in-out access registration. EPC contractors installed and provided security facilities such as CCTV, security huts, and laydown yard areas. All the laydown yards were equipped with fences and gates to control the come in – come out people. EPC Contractor issued the project ID card for all employees/ workers who work on a project to control and identify unauthorized people. EPC contractor trained the security team to introduce the Code of Conduct for the security team. The EPC contractor arranged for the security patrol teams to check on-site during the day and night. MWP and the EPC contractor closely monitor progress and implement additional security measures at sensitive locations, such as those with turbine equipment and power cables.	-	MWP and EPC contractor will continuously monitor.

Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
	MWP and EPC contractor performed the audit/ inspection to verify the performance of the security team/subcontractor. The alcohol, drugs, firearms and explosives policies are applied strictly on project.		
21. Site Access Management Plan			
Develop and implement appropriate access management plans and suitable control measures to restrict access and unnecessary disturbance of natural habitat.	MWP continued with the full operation of three checkpoints to control site access of unauthorized persons and vehicles to key biodiversity areas in zones 3 and 4.	-	-
22. Site Restoration and Rehabilitation			
All the facilities are de-commissioned according to requirements in the site restoration and rehabilitation plan	The decommissioning is scheduled to start in the second quarter of 2025.	-	-
Ensuring appropriate designs of cut-and-fill slopes for the permanent landforms to be created for the site-specific restoration and rehabilitation	A specific method statement was prepared for the implementation of further interim erosion control measures to support slope stabilization.	-	-
All the roads crossing through natural streams are installed with proper culverts to restore natural streamflow.	Culverts were installed in all the roads crossing through the natural stream.	-	-
Planting the species in the adjacent area to stabilize the stream bank	The revegetation is progressing, including in the adjacent area to the stream bank.	-	-
Establish the nursery, and if the management of the nursery is poor, more training will be provided. High-level training and re-training will be undertaken for the nursery workers.	The community nursery that forms part of site rehabilitation and restoration implementation was established at Dak Lern Village with 5,000 seeds, at Dak Cheung Village with 2,500 seeds, and at Dak Rant with 2,500 seeds. MWP continued monitoring the nursery work.	-	-

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	**Challenges/ Outstanding Actions**	**Catch up Plan (as necessary)**
Planting out the seeds or seedlings from the nursery on the rehabilitated fields following the horticultural practices set out within the plan.	The planting is scheduled as soon as possible from the first quarter of 2025.	-	-
The rehabilitation will be followed up according to the monitoring program of this plan.	The MWP team regularly monitored the progress of re-vegetation outside the nursery plan and management.	-	-
23. Invasive Species Management Plan			
If the Project requires transport of soil from areas outside the Project boundary, those locations should be surveyed to identify the potential presence of invasive species. If identified, this material should be covered with a layer of local clean soil of sufficient depth (30 to 40 cm) to prevent the plant seed from germinating. Alternatively, the spontaneous growth of the invasive species could be prevented by tilling the soil during the plant's early stage of growth.	The Project does not need the soil from area outside the Project boundary.	-	-
During site clearance, if invasive plants are identified, those should be removed. The physical removal method will be considered first. However, if it is ineffective, then the chemical method will be considered upon discussion and approval	MWP has been progressing with physically removing invasive species within the project area since December 2024.	-	-

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	Challenges/ Outstanding Actions	Catch up Plan (as necessary)
from the relevant GOL offices.			
The tree removal should include a soil layer where seeds and rhizomes are contained.	The removal process is on-going, and MWP has not encountered tree removal yet.	-	-
In case of uprooting cannot be implemented, trees should be cut down and tree stumps monitored.	The removal process is on-going, and MWP has not encountered tree removal yet.	-	-
After removal of the invasive species from the area, this shall be restored with native plant species to prevent re-establishment from the invasive species.	The removal process is on-going.	-	-
Restriction of access to high-risk level areas to prevent voluntarily spreading of commercial species within areas with high natural habitat value (in particular Cluster 2 (WTG 212 to WTG 230), Cluster 3 (WTG301 to WTG 307), Cluster 3 (WTG309 to WTG 313) and Cluster 4 (WTG 418 to WTG 434))	The removal process is on-going.	-	-
Invasive shrub and weed plant species found in the project area shall be removed by physical control method. Physical control techniques include mowing, hoeing, tilling, girdling, chopping and involves putting up barriers to prevent spreading, and using tools or machines to "harvest" invasive plants by removing, collecting, transporting elsewhere, and allowing them to	The removal process is on-going.	-	-

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Predicted Impact Issues	Mitigation Measures Committed in the Management Plans		
	Accomplishments	Challenges/ Outstanding Actions	Catch up Plan (as necessary)
decompose in place. Physical control of forest pests includes actions such as hand-pulling, digging, mulching, or manual removal of nests, eggs to cut off life stages of the pest.			
Regularly inspect the construction sites to identify and eliminate any potential breeding sites for mosquitoes that are generated by construction and workers activities. This includes removing stagnant water from containers, tires, and other areas where water can accumulate.	Regular monitoring has been carried out to ensure no stagnant water or potential mosquito breeding sites.	-	-
Ensure proper disposal of construction waste, including materials that can collect water. Dispose of waste in covered containers to prevent water accumulation and potential mosquito breeding.	Waste management is being implemented and monitored accordingly, including to ensure that it does not create any potential mosquito breeding.	-	-

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3. Progress in the implementation of the Resettlement Plan

The project successfully completed its land acquisition and compensation program in Q4 2024, covering a total of 834.4 hectares of private and state land. This includes 329.8 hectares of private land, with 248.2 hectares temporarily acquired and 81.6 hectares permanently acquired, and 504.6 hectares of state land. The most affected land types were agricultural land and forest land with usage rights. Overall, the program impacted 934 households and 1,479 land plots across 26 villages, mainly in Dak Cheung District, where significant impacts on trees, structures, and agricultural products were documented.

The process was executed in three phases:

- Phase I was completed by March 2023 and involved compensation for wind turbines, roads, and related facilities.
- Phase II was completed by December 2023 and addressed compensation for transmission line access roads and foundations.
- Phase III was completed by June 2024 and focused on compensation for the right-of-way of transmission lines.

Inflation-adjusted top-up compensation was applied to Phases I and II. For Phase III, a new policy ensured that top-ups were no longer necessary. The compensation process adhered to legal and project policies, starting with a cut-off date for eligibility. The Detailed Measurement Survey registered affected assets, and compensation rates were established in consultation with local authorities and affected households, with attention to vulnerable groups. All agreements were formalized through Impact Compensation Agreements signed by affected households. A dedicated database system tracked compensation activities.

In total, 28,663,809,028 LAK was distributed across 26 villages in Dak Cheung, La Mam, and Sanxay Districts. The compensation included payments for land, trees, agricultural products, structures, inflation top-ups, and cultural losses. Dak Cheung District received the largest share of compensation. A 33.57 percent inflation top-up was applied to maintain fair compensation, and culturally significant assets were compensated accordingly. The Compensation Completion Report, outlining these activities, was submitted as part of the Environmental and Social Monitoring Report for the last quarter.

Additionally, three villages were affected only by impacts on state land. These are Ban Dak Jom in Dak Cheung District, Sekong Province, and Ban Dak Padou and Ban Dak Xeum in Sanxay District, Attapeu Province. Including these three villages, the total number of communities entitled to the Community Development Program is 29. Based on this land acquisition and compensation information, the project has implemented the Livelihood Restoration Plan and the Community Development Program for the entitled households and communities.

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Mitigation Measures and Compensation for the Loss of Non-Timber Forest Products (NTFPs)

Non-Timber Forest Products (NTFPs), critical community assets, were identified in 27 of the 29 villages within the project footprint.

a) NTFP Field Survey

The NTFP field survey assessed the impact of project activities on NTFP habitats across three phases. Phase 1, conducted from September to October 2023, focused on three pilot villages. The findings revealed that 124.7 hectares, representing 2.7% of the total 4,690 hectares surveyed, were impacted, with Dak Rant experiencing the highest impact at 4.5%. Phase 2, carried out between July and September 2024, expanded to 23 villages across three districts. This phase identified 60 habitat locations in 21 villages, covering a total area of 6,477.86 hectares. Of this, 166.6 hectares (3.6%) were impacted, while two villages, Nonsavanh and Dak Yok, had no affected NTFP habitat areas.

Phase 3, conducted in October 2024 based on ADB recommendations, surveyed three additional villages where no private assets were affected. These villages contained 10 NTFP habitat locations covering 387 hectares, with an average impact of 9%. Dak Padou experienced the highest percentage of impact at 11.6%. Across all phases, the project footprint impacted a total of approximately 328 hectares, representing 2.8% of the total NTFP habitat area of 11,555 hectares.

b) NTFP Compensation Consultations

The NTFP compensation consultation process was conducted in three phases, aligned with the survey implementation. Phase 1, in May 2024, involved consultations in three pilot villages, with payments made in August 2024. Phase 2, covering 21 villages, included consultations and compensation implementation from July to November 2024. Phase 3, targeting three additional villages, was completed in November and December 2024. Community engagement featured focus group discussions, key informant interviews, and transect walks to review survey findings and develop compensation principles. Across these consultations, 408 participants, including 185 women, actively contributed their input.

The communities acknowledged and agreed that the project's impact on NTFP habitats was minimal, and that compensation amounts would reflect the magnitude of the impact. Additionally, the project provided a significant benefit by improving access to NTFP collection sites. Over 135 kilometers of new or upgraded roads now allow villagers to easily reach these areas using motorbikes or farm trucks, a vast improvement over the previous situation, where they had to walk several hours and could carry back only what fit in baskets on their backs. These developments have enhanced livelihoods by making NTFP collection more efficient and less labor-intensive.

c) Compensation Payment

Compensation payments for NTFP were finalized following consultations and agreements with affected villages. Between August and December 2024, 448,350,000 LAK was disbursed to 27 villages, with funds directly transferred to village NTFP fund accounts. In Sekong Province, 23 villages received 415,100,000 LAK, with Dak Terb receiving the highest payment of 62,650,000 LAK. In Attapeu Province, four villages received 33,250,000 LAK, with individual payments ranging between 7,350,000 LAK and 9,800,000 LAK. These efforts reflect the project's commitment to compensation, addressing impacts to NTFP areas identified during field surveys.

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d) Village Proposals for NTFP Compensation Fund Utilization

Community consultations revealed diverse priorities for utilizing the compensation funds. In Sekong Province, villages emphasized infrastructure improvements, such as constructing or upgrading village offices, repairing water supply systems, and building fences for cultural and administrative facilities. Some villages proposed agricultural initiatives, including coffee nurseries and microfinance programs to support sustainable livelihoods. Investments in IT equipment were also proposed to modernize village administration. In Attapeu Province, priorities focused on agricultural support, including poultry and fish nurseries to enhance food security, as well as water infrastructure projects to expand and repair supply systems. One village proposed allocating funds for cultural events, emphasizing social cohesion and tradition preservation. These tailored proposals highlight the alignment of compensation fund utilization with community needs and sustainable development goals.

e) Conclusion

The NTFP compensation process for the Monsoon Wind Project was effectively completed between August and December 2024. With 448,350,000 LAK distributed across 27 villages, the process addressed community needs while maintaining minimal disruption to NTFP habitats. The strong emphasis on community-driven proposals, prioritizing infrastructure and sustainable development initiatives, reflects alignment with long-term resilience and growth objectives. Despite challenges in participation and transparency, collaborative efforts ensured compliance with national and international standards. Continued monitoring and engagement will be crucial to ensuring the sustainable use of compensation funds and maximizing benefits for affected communities.

A dedicated Compensation Completion Report for the loss of NTFPs is included as an appendix to this ESMR, providing detailed documentation of the compensation process, methodologies, and outcomes for all impacted villages.

In addition to compensation, the Project has implemented livelihood restoration and community development programs aimed at improving living standards within the project's area of influence. These initiatives support sustainable livelihoods, infrastructure development, and long-term growth for affected communities. The progress in implementing these programs, particularly under the CEGDP, is discussed in the next section.

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4. Progress in the implementation of the Community and Ethnic Groups Development Plan

a) General overview: Summary of successes and challenges

The Project is committed to fostering positive and sustainable development within the communities residing in the Project's Area of Influence (AoI). This Community Development Plan (CDP) outlines a comprehensive framework for initiatives aimed at enhancing the well-being of these communities.

The CDP is underpinned by key principles: community participation, sustainability, cultural sensitivity, gender equality, and transparency and accountability. From March 2023 to May 2024, a comprehensive needs assessment was conducted using a continuous and adaptive approach. This process included village-level consultations, household surveys, and focus group discussions with community members, local authorities, and other stakeholders. These participatory methods ensured that the assessment reflected community realities and priorities. The findings identified key areas for support: infrastructure improvement, agriculture and livelihoods enhancement, education and sponsorship assistance, health services, protection and promotion of cultural heritage, and integrated community empowerment.

Based on the assessment findings, implementation strategies were formulated to address identified community needs, and these strategies were reviewed and agreed upon by the PAPs and relevant GoL officials:

- Education and Capacity Building: Establish livelihood education centres, vocational training, scholarships, and skill development training.
- Healthcare and Sanitation: Improve healthcare services, conduct health awareness campaigns, and enhance water and sanitation infrastructure.
- Livelihood and Economic Development: Provide training on sustainable agricultural practices, establish local markets, and support local employment initiatives.
- Infrastructure Improvement: Improve road access, upgrade community centres, and develop waste management programs.
- Cultural and Social Development: Support cultural festivals and traditional arts workshops and implement conflict resolution training.
- Integrated Community Empowerment: Address gender-based violence, promote gender equity, and empower community-led problem-solving.

b) Status of component activities

The Construction Phase CDP was prepared and endorsed by all 29 affected villages. This phase emphasizes inclusive planning to address community needs, incorporating structured consultations that ensure both men and women provide input for gender-balanced priorities. During these consultation meetings, villagers were informed about the potential of short-term and long-term programs. Given the limited time and funding during the construction phase, programs implemented in this period were designed with shorter timelines, while those identified through needs assessments requiring substantial funding and time were prioritized for the Operational Phase CDP. Most major infrastructure improvements and skills development training fall into these long-term initiatives.

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The priorities identified through consultations in May 2024 guided the selection of development programs that focus on community-wide benefits. The plan aligns with the Village Development Plan and the CEGDP, promoting long-term resilience and sustainable development. Selected programs are clearly defined with objectives, outcomes, and beneficiaries, with particular attention to vulnerable households and those who permanently lost assets due to the project. The process adheres to national and international standards for social safeguard compliance, ensuring both immediate and sustainable support for the affected communities.

Each program under the CDP includes a detailed implementation framework with specified timelines, responsible implementers, and evidence of completion. These implementation arrangements were reviewed and found acceptable by both provincial and district-level government authorities. Funding comes from multiple contributors, including the Project, government bodies, and community inputs, with expenses categorized into labor, equipment, training, and other essentials to ensure transparency and accountability. Operation and maintenance arrangements, such as handovers to government management or user group contributions, are documented to sustain outcomes. This comprehensive approach demonstrates the project's commitment to fostering sustainable development and meeting the long-term needs of the affected communities. The CDP outline and an endorsed CDP (from one of the 29 villages as an example) are provided as an Appendix **B**.

The construction phase CDP, initiated in March 2023, aims to conclude by December 2025. During the reporting period from October to December 2024, various initiatives were implemented across the project area. These included school lunch programs, donations of learning materials and sports equipment, and the repair of a school field in Nonsavanh. Clothing donations supported vulnerable households, while free health check-ups and public health service training enhanced community health. Water supply systems and filters were provided in villages like Dak Xieng A and Dak Rant.

To support livelihoods, coffee processing training sessions and discussions on coffee program development were conducted. Cultural preservation was also prioritized through support for the Boun Khao Mai (New Rice Merit) Festival in Dak Cheung District, fostering unity and tradition among communities. Collectively, these initiatives reflect a commitment to improving education, health, livelihoods, and cultural sustainability across the project area.

Table E-1: List of Community Development Program Implementations

Activities	Date	Beneficiaries	Village or Location
School lunch program	Oct 2024	School children	Dak Tiem, Xiengluang, Dak Terb, Trongmuang, Dak Dor, Dak Rant, Dak Muan
Provide transitional support to 32 households		Villager	Dak Tiem, Xiengluang, Dak Terb, Dak Yang, Dak Dor, Dak Rant, Ngondon, Dak Muan, Dak Bong, Dak Yok, Dak Samor
Donate learning materials and sports equipment		School & Community	Dak Terb
Supply food for children			
Organize educational activities			
Donate clothes			
Conduct training on safe driving practices			

Activities	Date	Beneficiaries	Village or Location
Offer free health check-ups for villagers			
Implement a vegetable-buying program		Villagers	Dak Bong, Dak Cheung, Nonsavanh, Ngondon, Dak Dor, Dak Rant
Water filter program		Community	Dak Rant
Supply water system equipment		Community	Dak Xieng A
Conduct discussions on the coffee program for livelihood development		Villagers	Dak Rant, Dak Dor, Ngondon, Dak Muan, Dak Nong, Dak Yok, Dak Terb, Dak Yang, Dak Yaen, Trongmuang
Organize the fourth training session on the coffee program		Community	Dak Tiem, Dak Kang, Dak Lern, Dak Xeum, Dak Samor
Provide shirts for government officials		GOL	Administration Office, Dak Cheung
Donate learning materials and sports equipment	Nov 2024	Village & Community	Dak Yaen
Provide a school lunch			
Organize educational activities			
Donate clothes			
Offer public health services, including free health check-ups for villagers			
Support the village water system		Community	Dak Nong
Repair the school area		School	Nonsavanh
Train the village committee on health services and the management of medicines		Village & Community	Dak Kang, Dak Xieng A, Dak Tiem, Dak Terb, Dak Yang, Dak Yaen, Trongmuang, Dak Lern, Dak Ta Ok Noi, Dak Doung, Pa Or, Dak Nong, Dak Yok, Dak Xeum, Dak Padou
Conduct training on coffee processing techniques		Community	Learning center
Provide transitional support to 40 vulnerable households		VAHs	Xiengluang, Dak Cheung, Dak Dor, Dak Tiem, Dak Muan, Dak Yang, Dak Rant, Dak Terb, Dak Dom, Dak Samor, Dak Yok
Support the Boun Khao Mai (New Rice Merit) Festival	Dec 2024	Community	Dak Cheung District
School lunch program		Community	Dak Tiem, Dak Terb, Trongmuang, Dak Dor, Dak Rant, Dak Muan, Dak Nong
Train the village committee on health services and the management of medicines		Community	Dak Kang, Dak Xieng A, Dak Tiem, Dak Terb, Dak Yang, Dak Yaen, Trongmuang, Dak Lern

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During the reporting period, the project initiated the establishment of a joint committee to oversee the CDP during the operational phase and drafted the Guidelines on the Operation of the Joint Committee and Use of the Community Development Fund (CDF). These guidelines are designed to align with the requirements of CA Clause 4.18, ESAP Clause 7.5, and the commitments outlined in the CEGDP. Additionally, they are consistent with the standards and procedures of the Department of Energy Business, ensuring regulatory coherence. The CDF is intended to support local development across the 29 villages directly and indirectly affected by the project throughout its 25-year operational period.

Figure E-1: Highlights from the Implementation of Community Development Activities

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5. Livelihood Program Implementation

The main objective of livelihood restoration in the Project is to ensure that affected individuals do not face disadvantages. The Livelihood Restoration Plan (LRP) aims to rebuild and improve the economic conditions and well-being of those impacted by providing essential tools, resources, and opportunities. This helps restore or create new income sources, with a focus on vulnerable groups to ensure they can regain financial stability and maintain a decent standard of living.

Livelihood restoration also aims to rebuild the social fabric of affected households disrupted by the Project. The LRP supports sustainable solutions that address both immediate needs and long-term development goals. By assisting individuals in restoring their livelihoods, the Project promotes resilient, self-sufficient households.

The livelihood restoration plan covers affected households, with a particular focus on vulnerable groups in the Project area. These groups are more likely to experience greater adverse impacts due to factors such as poverty, age, disability, gender, or lack of social and economic support. According to ADB criteria, a household is considered vulnerable if it meets at least one of the following conditions:

- Poor households living below the national poverty line[1].
- Households with elderly persons (65+) lacking economic support.
- Households with physically/mentally disabled members requiring care.
- Female-headed households with dependents.
- Landless households or squatters.

While most households belong to ethnic groups, being Indigenous Peoples is not a standalone criterion for vulnerability in this context (Refer to Section 5.7 of the RP (2023))

Transitional Assistance Support

A total of 72 vulnerable affected households (VAHs) were identified using data from the land acquisition and compensation program, SESAH, and household validations conducted through reinterviews, consultations with village authorities, and verification by the Resettlement Management Unit. Household visits were carried out to finalize the preferred forms of support, ensuring alignment with the requirements outlined in the RP (2023).

The assistance was delivered in two phases to address immediate needs and support livelihood restoration. The first phase, implemented in October and November 2024, provided comprehensive support to 32 VAHs, including 21 households in Dak Cheung and 11 in Sanxay. This group, identified as having greater needs, received assistance valued at 251,947,660 LAK. The support package included essential food and non-food items, clothing, school supplies, agricultural tools, and coverage for electric costs, all tailored to meet each household's specific needs. The second phase, conducted between November 19 and 22, 2024, targeted 40 VAHs, comprising 32 households in Dak Cheung and 8 in Sanxay. This phase focused on immediate needs, providing food, basic clothing, school supplies, non-food items, and agricultural tools, amounting to 82,070,007 LAK. In total, transitional support valued

[1] Ministry of Agriculture and Forestry. (2018). Guideline on the Implementation of the Decree on Poverty Graduation and Development Standards. Ref. No. 0830/MAF, Vientiane Capital, 06 April 2018.

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at 334,017,667 LAK was provided, ensuring equity and addressing the distinct needs of both groups. This approach adhered to the requirements outlined in section 6.9 of the RP (2023)[2].

Implementation of the Individual Vulnerable Household Transitional Assistance Plan

The Individual Vulnerable Household Transitional Assistance Plan provided tailored support to vulnerable households impacted by the project. This plan incorporated background information, household profiles based on survey data, and findings from home visits. Specific types of assistance were determined through consultations with household members and village officials, ensuring that support addressed the unique needs of each VAH.

The plan provided a wide range of support items tailored to individual household needs:

- Food Items: Staples such as rice, salt, seasoning sauce, sugar, and cooking oil.
- Non-Food Items: Essentials like warm blankets, mats, kitchen utensils, cooking pots, bowls, spoons, and water buckets.
- Clothing: Age-specific clothing for babies, children, young adults, elders, and warm pants.
- School Supplies: General school items to support education.
- Women-Specific Items: Sarongs addressing the specific needs of women.
- Agricultural Tools: Vegetable seeds, watering cans, and water buckets for farming activities.
- Energy Needs: Assistance with electric costs.

Each household received a tailored assistance package designed to meet its specific needs, considering factors such as household size, age, gender composition, and preferences identified during consultations. After finalizing the requirements, the Project procured and directly distributed the supplies to the households, ensuring transparency and accuracy in delivery. Detailed records of all consultations and agreements were maintained. Feedback from VAHs and neighboring communities has been overwhelmingly positive, reflecting the plan's effectiveness during the reporting period.

A summary of the assistance provided is available in Appendix **C** as an Excel file.

[2] ***The requirement in the RP (2023) -- 6.9 Transitional Support***

Transitional support is provided to the displaced persons when income recovery or livelihood restoration programs cannot be expected at the time of displacement. For example, communities with subsistence livelihoods should be provided with food-based transitional support or in some cases cash support may be provided. If the transition extends beyond the originally intended period, all forms of transitional assistance must be extended as well.

If the livelihood restoration programs cannot be expected at the time of displacement, the Project will provide PAPs with:

- *Food, rice, and other essential food items, such as cooking oil, salt, high protein items such as meat, eggs and other items.*
- *Cash support for compensation of electricity, water supply fees, and other public services.*

Transitional support will be provided for vulnerable households on a case-by-case basis.

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Plan For the Livelihood Restoration

The Livelihood Restoration Plan (LRP) for the Monsoon Wind Power Project is a phased and structured initiative designed to support communities impacted by land acquisition. Emphasizing sustainability and equity, the LRP focuses on restoring and enhancing the livelihoods of AHs while fostering long-term economic stability. Phase I of the LRP targets 20 initial AHs, with activities beginning in December 2024 and continuing into early 2025. This phase includes detailed assessments, such as finalizing socio-economic information to establish baseline data and design tailored support programs that address specific household needs.

The core activities of the LRP emphasize capacity building and infrastructure development as key pathways to restoring and improving livelihoods. These interventions include vocational training to develop marketable skills, programs to enhance agricultural productivity, and initiatives to improve access to market opportunities. The structured implementation timeline ensures systematic delivery, starting with assessments and progressing to skill development and resource distribution.

Participation is a cornerstone of the LRP, ensuring that interventions are closely aligned with the needs, cultural practices, and priorities of affected households. Regular feedback gathered during consultations refines the activities and addresses any gaps. Additionally, the LRP incorporates ongoing monitoring and adaptive management mechanisms, enabling it to respond effectively to unforeseen challenges and maintain its relevance throughout implementation.

The LRP also incorporates innovative approaches to link livelihood restoration with environmental conservation, introducing the concept of Payments for Ecological Services (PES). One key initiative is promoting coffee plantation development within the project area and near wind turbine locations, giving priority to VAHs to enhance their livelihoods while addressing ecological challenges. This strategy discourages slash-and-burn agriculture, reducing fire risks and mitigating PM2.5 pollution. To implement this, the project adopts a revolving approach: AHs are hired to prepare coffee seedlings, which are then distributed to households in need. This not only generates immediate income but also increases the quantity and quality of coffee production in the region.

Additionally, the project focuses on promoting proper coffee processing techniques and developing market linkages to ensure equitable benefits for stakeholders at all levels. By integrating sustainable agricultural practices with improved marketing opportunities, this initiative supports economic diversification and strengthens household resilience. The PES concept aligns with the broader LRP objectives, fostering both livelihood enhancement and environmental stewardship in the project-affected communities.

The LRP exemplifies the Monsoon Wind Power Project's commitment to holistic development by integrating economic, social, and environmental objectives. This strategic approach ensures that affected households not only recover from the impacts of land acquisition but also experience improved living standards and enhanced opportunities. By addressing immediate needs and long-term goals, the LRP contributes to meaningful and sustainable development outcomes for the project-affected communities.

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Table E-2: Individual Livelihood Restoration Plan (LRP) Gantt Chart

Livelihood Restoration Plan - Monsoon Wind Power Project

Activity	Start	Finish	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26	Nov-26	Dec-26	Jan-27
Phase I - 20 AHs																												
Assess																												
- Finalize socio-economic surveys	Dec-24	Dec-24	■																									
- Conduct household visits	Dec-24	Dec-24	■																									
Plan																												
- Develop tailored livelihood plans	Dec-24	Dec-24	■																									
- Hold consultations with AHs	Dec-24	Dec-24	■																									
Implement																												
- Deliver capacity-building programs	Jan-25	Mar-25		■	■	■																						
- Initiate livelihood support packages	Feb-25	Feb-26			■	■	■	■	■	■	■	■	■	■	■	■	■											
Monitor & Evaluate																												
- Track initial outcomes	Jun-25	Jun-25							■																			
- Adjust livelihood plans if needed	Jul-25	Aug-25								■	■																	
- Assess intermediate progress	Oct-25	Oct-25											■															
- Adjust livelihood plans if needed	Nov-25	Dec-25												■	■													
Phase II - 52 AHs																												
Assess																												
- Finalize socio-economic surveys	Dec-24	Jan-25	■	■																								
- Conduct household visits	Feb-25	Mar-25			■	■																						
Plan																												
- Develop tailored livelihood plans	Apr-25	May-25					■	■																				
- Hold consultations with AHs	May-25	Jun-25						■	■																			
Implement																												
- Deliver capacity-building programs	Jul-25	Sep-25								■	■	■																
- Initiate livelihood support packages	Aug-25	Aug-26									■	■	■	■	■	■	■	■	■	■	■	■	■					
Monitor & Evaluate																												
- Track initial outcomes	Dec-25	Dec-25													■													
- Adjust livelihood plans if needed	Jan-26	Feb-26														■	■											
- Assess intermediate progress	Apr-26	Apr-26																	■									
- Adjust livelihood plans if needed	May-26	Jun-26																		■	■							
Phase III - Remaining AHs																												
Assess																												
- Finalize socio-economic surveys	Dec-24	Jan-25	■	■																								
- Conduct household visits	Jun-25	Jul-25							■	■																		
Plan																												
- Develop tailored livelihood plans	Aug-25	Oct-25									■	■	■															
- Hold consultations with AHs	Sep-25	Nov-25										■	■	■														
Implement																												
- Deliver capacity-building programs	Dec-25	Jan-26													■	■												
- Initiate livelihood support packages	Jan-26	Jan-27														■	■	■	■	■	■	■	■	■	■	■	■	■
Monitor & Evaluate																												
- Track initial outcomes	May-26	May-26																		■								
- Adjust livelihood plans if needed	Jun-26	Jul-26																			■	■						
- Assess intermediate progress	Sep-26	Sep-26																						■				
- Adjust livelihood plans if needed	Oct-26	Nov-26																							■	■		

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LRP For the 20 Pilot-AHs

The project prepared the LRP for 20 pilot-affected households focused on tailored interventions aimed at restoring and improving livelihoods following project impacts. These households were identified based on their vulnerability and potential for effective participation in the pilot. Activities completed to date include employing household members in project-related tasks, purchasing local produce such as coffee and vegetables, and supporting other community-based income opportunities.

The LRP for 20 pilot-affected households focuses on supporting those who were impacted by the Project. The plan identifies vulnerable households and provides tailored activities to improve their economic stability and well-being. Key components include employment opportunities, agricultural promotion, and access to education and training. The plan aims to restore and enhance livelihoods while ensuring sustainable development for the affected communities.

During 2024, various activities were implemented to support affected households. These included employing individuals as school meal cooks, purchasing their agricultural products, and promoting high-quality coffee production. These efforts have contributed to stabilizing household incomes and improving their economic resilience. The activities achieved significant outcomes, such as cost savings and increased community participation.

Looking ahead, the plan outlines activities for 2025-2028 to further strengthen livelihoods. Proposed actions include promoting compost production, expanding coffee cultivation, and enhancing household income through sustainable agricultural practices. The plan also emphasizes providing skills training, encouraging savings, and supporting women's active roles in livelihood initiatives. These efforts aim to create long-term benefits for the affected households.

Indicators of success are clearly defined to measure the plan's progress. These include increasing household income, expanding employment opportunities, and promoting community-led activities. Special attention is given to women's participation and educational support to ensure equitable and inclusive outcomes. These criteria guide the implementation and ensure alignment with livelihood restoration goals.

The LRP highlights the importance of community engagement and capacity building. It reflects the project's commitment to addressing the needs of affected households while promoting sustainable practices. By prioritizing vulnerable groups and tailoring interventions to local contexts, the plan aims to create meaningful and lasting impacts on the livelihoods of the affected households.

An overview of the LRP for each individual AHs can be found as an Appendix **D**

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F. STATUS OF ENVIRONMENTAL AND SOCIAL ACTION PLAN

The status of the ESAP commitment is summarized in the following table.

Table F-1: Status of ESAP Compliance

Clause	ESAP Action	Target Timeline	Implementation Status as of December 2024	Next Steps or Catch Up Plan
1.16 (b)	Establish an Environmental and Social Management System (ESMS) in accordance with the definition and requirements of the ESMS as described in the CTA.	31 March 2025	In-progress	ESMS consultant is under arrangement
1.18	Establish and submit for the GOL approval the Environmental and Social Management and Monitoring Plan for the Operation Period (ESMMP-OP).	31 March 2025	Completed final draft	Submission to GoL and Lender
4.2	Conduct detailed surveys for all affected receptors by shadow flickering (including confirmation of the use of the structures and, frequency use and receptors understanding of shadow flickering and measures in place). Additional mitigation measures that may be required after the survey will be finalized and adopted by the Project during **operations phase**	Prior to operation of the turbines causing shadow flicker issues	Completed	Shadow flicker monitoring training is under arrangement
5.7(a)	Monitor implementation of the RP through internal monitoring with detailed records of all aspects of compensation entitlements and payments.	Quarterly until COD, semi-annually during the first three years following COD, thereafter annually	In-progress	Ensure the RP implementation is reported in the quarterly ESMR
5.7(b)	RP External monitoring by independent consultant to report to the Lenders.	Quarterly until COD, semi-annually during the first three years following COD, thereafter annually	In-progress	Ensure submission of the quarterly mission report (BTOR) to the Lenders
5.8(a)	Conduct livelihood impact monitoring mainly by interviewing non-timber forest product collectors, particularly women, during the construction and operation of the project as part of Indicative Monitoring Indicators of the Resettlement Plan.	Quarterly until COD, semi-annually during the first three years following COD, thereafter annually	In-progress	Ensure inclusion in the ESMR and submission of the quarterly mission report (BTOR) to the Lenders
6.3	Develop a Biodiversity Offset Management Plan (BOMP) in consultation with the GOL and biodiversity specialist(s) with experience with BO within the region. The plan shall include an assessment of the project's impacts on habitat and species (while also taking into account any potential cumulative for other projects) management arrangements and actions that provide a level of confidence that the Project will achieve NNL/NG within the Concession Period; and, if an offset area is identified, an assessment of social safeguard impacts to ethnic groups who are accessing the offset area; requisite resettlement plan or	3 months prior to operation of the first turbine	In-progress	-

Clause	ESAP Action	Target Timeline	Implementation Status as of December 2024	Next Steps or Catch Up Plan
	indigenous peoples plan prepared and broad community support obtained if triggered. The BOMP will also outline a funding mechanism necessary to guarantee offset financing for at least the duration of project impacts, secure from risks of changes in project ownership/refinancing/operational profitability, etc. **(Draft)**			
6.3	Develop a Biodiversity Offset Management Plan (BOMP) **(Final)**	31-Mar-25	Not started	-
7.5	Form the Joint Committee for the purpose of implementation of the Community Development Program and develop guidelines for the operation of the Committee and for use of the Community Development Fund, in line with commitments from the CEGDP and include the budget plan throughout Project lifetime. Agree timing, content and procedure of the CDF with the Resettlement Committee, and clarify eligibility of funding activities with affected villages for inclusion in CDPs.	30-Jun-25	In-progress	-
7.9	Disclosure of Guidelines for the use of the Community Development Fund to project affected ethnic groups in 32 villages.	Draft guideline: Sep 2025 Issuance of Final guideline: Dec 2025	In-progress	-

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G. ENVIRONMENTAL AND SOCIAL MONITORING

This Q4 environment monitoring report of MWP provides information and analysis of compliance with the environmental and social obligations of the Project stipulated in the Concession Agreement between the MWPCL and the Government of Lao PDR (GOL), and as required by environmental legislation of the Lao PDR, the ADB Safeguard Policy Statement and IFC Performance Standards. The Company ensures compliance with these requirements through implementation of project specific sub-plans, programmes and activities prepared as part of the Environmental and Social Management and Monitoring Plan for the Construction Phase (ESMMP-CP).

1. UXO Clearance

Per PTSW requirements, we continued to undertake UXO clearance in the first quarter of 2024 for new areas, especially new and re-routed access roads to transmission lines and towers, by a specialised and authorised UXO clearance team. A UXO certificate must be available prior to pre-clearance biodiversity, DMS, and site clearance for construction activities. The certificate is primary evidence for PTSW application and approval. As of December 2024, no additional UXO clearance activity has been requested.

2. Environmental Quality Monitoring

a) Air and noise monitoring

During this Q4 2024, the project conducted regular monitoring of air quality and noise monitoring at 14 stations which are sensitive to dust emission and noise from the construction activities. The monitoring at each station is on one peak hour monitoring basis. The monitoring is implemented at key noise and air pollution sources and sensitive receptors. The monitoring parameters are $PM_{2.5}$, PM_{10}, SO_2, NO_2, TSP, CO, O_3, and noise levels. These parameters are in line with the parameters indicated in Air Quality Management Plan and Noise and Vibration Management Plan. Details of the monitoring schedule and parameters are discussed in Table **G-1** below.

Table G-1: Air quality and noise monitoring schedule of Q4 2024

Monitoring station	Frequency	Required Parameters	Month			Remark
			10	11	12	
Substations (500kV	Quarterly	TSP (in ppm) PM10 (in ppm) PM 2.5 (in ppm) SO2 (in mg/m^3) NO2 (in mg/m^3) CO (in mg/m^3) L_{eq} (in dB)	No			115kV substation can be represented
Substations (115kV #1-4)	Quarterly		Yes			
Crushing Plant	Quarterly		Yes			
Worker Camp #5			Yes			
Batching Plant 1	Quarterly		No			No operation of BP during the month
Batching Plant 2	Quarterly		No			No operation of BP during the month
Batching Plant 3&4	Quarterly		Yes			
Batching Plant 5&6	Quarterly		No			No operation of BP during the month
Quarry Pit	Quarterly		Yes			
Laydown Yard 1	Quarterly				Yes	

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Monitoring station	Frequency	Required Parameters	Month			Remark
			10	11	12	
Laydown Yard 2	Quarterly		No			Quarterly basic. Xienglouang station can be represented
Laydown Yard 3	Quarterly		No			Quarterly basic. Dak Samor station can be represented
Landfill	Quarterly					To be monitored from Q1 2025
Dak Samor	Monthly	SO2 (mg/m^3) NO2 (mg/m^3) TSP (in ppm) PM10 (in ppm) L_{eq} (in dB)	Yes	Yes		Monthly basic
Xieng Luang	Monthly		Yes	Yes		Monthly basic
Dak Cheung Hospital	Monthly		Yes			Monthly basic
Village on DB416 (Dak Dong)	Monthly		Yes	Yes		Monthly basic
Chavan Village				Yes		

The air quality monitoring during Q4 2024 shows that parameters do not exceed Lao National Standards. Even though the values are within the standards, we will continue to maintain our dust suppression activities along roads within the project footprint, especially in residential areas of communities, if necessary. The air quality monitoring results presented in Table **G-2** below.

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Table G-2: Air quality monitoring result of Q4 2024

Monitoring stations	National Standard (ppm, mg/m³, dB)	Oct-24								Nov-24								Dec-24							
		$PM_{2.5}$	PM_{10}	TSP*	SO_2	NO_2	O_3	CO	L_{eq}	$PM_{2.5}$	PM_{10}	TSP*	SO_2	NO_2	O_3	CO	L_{eq}	$PM_{2.5}$	PM_{10}	TSP*	SO_2	NO_2	O_3	CO	L_{eq}
Substations (115 kV#1)	$PM_{2.5}$ = 0.05 mg/m3 PM_{10} = 0.12 mg/m3 TSP = 0.33 mg/m3 SO_2 = 0.13 ppm NO_2 = 0.11 ppm O_3 = 0.20 mg/m3 CO = 30 ppm L_{eq} = 70 dB	0.018	0.024	0.053	0.006	0.010	0.058	0.15	48.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Substations (115 kV#2)		0.020	0.025	0.055	0.007	0.010	0.058	0.14	47.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Substations (115 kV#3)		0.022	0.027	0.059	0.007	0.010	0.058	0.14	45.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Substations (115 kV#4)		0.016	0.020	0.046	0.007	0.010	0.058	0.14	45.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Batching Plant 3&4		0.016	0.021	0.046	0.007	0.010	0.053	0.16	45.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Crushing plant		0.014	0.018	0.042	0.007	0.010	0.059	0.14	46.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Worker Camp#5		0.014	0.018	0.042	0.007	0.010	0.059	0.14	45.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Quarry site		0.010	0.014	0.032	0.007	0.010	0.059	0.14	45.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laydown yard 1		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.011	0.018	0.037	0.006	0.009	0.050	0.16	53.0
Village on DB416		0.015	0.021	0.045	0.007	0.010	0.053	0.16	45.5	0.008	0.011	0.027	0.006	0.010	0.050	0.13	45.6	0.008	0.011	0.027	0.005	0.010	0.050	0.15	45.6
Xiengluang village		0.020	0.025	0.055	0.007	0.010	0.058	0.14	45.6	0.008	0.012	0.027	0.005	0.010	0.054	0.12	45.5	0.008	0.011	0.027	0.005	0.010	0.051	0.16	45.6
Dak Samor		0.018	0.024	0.051	0.006	0.010	0.058	0.15	45.6	0.012	0.016	0.037	0.005	0.010	0.053	0.11	45.6	0.008	0.011	0.027	0.005	0.010	0.054	0.13	45.6
Dak Cheung Hospital		0.017	0.021	0.048	0.007	0.010	0.058	0.14	45.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chavan Village		-	-	-	-	-	-	-	-	0.009	0.014	0.032	0.005	0.010	0.056	0.12	45.9	0.022	0.027	0.059	0.005	0.010	0.052	0.17	45.6

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b) Water quality monitoring

During this Q4 2024 the water quality monitoring stations are maintained with total designated 34 stations that has a potential impacted by the project's construction and operation activities. Some of these monitoring and sampling stations were at the same stations previously defined in the ESMMP-CP and Water Quality Management Plan.

The project continued with closely monitored and maintenance the camp and industrial wastewater detention pond to maintain its functional and effective detention to avoid the leakage and overflows.

The total designated water quality monitoring stations with different effluent types require different parameters, as detailed in Table **G-3** and Figure **G-1** below.

Table G-3: Water quality monitoring sampling location and test parameters

Cat	No.	ID	Coordinates		Station Name	Description	Parameters monitored
			X	Y			
Ambient Surface Water	1	SW_Dow1-Hhet	722231	1701899	Downstream1 Houyhet	Surface Water - Houyhet downstream of construction site Zone 4 camp and batching plant 5&6	- Temperature - pH - Dissolved Oxygen (DO) - Biochemical Oxygen Demand (BOD5) - Total Suspended Solids (TSS) - Total Dissolved Solids (TDS) - Oil and Grease
	2	SW_Dow2-Hhet	717267	1705780	Doenstream2 Houyhet	Surface Water - Houyhet downstream of construction site zone 4A and spoil #47 Nam Emoun Road.	
	3	SW_Up-CreekCa3	739374	1703071	Ustream of creek below camp3	Surface water - Creek upstream of worker camp3	
	4	SW_Up-Hvoon	740758	1702585	Upstream Houyvoon	Surface water - Houyvoon upstream of Main camp &office, O&M camp and Laydown yard3	- Temperature - pH - Dissolved Oxygen (DO) - Biochemical Oxygen Demand (BOD5) - Total Suspended Solids (TSS) - Total Dissolved Solids (TDS) - Total Nitrogen (TN) - Total Phosphorous (TP) - Nitrate (NO3) - Oil and Grease Feco-coliform
	5	SW_Dow-Hvoon	738967	1700602	Downstream Houyvoon	Surface water - Houyvoon Downstream of worker camp 3, main camp &office, O&M camp and Laydown yard, worker camp7	

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Cat	No.	ID	Coordinates		Station Name	Description	Parameters monitored
			X	Y			
	6	SW_Up-Hvy	726949	1695729	Upstream Houyvy	Surface water-Houyvy upstream of camp1, camp7, laydownyard2, crushing plant and batching plant1	- Temperature - pH - Dissolved Oxygen (DO) - Biochemical Demand (BOD5) - Total Suspended Solids (TSS) - Total Dissolved Solids (TDS) - Oil and Grease
	7	SW_Dow-Hvy	721014	1696854	Downstream Houyvy	Surface water-Houyvy downstream of camp1, camp7, laydownyard2, crushing plant, batching plant 1 and quarry site.	
	8	SW_Up-CreekCrP	722028	1696036	Upstream of Creek below Crushing plant	Surface water-Creek upstream of crushing plant, camp 5&6	
	9	SW_Dow-CreekBaP2	729693	1696091	Downstream Creek below Batching plant2	Surface water - Creek downstream of batching plant 2 and worker camp	
	10	SW_UP-CreekBaP2	730268	1696880	Upstream Creek below Batching plant2	Surface water - Creek upstream of batching plant 2 and worker camp and downstream spoil#8, #9, #10 and WA 209, 210, 211.	
	11	SW_Dow-CreekBaP2	729693	1696091	Downstream Creek below Batching plant2	Surface water - Creek downstream of batching plant 2 and worker camp and spoil#8, #9, #10 and WA 209, 210, 211.	
Camp Effluent	1	EF_Main-Ca&of	739732	1702130	Effluent main camp and office	Effluent from main camp and office	- pH - Biochemical Oxygen demand (BOD5)

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Cat	No.	ID	Coordinates		Station Name	Description	Parameters monitored
			X	Y			
	2	EF_Ca-LY1	707577	1691125	Effluent worker camp LY1	Effluent from Laydown worker camp Yard1	- Chemical Oxygen demand (COD) - Total Suspended Solids (TSS) - Total Nitrogen - Phenol - Oil and grease - Total phosphorous (TP) - Residual Chlorine
	3	EF_Ca-LY2	722918	1697620	Effluent worker camp LY2	Effluent from Laydown worker camp Yard2	
	4	EF_Ca-LY3	734688	1696830	Effluent worker camp LY3	Effluent from Laydown worker camp Yard3	
	5	EF_Ca1#1	723932	1696219	Effluent Worker camp 1 #1	Effluent from worker camp1 point #1	
	6	EF_Ca1#2	723872	1696134	Effluent Worker camp 1 #2	Effluent from worker camp1 point #2	
	7	EF_Ca2#1	730272	1696499	Effluent Worker camp 2 #1	Effluent from worker camp2 point #1	
	8	EF_Ca2#2	730305	1696700	Effluent Worker camp 2 #2	Effluent from worker camp2 point #2	
	9	EF_Ca2#3	730205	1696419	Effluent Worker camp 2 #3	Effluent from worker camp2 point #3	
	10	EF_Ca2#4	730251	1696352	Effluent Worker camp 2 #4	Effluent from worker camp2 point #4	
	11	EF_Ca3	739366	1702928	Effluent Worker camp 3	Effluent from worker camp3	
	12	EF_Ca4	723070	1710903	Effluent Worker camp 4	Effluent from worker camp4	
	13	EF_Ca5	722066	1696279	Effluent Worker camp 5	Effluent from worker camp5	
	14	EF_Ca6	722227	1696155	Effluent Worker camp 6	Effluent from worker camp6	
	15	EF_Ca7	726848	1696160	Effluent Worker camp 7	Effluent from worker camp7	
	16	EF_Ca8	722997	1710947	Effluent Worker camp 8	Effluent from worker camp8	
	17	EF_Ca9	735330	1708536	Effluent Worker camp 9	Effluent from worker camp9	

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Cat	No.	ID	Coordinates		Station Name	Description	Parameters monitored
			X	Y			
	Note: Please be informed that only the discharge and/ or overflowing (incidental discharge) locations/ stations will be sampled during the quarterly monitoring and sampling.						
Batching Plants and Crushing Plant Discharge	1	WD_BaP1	720861	1697443	Water Discharge Batching Plant 1	Construction wastewater Discharge Batching Plant 1	- pH - Nitrate (NO2) - Phosphate (PO4) - Ammoniac (NH3) - Oil & grease - Total coliform
	2	WD_BaP2	730351	1696387	Water Discharge Batching Plant 2	Construction wastewater Discharge Batching Plant 2	
	3	WD_BaP3 +4	737886	1704591	Water Discharge Batching Plant 3 & 4	Construction wastewater Discharge Batching Plant 3 &4	
	4	WD_BaP5 +6	723019	1710901	Water Discharge Batching Plant 5 & 6	Construction wastewater Discharge Batching Plant 5 & 6	
	5	WD_BaP7	736426	1710758	Water Discharge Batching Plant 7	Construction Wastewater Discharge Batching Plant 7	
	6	WD_CrP	722013	1696118	Water Crushing Plant	Construction wastewater Discharge Crushing Plant	

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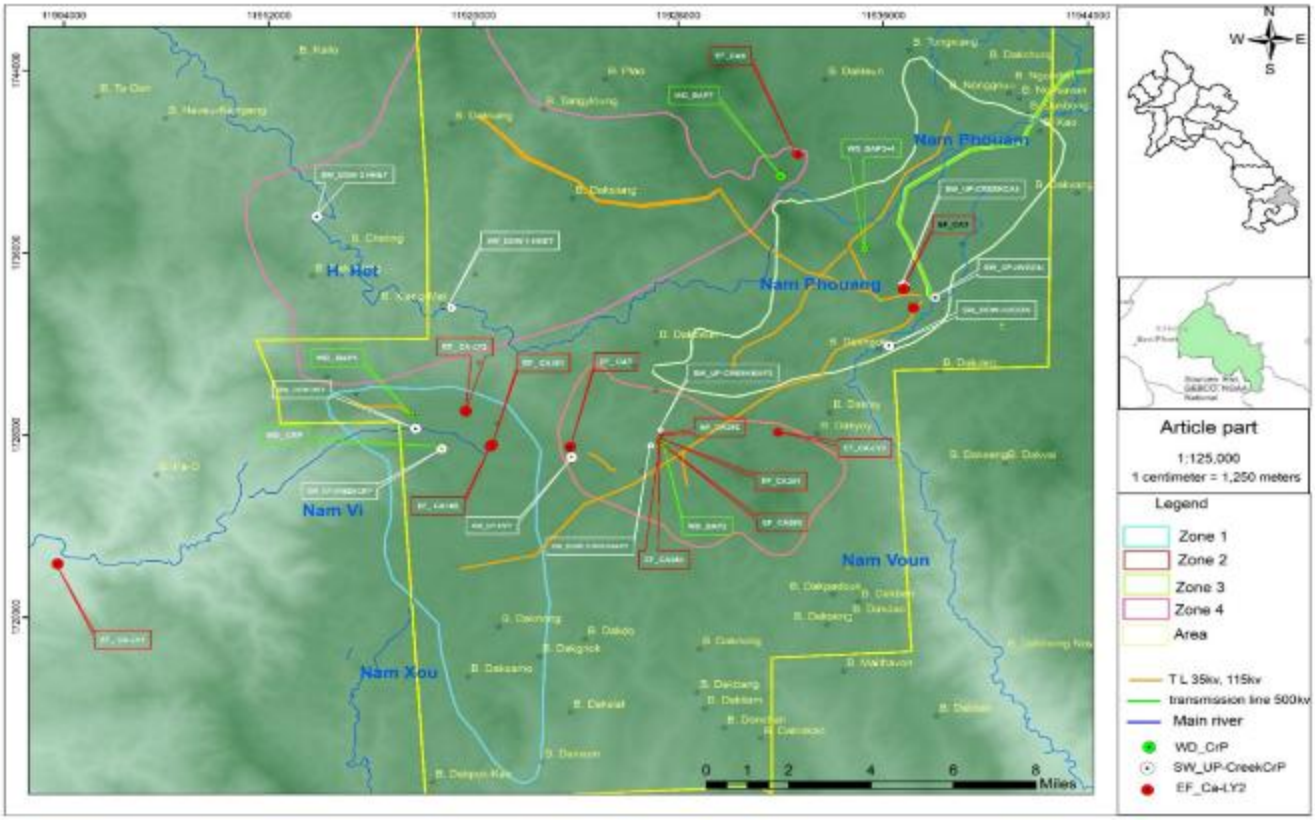

Figure G-1: The total designated water quality monitoring and sampling station

During this reporting period, MWP worked in collaboration with the EPC Contractor on water quality monitoring based on the actual site operation and discharge status with a total 18 stations of total designated 34 water quality monitoring stations in the project. These include 10 ambient surface stations and 07 stations for camp effluent and 01 station for batching plant discharge. Out of these, 16 stations, including temporary worker camp's effluents and industrial discharge stations were not sampled in the fact of non-discharge during the monitoring and sampling. The quarterly water quality monitoring stations of Q4 2024 are presented in Figure **G-2**, and the water quality results are provided in and Appendix **C** and **D**.

Surface Water	
Downstream1 Houyhet River	Downstream2 Houyhet River
Upstream (Houyvy River)	Downstream (Houyvy River)

Not available	
Upstream (Houyvoon River)	Downstream (Houyvoon River)
Upstream (stream below worker camp#3)	Upstream (stream below crushing plant)
Upstream (stream below batching plant & worker camp#2)	Downstream (stream below batching plant & worker camp#2)

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Figure G-2: Surface water field monitoring and sampling

The total designated 10 stations of ambient surface water monitoring are monitored during Q4 2024. The ambient water quality monitoring results show that all 10 samples are most relatively within the Lao national standards excepts TSS at downstream houy Vy (Dow-Hvy) is slightly exceeded the standard. This exceedance likely originating from the private large agriculture land development. Details of testing results of other parameters of ambient water samples are indicated in Table **G-4** and Appendix **E.**

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Table G-4: surface water quality monitoring result

No.	-	Temperature (∘C)	pH (pH unit)	DO (mg/L)	BOD5 (mg/L)	TSS (mg/L)	TDS (mg/L)	TP (mg/L)	TKN (mg/L)	NO3-N (mg/L)	NO3 (mg/L)	NO2 (mg/L)	TN (mg/L)	Oil and Grease (mg/L)	Fecal coliforms MPN/100 mL	Remark
Lao National standard			**5.0 - 9.0**	**>4**	**<30**	**<40**	**-**	**<0.5**	**<0.5**	**<10.0**	**-**	**-**	**-**	**0.5**	**<4000**	
01	Dow1-Hhet	19.5	NM	9.34	ND	<LOQ	28	n/a	n/a	n/a	n/a	n/a	n/a	ND	n/a	
02	Dow2-Hhet	19.5	NM	9.36	ND	LOQ	34	n/a	n/a	n/a	n/a	n/a	n/a	ND	n/a	
03	Up-CreekCa3	19.6	NM	9.09	ND	11	31	n/a	n/a	n/a	n/a	n/a	n/a	ND	n/a	
04	Up-Hvoon	19.4	NM	9.18	ND	6.11	<LOQ	0.02	n/a	ND	n/a	n/a	0.66	ND	490	
05	Dow-Hvoon	19.5	NM	9.27	ND	<LOQ	30	0.03	n/a	ND	n/a	n/a	0.72	ND	79	
06	Up-Hvy	19.4	NM	7.49	ND	<LOQ	<LOQ	n/a	n/a	n/a	n/a	n/a	n/a	ND	n/a	
07	Dow-Hvy	19.5	NM	9.17	ND	61.6	56.0	n/a	n/a	n/a	n/a	n/a	n/a	ND	n/a	
08	Up-CreekCrP	19.5	NM	8.96	ND	<LOQ	<LOQ	n/a	n/a	n/a	n/a	n/a	n/a	ND	n/a	
09	UP-CreekBaP2	19.5	NM	9.45	ND	<LOQ	<LOQ	n/a	n/a	n/a	n/a	n/a	n/a	ND	n/a	
10	Dow-CreekBaP2	19.5	NM	9.29	ND	23.6	26.0	n/a	n/a	n/a	n/a	n/a	n/a	ND	n/a	

Note:

- NM: Not measured during this Q4 2024 monitoring due to the internal supplier and equipment arrangement.
- ND: Not detectable
- LOQ: Limit of quantitation.
- n/a not applicable under Lao National standard and/or not use in the area

In this Q4 2024, 07 station of total 16 designated effluent monitoring stations are monitored and sampled. The remaining 07 monitoring stations were not sampled because they were not discharged during this reporting period.

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Worker camp wastewater effluent	
Effluent Main camp and office	Effluent 500kV S.S worker camp
Effluent worker camp at Batching Plant 3&4	Effluent worker camp LY3
Effluent worker camp 2, sta#2	Effluent worker camp 6, sta#3

Figure G-3: Camps effluent monitoring and sampling

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Partly monitoring station, the TSS and oil and fat are exceeded of standard for of monitoring station and the most monitoring stations, the BOD5, COD and TN are exceeded the standard. In this regard MWPC has issued NCR to EPC to take corrective action with a). Improvement and maintenance of the detention ponds and associate facilities of temporary camp to cease the discharge, b). maintenance and adjust the WWTS/package at main camp to correct the exceedances. MWP will work closely with the subcontractor to seek ways and possibilities to adjust and maintain the wastewater treatment system by its detailed specification and product range set, as well as common fault components, to resolve this non-compliance matter. The water quality results see in Table **G-5** and Appendix **E**

Table G-5: Water quality monitoring results of effluent from worker camps

No	Monitoring stations	Parameters												Remark
		pH (pH unit)	TSS (mg/L)	BOD5 (mg/L)	COD (mg/L)	TN (mg/L)	No3-N (Mg/L)	NO2-N (mg/L)	TKN (Mg/L)	TP (mg/L)	Phenol (mg/L)	Oil & grease	Residual Chlorine	
Lao National Standards		**6.0 - 9.0**	**<50**	**<30**	**<125**	**10**	**10**	**101**	**10**	**<2**	**<1**	**5**	**<1.0**	
01	Main-Cam & Office	NM	ND	46.1	<25	58	n/a	n/a	n/a	n/a	ND	<3	NM	
02	Camp-LY3	NM	55.6	99.8	299	11.5	n/a	n/a	n/a	n/a	<LOQ	9	n/a	
03	Camp2#3	NM	-	272	706	17.5	n/a	n/a	n/a	n/a	<LOQ	37	n/a	
04	Camp6#3	NM	45.4	76.8	145	27.4	n/a	n/a	n/a	n/a	<LOQ	24	-	
05	Camp6#5	NM	42.7	51.8	135	50.1	n/a	n/a	n/a	n/a	<LOQ	9		
06	500kV S.S worker camp	NM	259	82.7	374	68.9	n/a	n/a	n/a	n/a	<LOQ	8	n/a	
07	Worker CaBaP3&4	NM	657	267	548	61.4	n/a	n/a	n/a	n/a	<LOQ	10	n/a	

Note:

- NM: Not measured during this Q4 2024 monitoring due to the internal supplier and equipment arrangement.
- ND: Not detectable
- LOQ: Limit of quantitation.
- n/a not applicable under Lao National standard and/or not use in the area

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During Q4 2024, 01 station (batching plant #3&4) of total 06 designated industrial discharge monitoring stations is monitored. The other 04 stations of batching plant #1, #2, #5&6 and #7 are no longer in operation and waiting for demobilization.

Industrial discharge
Batching Plant 3&4

Figure G-4: Industrial discharge field monitoring and sampling

All parameters are within the standard except two relative parameters on pH and TSS were missed from the analysis result. In this matter, MWPC has feedback to EPC and UAE-Lao to ensure these parameters are included in the next following quarter. The water quality results are presented in Table **G-6** and Appendix **E**.

Table G-6: Water quality monitoring results of discharge from batching plant and crushing plant sediment ponds

No.	Monitoring station	Parameters						Remark
		pH (mg/L)	NH_3-N (mg/L)	NO_3-N (mg/L)	PO_4-P (mg/L)	TSS (mg/L)	Oil and Grease (mg/L)	
	Lao National Standard	**6 - 8.5**	**0.5**	**5**	**2**	**50**	**5**	
1	WD_BaP1	-	-	-	-	-	-	No discharge
2	WD_BaP2	-	-	-	-	-	-	No discharge
3	WD_BaP3+4	NM	ND	ND	0.03	NM	-	-
4	WD_BaP5+6	-	-	-	-	-	-	No discharge
5	WD_CrP	-	-	-	-	-	-	No discharge

Note:
- NM: Not measured during this Q4 2024 monitoring due to the internal supplier and equipment arrangement.
- ND: Not detectable

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3. Waste Management Monitoring

a) Project Landfill

During this Q4 of 2024, a total of 38.76 m^3 of solid waste was collected and transported from the project's associated camps and industrial areas to the project landfill, an increase of 1.52 m^3 compared to last quarter. Approximately 8781 kg of recyclable wastes ware segregated and stored at designated recycle waste centre at the landfill site. This recyclable waste included cardboard, glass, plastic bottles remain in a recyclable and wooden. The landfill facility waste management of the project was continued and maintained to an acceptable standard during this reporting period. The updated status of the operation is discussed below.

Landfill operation status:
The landfill operation is continued by the contracted contractor (Silavan company) to carry out the landfill operation and improvement with the engagement of local villagers of Trong Meuang Village to operate waste segregation, backfilling and waste register for the landfill. This has considerably helped improve the project's landfill operation and waste management.

Facilities of the landfill:
The internal access road was improved with gravel pavement, and internal site open ditches were developed and improved to collect and divert runoff.

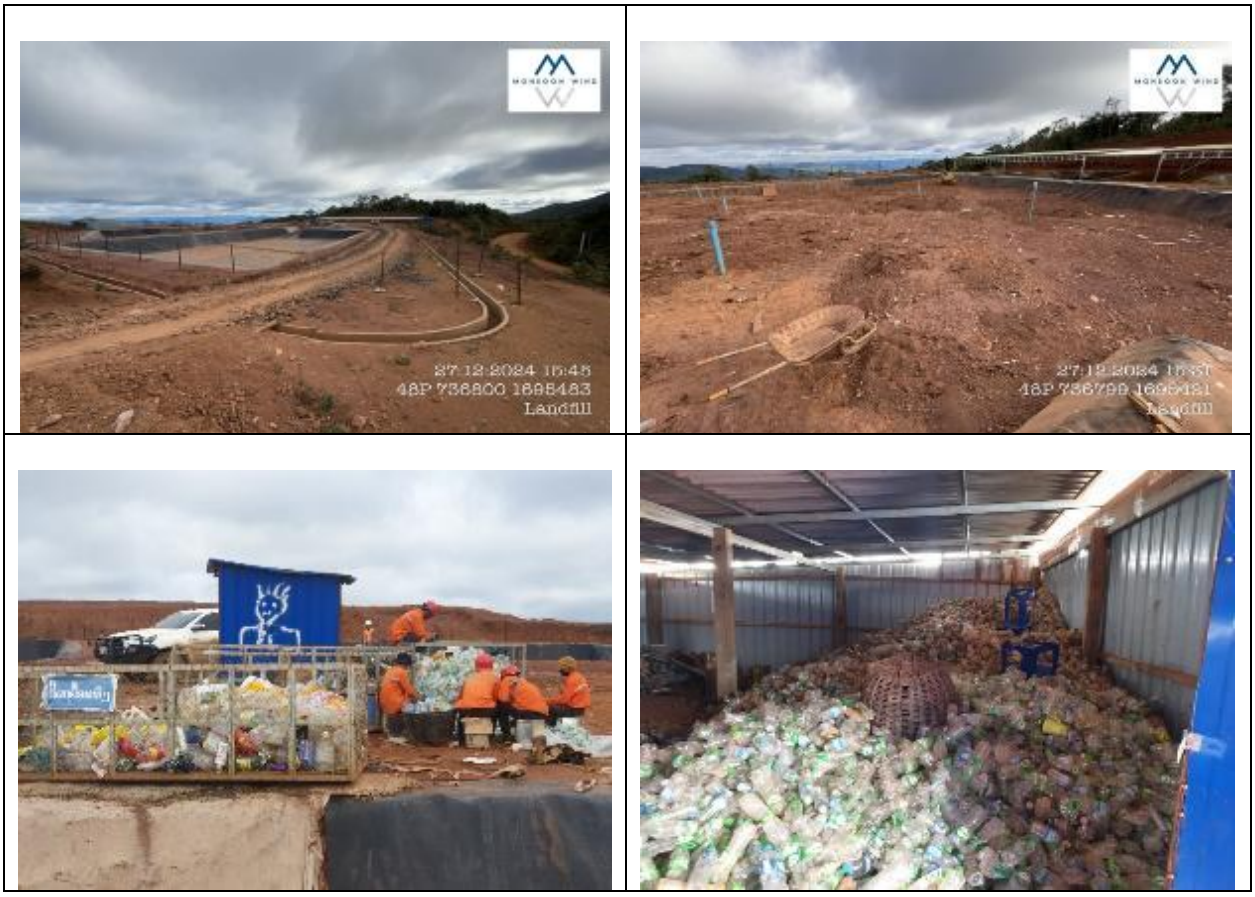

Figure G-5: Landfill management activities

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Recycle waste warehouse construction:

Waste segregation at the landfill continues. This is part of landfill operation and maintenance activities, promoting recycled waste management to minimize the quantity of waste to be dumped in landfill cells, complying with relevant regulations and standards.

Table G-7: Amounts of Recyclable Waste at Landfill during Q4 2024

Source and Type of Recyclables	Unit	Total in Q4 2024 (A, kg)	Sold (B, kg)	Remaining Amount (A – B, kg)
Plastic bottle	kg	1,069	0	1,069
Aluminum Can	kg	22	0	22
Paper/Cardboard	kg	154	0	154
Glass	kg	524	0	524
Scrap metal	kg	269	0	269
Wooden	Kg	7,236	0	7,236
Total	**kg**	**9,274**	**0**	**9,274**

b) Wastewater Management

During this Q4 2024, MWPC continued to monitor the EPC Contractor's operation and maintenance of wastewater control and management facilities at all project sites.

The wastewater treatment systems and collection systems are regularly inspected and maintained with full control of the wastewater without discharge.

Worker Camp #1

Worker Camp #5

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Worker Camp #6

Worker Camp Laydown Yard 1

Worker Camp #3

Worker Camp Laydown Yard 3

Figure G-6: Status and conditions of temporary worker camp's wastewater detention ponds

c) Hazardous Material and Hazardous Waste Management

During this reporting period, MWPC regularly monitored hazardous material management, including storage facilities. Findings from the monitoring led to further significant improvement in hazardous material management at all sites.

MWPC also conducted hazardous material and hazardous waste inventory on sites. A hazardous material and hazardous waste inventory tracking sheet was developed and shared with the EPC Contractor for implementation in Q4 2024.

Table G-8: Hazardous material and hazardous waste recorded during Q4 2024

No.	Type of Hazardous Material	Unit	Total in Q4 2024	Used/ Disposed	Remaining In Q4 2024
1	Diesel	Liter	419,600	241,200	**182,400**
2	Gasoline	Liter	600	300	**300**
3	Lubricant (Turbine oil)	Liter	4,670	2,710	**1,960**
4	Color paint	Liter	255	0	**255**
5	Grease oil	Liter	692	220	**472**

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No.	Type of Hazardous Material	Unit	Total in Q4 2024	Used/ Disposed	Remaining In Q4 2024
6	Gear Oil	Liter	820	310	**510**
7	Chlorine Liquid	Liter	75	45	**30**
8	Sika	Liter	12,900	5,200	**7,700**
9	Used Oil (Hydraulic + Engine)	Liter	821	370	**451**
10	Used oil mixed with water	Liter	175	0	**175**
11	Empty used oil drum/container (drum 200L)	Unit	18	18	**0**
12	Use Oil Filter	Unit	145	0	**145**
13	Contaminated soil, sawdust and textile material	M3	446	0	**446**
14	Used tire	Piece	339	0	**339**
15	Empty used chemical drum/container (drum 20L)	Unit	73	55	**18**
16	Used batteries	Unit	44	0	**44**
17	Empty paint and spray cans	Can	33	0	**33**
18	Halogen/fluorescent bulbs	Unit	2	0	**2**
19	Clinic Waste	Kg	2.6	2.6	**0**

4. Soil Erosion Monitoring

During this reporting period, Monsoon Wind continued to actively and closely work with the EPC Contractor on spoil areas management and erosion control measures as follows.

a) Completed soil erosion and sedimentation control for the prioritized spoil area.
Competed erosion and sedimentation control for the 70 area (B3 & B4) within a designated and committed timeframe.

b) Identify and registered the remaining areas that has been disturbed by the project.
Completed survey and registry 45 additional areas (Lot C) of unauthorized dumping and construction impacted areas and undertaken into the design and arrangement for rectification.

c) Monitoring the spoil areas, unauthorized dumping and construction impacted areas A1-B4).
Continued monitoring on the spoil areas rectified to track the defects for further planning and arrangements on rectification.

d) Spoil area erosion and sedimentation control progress and status.

During this reporting period, Q4 of 2024. MWPC continued working with PCL and subcontractors on the spoil area stabilization and erosion control and completed the rectification work for 70 spoil areas of category B3 & B4 and 15 spoil areas of C1-C3. Meanwhile, spoil area categories C1-C3 are under rectification. The status of spoil areas' erosion control is presented in below Figure.

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Priority B3 - Spoil area and unauthorized dumping area (updated 31-December-24)

Item	CONZOL Doc ID	Name	Zone	Pre/Post clearance report	Status		Target completion	Remark
					S1	S2		
1	MW4-SA-019	Spoil area #19	3	Post-survey	Completed	Completed	15-Oct-24	
2	MW4-SA-023	Spoil area #23	3	Post-survey	Completed	Completed	15-Oct-24	
3	MW4-SA-023_1	Spoil area #23-1	3	Post-survey	Completed	Completed	15-Oct-24	
4	MW4-SA-024_1	Spoil area #24-1	3	Post-survey	Completed	Completed	15-Oct-24	
5	MW4-SA-025_5	Spoil area #25-5 (RD-C312)	3	Post-checklist	Completed	Completed	15-Oct-24	
6	MW4-SA-027_7	Spoil area #27-7 (Z4-12)	4B	Pre-checklist	Completed	Completed	15-Oct-24	
7	MW4-SA-031_1	Spoil area #31-1	4B	Pre-checklist	Completed	Completed	15-Oct-24	
8	MW4-SA-031_2	Spoil area #31-2	4B	Pre-checklist	Completed	Completed	15-Oct-24	
9	MW4-SA-500	Spoil area (500kV SS)	3	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed
10	MW4-SA-013	Spoil area #13	2	Post-survey	Completed	Completed	15-Oct-24	
11	MW4-SA-013_1	Spoil area #13-1	2	Post-survey	Completed	Completed	15-Oct-24	
12	MW4-SA-040	Spoil area #40	2	Post-survey	Completed	Completed	15-Oct-24	
13	MW4-SA-B225	Road construction impact B225	2	Post-checklist	Completed	Completed	15-Oct-24	
14	MW4-SA-B225_2	Road construction impact B225.2	2	Post-checklist	Completed	Completed	15-Oct-24	
15	MW4-SA-B226	Road construction impact B226	2	Post-checklist	Completed	Completed	15-Oct-24	
16	MW4-SA-B229	Road construction impact B229	2	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed
17	MW4-SA-B229_2	Unauthorized dumping B229.2	2	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed
18	MW4-SA-B230	Unauthorized dumping B230	2	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed
19	MW4-SA-WA224	Unauthorized dumping WA224	2	Post-checklist	Completed	Completed	15-Oct-24	
20	MW4-SA-WA224_2	Hardstand construction impact WA224.2	2	Post-checklist	Completed	Completed	15-Oct-24	
21	MW4-SA-WA226	Unauthorized dumping WA226	2	Post-checklist	Completed	Completed	15-Oct-24	
22	MW4-SA-WA226_2	Hardstand construction impact WA226.2	2	Post-checklist	Completed	Completed	15-Oct-24	
23	MW4-SA-WA230	Hardstand construction impact WA230	2	Post-checklist	Completed	Completed	15-Oct-24	
24	MW4-SA-WA230_2	Unauthorized dumping WA230.2	2	Post-checklist	Completed	Completed	15-Oct-24	
25	MW4-SA-WA231	Hardstand construction impact WA231	2	Post-checklist	Completed	Completed	15-Oct-24	
26	MW4-SA-WA232	Hardstand construction impact WA232	2	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed
27	MW4-SA-WA232_2	Hardstand construction impact WA232.2	2	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed
28	MW4-SA-034_1	Spoil area #34-1 (Z4-6)	4A	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed
29	MW4-SA-034_2	Spoil area #34-2 (Z4-7)	4A	Post-checklist	Completed	Completed	15-Oct-24	
30	MW4-SA-034_4	Spoil area #34-4 (Z4-8)	4A	Post-checklist	Completed	Completed	15-Oct-24	
31	MW4-SA-036_1	Spoil area #36-1 (Z4-10)	4A	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed
32	MW4-SA-036_2	Spoil area #36-2 (Z4-11)	4A	Post-checklist	Completed	Completed	15-Oct-24	Rectification is needed

Figure G-7: Progress and status of spoil area erosion and sedimentation control of spoil category B3 & B4

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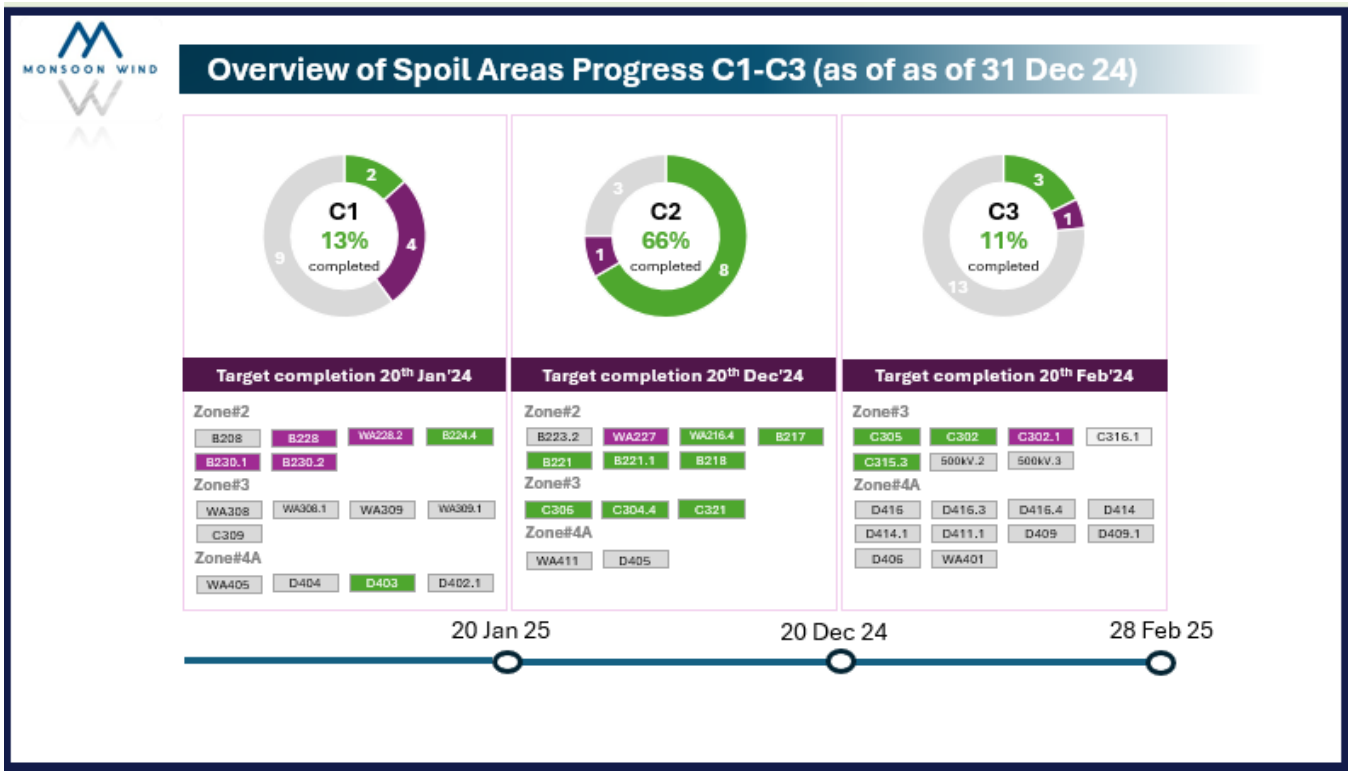

Figure G-8: Progress and status of spoil area erosion and sedimentation control of spoil category C1-C3

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5. Government of Laos – Environment Management Unit (EMU) Monitoring

During this Q4 2024, the Independent Monitoring Agency of GoL-EMU conducted their second site inspection and monitoring of the year on 24-26 December 2024. During the mission, the IMA has monitored and collect samples on water quality, air quality, noise and vibration and biological on the project's designated monitoring stations.

No comment or recommendation of environmental observation during the mission. A waiting for the monitoring results and report from IMA.

Air and noise monitoring at Xienglouang village	Air and noise monitoring at Dak Dor village
Water quality monitoring	**Biological / aquatics monitoring**

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6. Biodiversity Monitoring

The status of monitoring as per the Biodiversity Monitoring and Evaluation Plan (BMEP) is summarized in the following table.

Table G-9: Status of monitoring per BMEP

Detail Mitigation Measures	Target	Indicator	Reporting frequency	Status As of the End of December 2024
Rehabilitate and revegetate temporary-use, construction site camps and lay down areas as soon as reasonably practicable after construction activities have been completed.	Site Restoration Management Plan is completed before dismantling of temporary facilities.	Site Restoration Management Plan aligned with safeguard requirements and approved by ADB.	The Site Restoration Management Plan is to be approved by ADB before rehabilitation works.	The final version of the plan agreed with ADB on 31-January-2024
	Timelines within the post-construction rehabilitation plan all met	Percentage of timelines within post-construction rehabilitation plan met	Once every two weeks during the implementation of the rehabilitation	MWP coordinated with PCL to revegetated 154 areas from the total of 167 spoil area.
	Vegetation quality of all former temporary facilities at the same or higher quality level than before project clearance	Percentage of area cleared for temporary facilities that is of the same or higher vegetation quality as pre-clearance	Once during the demobilization period, once six (6) months after demobilization and then once annually	The demobilization has not yet started.
Do not place more fill material within the stream channel than what is necessary. Taking care not to disturb the natural channel bed and bank profiles	Appropriate quantity and location of fill material is operated	Quantity and location of fill material	Every three (3) months during construction	Total 167 Registered Spoil Area Total 167 of 167 under soil erosion control Total 167 of 167 completed for field survey for pre and post checklist. 45 new spoil areas are registered. In progress for the post-clearance survey reports.

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Detail Mitigation Measures	Target	Indicator	Reporting frequency	Status As of the End of December 2024
Only one road crossing to be constructed at a time as the construction front progresses.	No simultaneous construction work at water crossings	Time of construction at water crossings	Every three (3) months during construction	Total 32 Road Crossing in the Project Area
Install sufficient drainage works under all access roads, to reduce freshwater habitat fragmentation, avoid flooding land and damaging nearby waterbodies.	Site Plan in compliance	Number of documented instances of non-compliance at the Project site (if any). Number of corrective actions taken to address non-compliance	Every three (3) months during construction	Total 0 NCR (Related to drainage) Total 0 NCR Closed
Monitor impact of vehicle traffic on local wildlife, investigate further ways to reduce risk of impact.	Corrective actions established after wild fauna collision	Corrective actions reported in the EPC's H&S report	Every three (3) months during construction	Total 0 incident in project road Total 0 CAP and 0 incident
Enforce good conduct by construction workers, including prohibition of hunting, trapping, fishing, possession or trading.	All construction workers trained in prohibition of hunting, trapping, poaching possession or trading of wild plants or animals and general harassment of wild animals	Number of construction workers trained before construction	Review of training record every three (3) months	Total Worker Participated in Biodiversity Awareness from 2 trainings during 2023-2024: 642 people. First training: Jul-Aug 2023 = 406 people including 11 females Second training: Mar - Apr 2024 = 236, including 10 females
Illegal activities such as hunting of wildlife or collecting of forest species is to be discussed with construction workers and	All construction workers trained in prohibition of hunting, trapping, poaching possession or trading of wild plants or	Number of construction workers trained before construction	Review of training record every three (3) months	Total Worker Participated in Biodiversity Awareness from 2 trainings during 2023-2024: 642 people. First training: Jul-Aug 2023 = 406 people including 11 females

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Detail Mitigation Measures	Target	Indicator	Reporting frequency	Status As of the End of December 2024
such activities are to be prohibited.	animals and general harassment of wild animals			Second training: Mar - Apr 2024 = 236, including 10 females
	No hunting, trapping, poaching possessions or trading of wild plants	Nr of incompliances observed Nr of relevant grievances submitted by stakeholders	Every three (3) months during construction	Total 0 records of Non-Compliance
Shepherding protocol to be prepared and implemented where road construction takes place, Species considered to be dangerous to be handled by professionals. Workers are to be trained in the identification of common dangerous wildlife.	All site workers are trained in the risks associated with wild fauna (including dangerous / poisonous / venomous wildlife)	Number of construction workers trained before construction	Review of training record every three (3) months	Total Worker Participated in Biodiversity Awareness from 2 trainings during 2023-2024: 642 people First training: Jul-Aug 2023 = 406 people including 11 females Second training: Mar - Apr 2024 = 236 including 10 females
Limit vehicle speed to 15km/h on site for all contractor and subcontractor vehicles, to reduce risk of vehicular collisions with wildlife.	No vehicle travelling faster than 15 km/h on site	Number of vehicles exceeding 15 km/h speed on Site.	Every three (3) months during construction	Total of 10 speed limit signs were installed in key traffic areas in Mar 2024 Total 0 Record of Non-compliance
Restrict vehicles to the use of only authorized access roads	No non-authorized side road created	Number of side roads identified during site audit	Every three (3) months during construction.	Total 5 National or Province Roads Total 11 Project Access Roads

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Detail Mitigation Measures	Target	Indicator	Reporting frequency	Status As of the End of December 2024
Maintain vehicles and equipment in good working condition.	No damaged vehicles and equipment are used.	Number of vehicles and pieces of equipment inspected and associated evaluation of conditions.	Every three (3) months during construction	Total 10 Quarterly Vehicle Inspection Reports
Compile and implement a suitable Invasive Alien Plant (IAP) species control plan and programme to eradicate dense colonies of alien plants and control the spread of minor species and weeds. This plan must include wash stations to remove seeds from vehicle tires and underbody.	Invasive Species Management Plan implemented during construction	Site plan aligned with Invasive Species Management Plan	Every three (3) months during construction	The Invasive Species Management Plan is finalized.
Develop and implement appropriate access management plans and suitable control measures to restrict access and unnecessary disturbance of natural habitat	No trespasses, illegal hunting, poaching, illegal logging	Number of trespasses / illegal hunting / Poaching / illegal logging recorded by Site Security Personnel	Every six (6) months during operation of access roads	To date, 3 checkpoints for access control to Phou Koungkhing and 2 posts at the AZE area (TL 500kv) have been established and operated. A total of 0 threats were recorded from 3 checkpoints. A total of 0 threats were recorded from 2 posts.
		Number of relevant grievances submitted by stakeholders	Every six (6) months during operation of access roads	Total 0 records related with access control

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Detail Mitigation Measures	Target	Indicator	Reporting frequency	Status As of the End of December 2024
Adhere to applicable national laws regarding impacts to the environment and ensure any relevant permitting/licensing processes are followed.	No incompliances with national environmental laws and permit conditions (please refer to Applicable Standards Section in the ESIA)	Number of documented instances of non-compliance at the Project site (if any). Number of corrective actions taken to address non-compliance	Every six (6) months during construction and operation	A total of 5 NCR related to the environment aspect Total 4 of 5 NCR Closed
Remediate any soils, watercourses or habitats where spills take place.	100% of spills detected are remediated	Concentration of the contaminant in soil or water below national / requirement, ESIA requirements and below baseline level	Every six (6) months after the spill until concentrations are below target thresholds.	Total 5 of NCR related to environment aspect Total 4 of 5 NCR Closed
Compile and implement appropriate Construction Method Statement for working in watercourses (for implementation at all stream crossings). SEPA (2009).	No incompliances with good practice guidelines on construction methods	Number of documented instances of non-compliance at the Project site (if any). Number of corrective actions taken to address non-compliance	Every six (6) months during construction	All stream crossings have proper mitigation installed.
Avoid any unnecessary crossings of streams/rivers and stick to only the planned and agreed to crossings.	No non-authorized stream crossings created	Number of non-authorized stream crossings identified during site audit	Every six (6) months during construction	Project only works within agreed area.

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Detail Mitigation Measures	Target	Indicator	Reporting frequency	Status As of the End of December 2024
Access controls to be implemented along access roads which enter areas of natural habitat.	The access roads to natural habitats are controlled	Number of documented instances of non-compliance at the Project site (if any). Number of corrective actions taken to address non-compliance	Every six (6) months during construction	To date, 3 checkpoints for access control to Phou Koungkhing and 2 posts at the AZE area (TL 500kv) have been established and operated. A total of 0 threats were recorded from 3 checkpoints. A total of 0 threats were recorded from 2 posts.
Use existing access roads or upgrade existing roads wherever possible before considering new access road construction.	No non-authorized side road created	Number of side roads identified during site audit	During construction every six (6) months	Total 5 National or Province Roads Total 11 Project Access Roads Total 0 Others Project Roads (Emoun Road)
Use existing access roads wherever possible.	No non-authorized side road created	Number of side roads identified during site audit	Every six (6) months during construction	Total 5 National or Province Roads Total 11 Project Access Roads Total 0 Others Project Roads (Emoun Road)
Sequencing of construction activities to avoid construction activities and multiple teams at multiple sites, to reduce the impact spread.	All construction activities follow the agreed construction plan	Construction schedule and number of construction sites	Every six (6) months during construction	Construction Schedule is updated regularly, communicated in daily basis
Avoid placing impermeable fences that could interfere with species' movement.	No impermeable are placed within the wildlife movement path.	Number of placed fences that could interfere species movement	During construction every six (6) months	The only fences constructed are for the purpose of salamander mitigation at Zone 4B. There is a total of 4 fences with the design endorsed by the salamander experts to prevent salamander from crossing the road at SL6-7 (close to WA-430), SL12 (in between

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Detail Mitigation Measures	Target	Indicator	Reporting frequency	Status As of the End of December 2024
				WA-424 and WA-425) and SL4 on the three junctions at Zone 4B.
Implement the salamander mitigation measures and monitoring	0 carcasses found on roads	Number of salamander carcasses on roads	Once/week	0 Carcasses found on the roads during monitoring from October – December 2024
	0 salamanders observed on roadside of barriers	Number of salamanders on wrong (road) side of barriers	Once/week	0 salamanders observed on roadside of barriers during monitoring from October – December 2024
	0 disturbance of pools	Incidents of damage or disturbance of pools	Once/week	0 disturbance of pools
	Same or higher density of healthy vegetation in restored areas than in nearby undisturbed habitat	Live tree density in restoration area	Once/month	Higher density of vegetation (5:4) in restored area than in nearby undisturbed habitat

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7. Occupational Health and Safety Monitoring

The Project has achieved a commendable safety record, with zero fatalities, lost time incidents, or lost workdays resulting from incidents. Over the reporting period, the workforce accumulated a significant number of man-hours worked, reflecting the project's scale and operational activity. Below is the Occupational Health and Safety Monitoring Data during October to December 2024.

Table G-10: Occupational Health and Safety Monitoring Data

Occupational Health and Safety Indicator		Statistic	Occupational Health and Safety Indicator Details
Fatalities		0	
Total Lost Time Incidents (including vehicular)[3]		0	
Total number of lost workdays [4]resulting from incidents.		0	
Total man-hours worked (total hours worked by all employees) during the reporting period		5,588,014	1. Total man hours worked last reporting period: 4,839,502 2. Total man hours worked this reporting period: 748,512
Total incident		31	1. Incidence = 0/ 5,588,014 2. Incidence this reporting period: 1 3. Incidence last reporting period: 30
Training attendees this reporting period	HSE Induction training	333	HSE Induction Training covers various topics, such as how to report workplace accidents, what to do in a fire or medical emergency, and how to use equipment safely. It is also important for new employees to be aware of any safety hazards in their workplace.
	Permit to Work Training	133	The purpose of Permit to Work (PTW) training is to ensure that employees understand and can effectively implement the procedures required for issuing and managing permits for hazardous work activities. This training is crucial for maintaining safety and compliance in various industries, particularly in environments where high-risk work is performed.
	LOTO Training	152	Lockout/tagout (LOTO) training is critical for ensuring workplace safety, particularly in environments where employees work with or around hazardous machinery and equipment.
	First aid Training	81	First aid training is vital for ensuring that individuals are prepared to respond effectively to medical emergencies in various settings.
	Code of Conduct Training	21	Code of conduct training is fundamental in promoting a culture of integrity, accountability, and ethical behavior within an organization, ensuring compliance with legal standards and upholding the values and reputation of the company.
	Adverse Weather Alert Training	9	Adverse Weather Alert Training is designed to prepare individuals and organizations to effectively respond to various

[3] Incapacity to work for at least one full workday beyond the day on which the accident or illness occurred.

[4] Lost workdays are the number of workdays (consecutive or not) beyond the date of injury or onset of illness that the employee was away from work or limited to restricted work activity because of an occupational injury or illness.

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Occupational Health and Safety Indicator		Statistic	Occupational Health and Safety Indicator Details
			weather-related emergencies, such as storms, floods, windy and other extreme weather conditions.
	Electrical Safety Training	123	The purpose of Electrical Safety Training is to educate individuals on the potential hazards associated with electricity and to promote safe practices when working with or around electrical systems and equipment. Electrical safety training is essential in various settings, including workplaces, construction sites, and industrial facilities.
	Working at height Training	103	The purpose of Working at Height Training provides individuals with the necessary knowledge and skills to safely and effectively perform tasks at elevated heights. This type of training is crucial for workers in industries such as construction, maintenance, and emergency services, where working at height is a regular part of their job.
	Hot workTraining	32	The purpose of safe welding training is to equip welders with the knowledge, skills, and attitudes necessary to perform their work safely, protecting themselves and their colleagues from potential hazards associated with welding activities.
	Environment management Training	110	The purpose of environmental training is to educate individuals about crucial environmental concepts, practices, and policies, ultimately fostering a culture of sustainability and responsibility towards the natural world.
	Sexual Harassment Training	92	Sexual harassment training aims to educate employees, prevent harassment, foster a respectful workplace culture, protect employees' rights, and mitigate legal risks, ultimately contributing to a healthier work environment for everyone.
	Safe Driving Training	122	Safe driving training covers distracted driving, aggressive driving, driving in bad weather, harsh braking, and in-depth coverage of alcohol abuse and substance abuse.
	Fire fighting Training	270	Fire fighting Training is to provide fire warden with the skills and knowledge required to adequately perform their respective roles and responsibilities.
	Biodiversity Training	27	The purpose of biodiversity training is to increase awareness and understanding of the importance of biodiversity and its contributions to the environment.
	PPE Training	27	The purpose of Personal Protective Equipment (PPE) training is to educate individuals on the selection, proper use, maintenance, and disposal of PPE in various workplace settings. PPE training aims to ensure that workers understand the importance of using the appropriate protective gear to minimize their exposure to occupational hazards and maintain a safe work environment.
	Emergency Prepareness Response Training	164	The purpose of Emergency Preparedness and Response Training is crucial for fostering a culture of safety, minimizing the impact of emergencies, and ensuring a coordinated and effective response when unforeseen events occur. It empowers individuals and organizations to prepare for, respond to, and recover from emergencies in a manner that prioritizes safety and the well-being of those affected.

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Occupational Health and Safety Indicator		Statistic	Occupational Health and Safety Indicator Details
	Waste Management Training	146	The purpose of Waste Management Training is to educate individuals on the proper handling, disposal, and reduction of waste, ultimately fostering a culture of sustainability, environmental responsibility, and compliance with waste management regulations.
	Safe Transportation Training	21	Safe transportation training is designed to ensure that individuals and organizations understand and apply best practices in transportation safety.
	Climbing Training	8	Climbing training serves several important purposes, particularly in industries and activities that involve working at heights, such as construction, telecommunications, blade repairing, and rescue operations.
	Hygience training	95	Hygiene training is essential across a variety of sectors, including healthcare, food service, education, and personal care, to ensure that individuals are knowledgeable about practices that promote cleanliness, prevent illness, and maintain overall health.
	Kitchen Safety Training	24	The purpose of Kitchen Safety Training is to create a safe, hygienic, and efficient work environment in food preparation settings. It helps ensure that staff is well-equipped with the knowledge and skills necessary to prevent accidents, uphold food safety standards, and maintain a high level of cleanliness in the kitchen.
	GRM Training	146	GRM training is designed to empower employees and management to handle grievances effectively, promote a positive workplace culture, comply with legal requirements, and ultimately enhance overall organizational health.
	Confine Space Training	68	Confined Space Training is essential to ensure safety in environments where restricted spaces pose potential hazards to workers.
	Gas and cylinder	6	Gas and cylinder safety training is essential for individuals who work with or around gas cylinders and gas systems in various industries, including manufacturing, construction, and food services.
	Chemical Training	77	Chemical Training aims to promote a safety culture, prevent accidents, and ensure compliance with regulations to protect individuals, the community, and the environment from the potential risks associated with chemicals.
Emergency Drill - Electric shock incident		05	An Emergency Drill for electric shock was conducted on Oct 22, 2024, at 09:30 hours, for the medical emergency preparedness and emergency response of workers at substation 500 kV.
Emergency Drill - Electric shock incident		16	An Emergency Drill for electric shock was conducted on Oct 28, 2024, at 14:00 hours, for the medical emergency preparedness and emergency response of workers at Envision’s camp.

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Occupational Health and Safety Indicator	Statistic	Occupational Health and Safety Indicator Details
Emergency Drill - Fire Incident	40	An Emergency Drill for fire incident was conducted on Nov 01, 2024 at 14:00 hours, for the emergency preparedness and emergency response of workers at substation 500 kV camp.
Emergency Drill - Electric shock, First aid	15	An Emergency Drill for electric shock was conducted on Nov 09, 2024, at 17:10 hours, for the medical emergency preparedness and emergency response of workers at camp No.7.
Emergency Drill - Fire Incident	15	An Emergency Drill for fire incident was conducted on Nov 09, 2024, at 16:50 hours, for the medical emergency preparedness and emergency response of workers at camp No.7.
Emergency Drill – Traffic Accident	7	An Emergency Drill for traffic accident was conducted on Nov 26, 2024, at 9:00 hours, for the emergency preparedness and emergency response of workers on the road near Envision's camp.
Emergency Drill – Fall from height	14	An Emergency Drill for falling accident was conducted on Dec 08, 2024, at 10:00 hours, for the emergency preparedness and emergency response of workers at WA 214.
Emergency Drill – Fire incident	20	An Emergency Drill for fire incident was conducted on Dec 30, 2024, at 14:30 hours, for the emergency preparedness and emergency response of workers at workshop camp No.5.

8. Social Monitoring

The following table lists the status of key social components that will be monitored during the construction phase (2023-2025).

Table G-11: The Key Social Component Monitoring Data

Key Social Component Monitoring	Project Area	Status in December 2024
Set up Social Unit for implementing RP, CEGDP	MWPC	Completed
Phase I: 133 WTG, internal road, access road, other facilities- Village consultations on land acquisition and compensation; dissemination of Phase I construction facilities impacts, construction plan, PAPs' entitlement, and PAPs' feedback and comments.	14 villages in Dak Cheung and Sanxay	Completed in May 2023
Phase II: Transmission line access road and tower foundation- Village consultations on land acquisition and compensation; dissemination of Phase II construction facilities impacts, construction plan, PAPs' entitlement, and PAPs' feedback and comments.	18 villages	Completed in May 2023
Phase III: Transmission line ROW- Village consultations on land acquisition and compensation; dissemination of Phase III construction facilities impacts, construction plan, PAPs' entitlement, and PAPs' feedback and comments.	18 villages	Completed in January 2024

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Key Social Component Monitoring	Project Area	Status in December 2024
Disseminate summary of RP, CEGDP	22 Villages	Completed in May 2023
Disclosure of CHMP and relevant ESMP subplans to affected ethnic groups	22 Villages	Completed in September 2023
Conduct Community and health safety (DO and DON'T awareness in Project area 22 villages Conduct consultation on DO and DON'T relate to culture heritage	22 Villages	Completed in September 2023
DMS Land Acquisition and Compensation Phase I	14 villages	Completed in May 2023
DMS Land Acquisition and Compensation Phase II	18 villages	Completed in December 2023
DMS Land Acquisition and Compensation Phase III	18 villages	Completed in June 2024
Assessment on NTFP loss and compensation for 9 WTG relocation and 500Kv substation to three villages	3 villages	Completed in June 2024
Assessment on NTFP loss and compensation for remaining Project areas	19 villages	The RMU endorsed the assessment in September 2024, with compensation scheduled for implementation in Q4 2024.
SESAH of 9 WTG and 500Kv substation relocation villages	3 villages	Done in Dec 2023
SESAH of remaining villages	19 villages	Completed in June 2024
Update Vulnerable affected households	22 villages	The RMU approved the validation procedure along with the VAH list in September 2024
Livelihood Restoration Supports specific for PAPs	All vulnerable households	Livelihood restoration support was provided to all vulnerable households during Q4 2024
Community Ethnic Group Development Plan (during construction phase)	Project areas	Ongoing
Community Development Plan (operation phase, under CA)	All affected villages	Prepare within 12 months after COD, not yet due
Area 1: Rural Electrification: Off Grid Solar Power	-	Operation phase
Area 2: Agriculture and Livelihoods Improvement	-	Operation phase
Area 3: Education and Sponsorship Assistance	-	Operation phase
Area 4: Health Support and Services	-	Operation phase
Area 5: Protection, Preservation and Promotion of Cultural Heritage	-	Operation phase

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H. PUBLIC CONSULTATION, INFORMATION DISCLOSURE AND GRIEVANCE REDRESS MECHANISM

1. Public Consultation, Information disclosure and other Stakeholder Engagement Activities

During the reporting period from October to December 2024, comprehensive public consultation, information disclosure, and stakeholder engagement activities were carried out across the project area. Notable efforts included consultation meetings on the utilization of funds from the NTFP compensation program in 29 villages, with over 800 participants. These meetings ensured community involvement and transparency in fund allocation to support affected households. Additionally, consultations on the grievance redress mechanism (GRM) were conducted in several villages, engaging more than 480 participants to promote accountability and address community concerns effectively.

Further stakeholder engagement activities included review missions led by ADB and LESA in villages within the project influence area, offering oversight and strategic guidance for project implementation. Consultations on livelihood restoration initiatives were also held, emphasizing sustainable development and economic opportunities for local communities.

Table H-1: Summary of Consultation Meetings

No.	Date	Place/Location	Total Participants	Details
1	04 Oct 2024	Dak Yang	18	Consultation meeting on the utilization of funds from the NTFP compensation
2	15-17 Oct 2024	Dak Kang, Chaling, Dak Doung, Dak Dor, Dak Samor, Dak Nong, Dak Yok, Dak Dor, Dak Tiem, Dak Padou	189	Review mission by ADB and LESA
3	08-30 Oct 2024	Tong Xieng, Dak Lern, Dak Kang, Tanglu, Dak Dor, Chaling, Dak Nong, Dak Samor, Dak Tiem, Xiengluang, Dak Padou, Dak Bong, Ngondon, Dak Muan, Dak Dor	229	Consultation meeting on the GRM
4	18-30 Dec 2024	Dak Tiem, Xiengluang, Dak Terb, Trongmuang, Dak Dor, Dak Rant, Dak Bong, Nonsavanh, Dak Muan, Chaling, Dak Nong, Dak Yok, Dak Samor, Ngondon, Dak Yang	32	Consultation meeting on the SESAH for the remaining AHs
5	04 Nov 2024	Xiengluang	27	Consultation meeting on the utilization of funds from the NTFP compensation
6		Dak Terb	24	Consultation meeting on the utilization of funds from the NTFP compensation
7		Dakyaen	15	Consultation meeting on the utilization of funds from the NTFP compensation

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No.	Date	Place/Location	Total Participants	Details
8	05 Nov 2024	Dak Tiem	15	Consultation meeting on the utilization of funds from the NTFP compensation
9		Dak Rant	40	Consultation meeting on the utilization of funds from the NTFP compensation
10		Dak Bong	49	Consultation meeting on the utilization of funds from the NTFP compensation
11		Paor	12	Consultation meeting on the utilization of funds from the NTFP compensation
12	06 Nov 2024	Dak Cheung	60	Consultation meeting on the utilization of funds from the NTFP compensation
13		Ngondon	21	Consultation meeting on the utilization of funds from the NTFP compensation
14	06 Nov 2024	Trongmuang	18	Consultation meeting on the utilization of funds from the NTFP compensation
15		Dak Muan	24	Consultation meeting on the utilization of funds from the NTFP compensation
16	07 Nov 2024	Dak Samor	19	Consultation meeting on the utilization of funds from the NTFP compensation
17		Dak Nong	19	Consultation meeting on the utilization of funds from the NTFP compensation
18		Tong Xieng	15	Consultation meeting on the utilization of funds from the NTFP compensation
19	08 Nov 2024	Chaling	41	Consultation meeting on the utilization of funds from the NTFP compensation
20		Dak Doung,	18	Consultation meeting on the utilization of funds from the NTFP compensation
21		Tanglu	16	Consultation meeting on the utilization of funds from the NTFP compensation

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No.	Date	Place/Location	Total Participants	Details
22	12 Nov 2024	Ta Ok Noi	18	Consultation meeting on the utilization of funds from the NTFP compensation
23		Dak Lern	20	Consultation meeting on the utilization of funds from the NTFP compensation
24	14 Nov 2024	Dak Xieng A	20	Consultation meeting on the utilization of funds from the NTFP compensation
25	16 Nov 2024	Dak Dom	45	Consultation meeting on the utilization of funds from the NTFP compensation
26	18 Nov 2024	Dak Dor	16	Consultation meeting on the utilization of funds from the NTFP compensation
27	01-25 Nov 2024	Dak Doung, Dak Rant, Trongmuang, Dak Terb, Dak Lern, Dak Cheung, Dak Kang, Dak Chom, Tanglu, Dak Xieng A, Dakyaen, Dak Bong, Ngondon, Dak Muan	257	Consultation meeting on the GRM
28	04-05 Dec 2024	Dak Lern, Tanglu, Dak Terb, Paor, Dak Doung, Dak Yok, Dak Tiem, Dak Xieng A, Dak Ta Ok Noi, Dak Muan, Dak Bong, Dak Cheung	12	Review mission by ADB and LESA
29	10 Dec 2024	Dak Xeum	32	Consultation meeting on the utilization of funds from the NTFP compensation
30	12 Dec 2024	Dak Kang	18	Consultation meeting on the utilization of funds from the NTFP compensation
31		Dak Chom	66	Consultation meeting on the utilization of funds from the NTFP compensation
32	26 Dec 2024	Dak Padou	18	Consultation meeting on the utilization of funds from the NTFP compensation
33	27 Dec 2024	Dak Tiem	13	Coordination meeting GRM with the village
34	30 Dec 2024	Dak Tiem, Xiengluang, Dak Terb, Dak Dor, Dak Rant, Dak Bong, Nonsavanh, Ngondon, Dak Cheung, Dak Muan	85	Consultation meetings on livelihood restoration initiatives

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Figure H-1: Highlights from the Implementation of Public Consultation and Information Disclosure

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MWPC organized a series of coordination meetings with stakeholders from October to December 2024. The table below provides the list of stakeholder meetings during this reporting period.

Table H-2: List of Stakeholder Meetings

No.	Date	Place/Location	Details	Total Participants
1	03 Oct 2024	Administration Office, Dak Cheung	4^{rd} Coordination meeting with relevant district offices to organize an event celebrating the new harvest and promoting local cultural traditions.	29
2	21-22 Nov 2024	Dak Xeum, Dak Samor	Coordination meeting with the RMU and GOL to discuss outstanding grievance cases	21
3	28 Nov 2024	Administration Office, Dak Cheung	5^{rd} Coordination meeting with relevant district offices to organize an event celebrating the new harvest and promoting local cultural traditions.	17
4	04 Dec 2024	Administration Office, Dak Cheung	6^{rd} Coordination meeting with relevant district offices to organize an event celebrating the new harvest and promoting local cultural traditions.	13

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Figure H-2: Highlights of the Implementation of Stakeholder Meetings and Events

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2. Grievance Management

A Community GRM has been established for the Project to receive, evaluate, and facilitate the resolution of villagers' concerns, complaints, and grievances about the social and environmental performance at the level of the Project.

This mechanism is designed to investigate and resolve grievances in a timely and fair manner, ensuring that all affected persons who have been harmed by the Project receive adequate and effective redress. In accordance with the GoL law and regulations, the GRM ensures that the redress provided is both appropriate and compliant with legal standards.

Responsibility for resolving grievances is shared between the EPC contractor and the Project Owner. The EPC is responsible for handling issues arising directly from construction activities or land use outside the agreed compensation corridor. This includes addressing complaints about noise, dust, or any physical impacts resulting from construction work. On the other hand, the Project Owner addresses all other types of grievances, ensuring that any harm caused by the Project is rectified. A key principle of the GRM is that those who cause harm are accountable for all associated costs, including handling fees, mitigation, and compensation. The Project Owner also reserves the right to bill any party responsible for causing grievances, thereby promoting accountability and responsibility.

A dedicated GRM taskforce is in place to manage grievances effectively, following standardized procedures to ensure a consistent approach to common issues. This taskforce is crucial in maintaining the integrity and efficiency of the GRM. They work to provide fair and timely resolutions to those who file complaints, ensuring that the process is transparent, and that affected people feel heard and respected. This streamlined process not only aims to resolve individual grievances but also contributes to the overall smooth progression of the Project by addressing and mitigating potential conflicts early on.

3. Performance of the Grievance Redress Mechanism

The Grievance Redress Mechanism (GRM) for the project demonstrated significant progress and responsiveness across the seven quarters from Q1 2023 to Q4 2024. A total of 1,402 grievances were filed, of which 1,170 were resolved, achieving an overall resolution rate of 83%. The majority of grievances (1,095 cases) were handled by the EPC contractor with a closure rate of 81%, while MWP managed 307 grievances and achieved an impressive 94% resolution rate. This performance highlights the GRM's efficiency in addressing community concerns and maintaining transparency throughout the project.

The data indicates a growing trend in stakeholder engagement, with grievance filings peaking in Q3 and Q4 of 2024. During Q4 2024, 253 grievances were filed, and a remarkable 460 were resolved, reflecting a resolution rate of 182%. Similarly, Q3 2024 saw 298 cases filed and 178 resolved, underscoring a steady effort to address grievances. This trend reflects increased awareness and utilization of the GRM as a reliable platform for resolving community concerns.

The GRM's performance improved significantly over time, with resolution rates increasing each quarter. From zero grievances resolved in Q1 2023, the mechanism achieved a 94% resolution rate in Q1 2024 by addressing 162 out of 172 cases. The EPC contractor's efforts were particularly noteworthy in Q4 2024, where 431 grievances were resolved, representing a 184% closure rate. This progress demonstrates the GRM's growing capacity to manage and resolve grievances effectively as the project advanced.

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MWP also contributed significantly to grievance management, achieving an overall resolution rate of 94%. Their efforts in Q3 and Q4 2024 were particularly notable, with 39 and 29 grievances resolved, respectively. This consistent performance highlights MWP's commitment to promptly addressing stakeholder concerns, strengthening community trust, and enhancing the project's reputation for accountability.

In Q4 2024 alone, the GRM achieved exceptional results, with a record-high resolution rate of 182%. The EPC contractor resolved 431 grievances, while MWP closed 29 cases with a 153% resolution rate. These results underscore the GRM's ability to manage grievances efficiently during a critical phase of the project. The strong performance in Q4 2024 reflects the concerted efforts of all stakeholders to address community concerns and maintain positive relationships with affected communities.

Quarter	Total			EPC			MWP		
	Filed	Closed	%	Filed	Closed	%	Filed	Closed	%
2023-1	20	0	0%	4	0	0%	16	0	0%
2023-2	137	5	4%	70	3	4%	67	2	3%
2023-3	124	26	21%	67	5	7%	57	21	37%
2023-4	101	93	92%	56	7	13%	45	86	191%
2024-1	172	162	94%	138	118	86%	34	44	129%
2024-2	297	246	83%	247	179	72%	50	67	134%
2024-3	298	178	60%	279	139	50%	19	39	205%
2024-4	253	460	182%	234	431	184%	19	29	153%
Total:	1,402	1,170	83%	1,095	882	81%	307	288	94%

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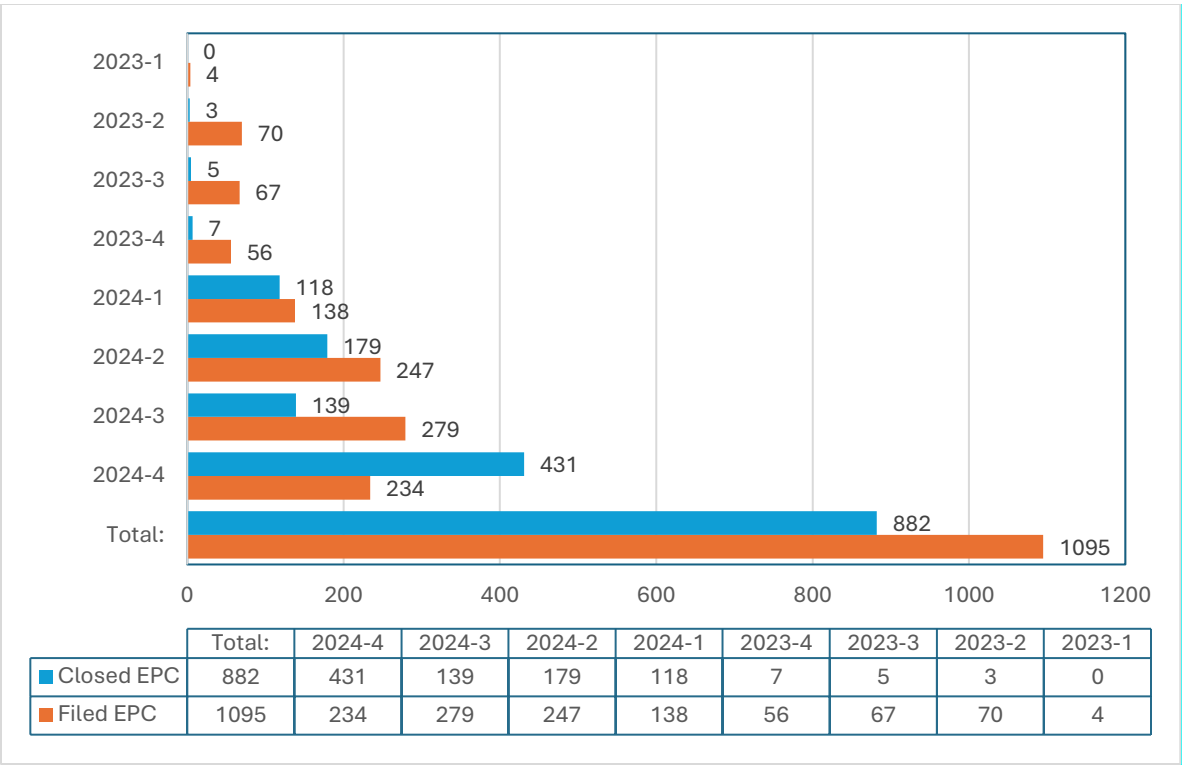
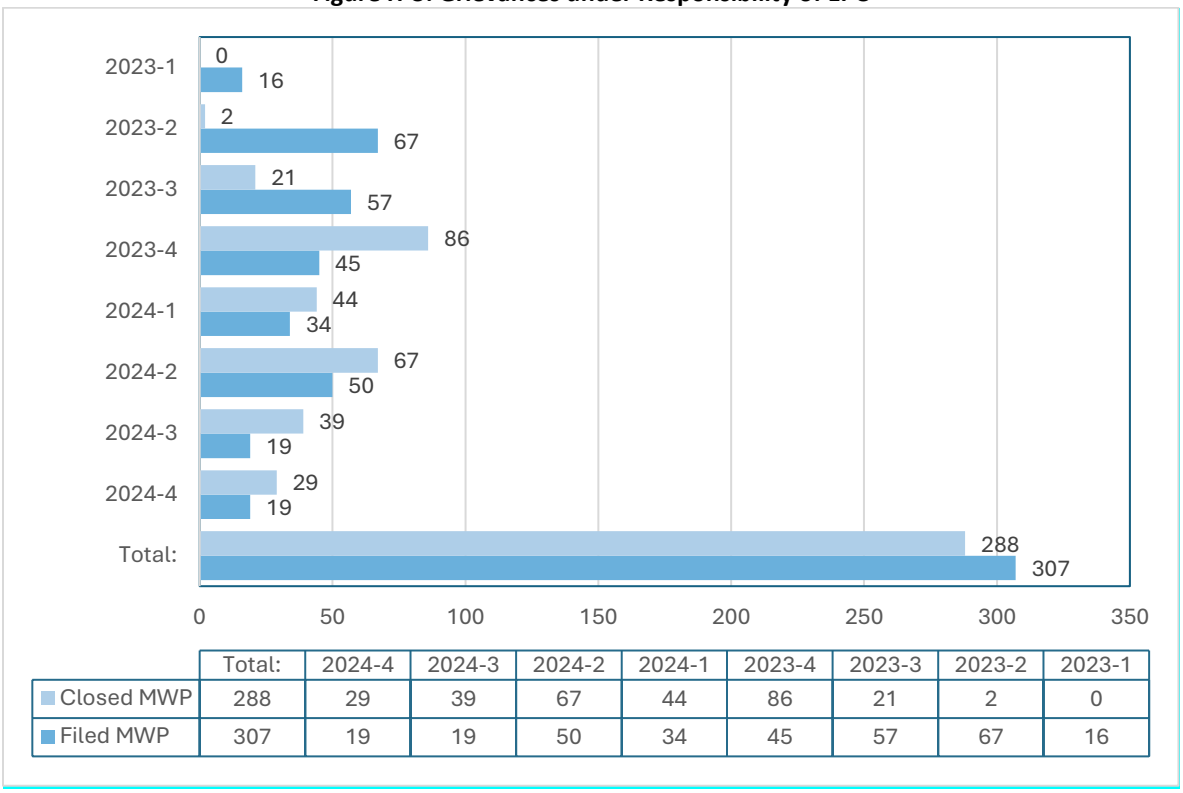


	Total:	2024-4	2024-3	2024-2	2024-1	2023-4	2023-3	2023-2	2023-1
Closed EPC	882	431	139	179	118	7	5	3	0
Filed EPC	1095	234	279	247	138	56	67	70	4

Figure H-3: Grievances under Responsibility of EPC



	Total:	2024-4	2024-3	2024-2	2024-1	2023-4	2023-3	2023-2	2023-1
Closed MWP	288	29	39	67	44	86	21	2	0
Filed MWP	307	19	19	50	34	45	57	67	16

Figure H-4: Grievances under Responsibility of MWP

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By the end of Q4 2024, a total of 1,402 grievance cases were recorded, with 1,170 resolved and 232 still ongoing. This reflects an overall resolution rate of 83 percent. The grievances were categorized into various issues, showing the different concerns raised by stakeholders throughout the project.

Soil erosion was the most reported issue, with 741 cases filed. Of these, 646 were resolved, representing a resolution rate of 87 percent. The EPC contractor handled the majority of these cases and resolved 614 out of 708. This shows significant efforts in addressing this concern.

Asset registration concerns were the second most common issue, with 308 cases reported. Out of these, 288 cases were resolved, giving a resolution rate of 94 percent. MWP resolved most of these cases, managing 228 and closing 213, while the EPC contractor addressed 80 cases and resolved 75.

Construction deviations from design alignment accounted for 276 cases. Of these, 183 cases were resolved, representing a resolution rate of 66 percent. The EPC contractor managed most of these cases and resolved 165 out of 258, leaving 93 cases still ongoing. This category remains an area requiring more attention.

Other issues included impacts on burial sites and cultural heritage, with 26 cases reported and 22 resolved. Environmental concerns saw 15 cases filed, with 11 resolved. While smaller in scale, unforeseen impacts and compensation policy issues remain areas of focus, with 15 and 8 cases reported, respectively, and higher proportions unresolved.

Overall, the grievance management system has made substantial progress in addressing stakeholder concerns. Significant efforts have been made to resolve soil erosion and asset registration grievances. However, further attention is needed to close the remaining 232 ongoing cases, particularly those related to construction deviations and unforeseen impacts.

Table H-3: Summary of Grievance Cases by Type of Issue

Category	Total			EPC			MWP		
	Total	**Closed**	**Ongoing**	**Total**	**Closed**	**Ongoing**	**Total**	**Closed**	**Ongoing**
Soil Erosion	741	646	95	708	614	94	33	32	1
Asset Registration Concerns	308	288	20	80	75	5	228	213	15
Construction Deviations from Design Alignment	276	183	93	258	165	93	18	18	-
Compensation Policy Issues	8	2	6	5	1	4	3	1	2
Concerns with No Immediate Impact	5	5	-	2	2	-	3	3	-
Impacts on Burial Sites, or Cultural Heritage	26	22	4	13	10	3	13	12	1
Other Environmental Concerns	15	11	4	14	10	4	1	1	-
Unforeseen Impacts	15	5	10	15	5	10	-	-	-
Unit Rate Discrepancies	8	8	-	-	-	-	8	8	-
Total:	**1,402**	**1,170**	**232**	**1,095**	**882**	**213**	**307**	**288**	**19**

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I. LABOR AND WORKING CONDITIONS

This quarterly report assesses labor and working conditions within MWP for the period of October to December 2024. Key areas are workforce composition, health and safety performance, compliance with social protection requirements, and worker-related grievances. The report's findings will highlight changes in workforce demographics, areas for health and safety improvement, social protection compliance gaps, and patterns within worker grievances. The goal is to enhance workforce management practices, improve workplace health and safety, ensure full social protection compliance, and cultivate a positive and equitable work environment for all employees.

Workforce Information

The Project employs a diverse workforce of 199 employees, with 145 being Lao nationals. Female participation is significant, with 55 female employees overall. In managerial roles, expatriates make up 40% of the 199 employees, with 55 females evenly split between expatriates and Lao nationals. The engineering team, comprising 34 employees, is predominantly expatriate 27, with no female engineers.

The skilled and semi-skilled labor force, the largest segment with 146 employees, has 90% Lao nationals, showcasing the project's emphasis on local employment. Among these workers, 43 are female, indicating strong female participation at this level. This high percentage of local employment underscores the project's commitment to community engagement and local economic development.

Overall, the workforce composition reflects MWP's efforts to integrate local talent and international expertise while promoting gender diversity. The significant presence of Lao employees, particularly in skilled roles, highlights the project's dedication to fostering local involvement and supporting the community.

Table I-1: Number of Workforce during the reporting period

No	Project owner	Grand Total		Expat labor			Lao labor			CA requirement	
		total	Female	Total	Female	%	Total	Female	%	Total (Not more than)	Female (Not less than)
1	Managerial	19	3	13	0	68%	6	3	32%	90%	10%
2	Engineer	34	0	27	0	79%	7	0	21%	80%	20%
3	Skilled and Semi-Skilled Workers/ Labor	146	52	14	9	90%	132	43	90%	20%	80%
	Total	**199**	**55**	**54**	**9**	**27%**	**145**	**46**	**73%**	**≤ 40%**	**≥ 60%**

The EPC Contractor for the Project employs 749 personnel, with a blend of expatriates and Lao nationals. The project management team includes 414 expatriates and 18 Assistant/Deputy Managers, of which 55% are expatriates. The engineering team consists of 206 engineers, 89% of whom are expatriates, including 6 females.

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The [5]skilled workforce includes 60 workers, with 70% expatriates. The semi-skilled category, the largest, has 310 workers, with 38% expatriates and 62% Lao nationals, including 48 females. In the non-skilled labor category, 31% of the 148 workers are Lao nationals, with 8 being females.

Table I-2: Number of Workforce during the reporting period

No	Project	Grand Total		Expat			Lao			CA requirement	
		Total	Female	Total	Female	%	Total	Female	%	Expat (Not more than)	Lao (Not less than)
1	Monsson Wind Project 600MW	948	123	468	20	49%	480	103	51%	**≤ 40%**	**≥ 60%**

Table I-3: Project Owners and Consultants

No	Project	Grand Total		Expat labor			Lao labor			CA requirement	
		Total	Female	Total	Female	%	Total	total	Female	Total (Not more than)	Female (Not less than)
1	Managerial	19	3	13	0	68%	6	3	32%	90%	10%
2	Engineer	34	0	27	0	79%	7	0	21%	80%	20%
3	Skilled and Semi-Skilled Workers/ Labor	146	52	14	9	10%	132	43	90%	20%	80%
	Total	**199**	**55**	**54**	**9**	**27%**	**145**	**46**	**73%**	**≤ 40%**	**≥ 60%**

[5] Semi-skilled worker
Responsibilities:

- Provide support to skilled workers in the execution of assigned tasks.
- Perform various construction-related activities, including assembly, painting, and basic installations.
- Follow safety guidelines and instructions from supervisors.
- Operate basic tools and machinery.

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Table I-4: Contractor and Sub-contractors

No	Role according to CA	Grand Total		Expat			Lao			CA requirement	
		Total	Female	Total	Female	%	Lao	Total	Female	Total (Not more than)	Female Not Less then)
1	Project Manager	6	0	6	0	100%	0	0	0%	100%	0%
2	Assistance/ Deputy Manager	18	0	18	0	100%	0	0	0%	90%	10%
3	Engineer	206	6	184	6	89%	22	0	11%	90%	10%
4	Foreman	1	0	1	0	0%	0	0	0%	80%	20%
5	Skilled worker	60	3	42	2	70%	18	1	30%	60%	40%
6	Semi – Skilled Worker	310	51	117	3	38%	193	48	62%	25%	75%
7	Non – Skilled Worker/ Labor	148	8	46	0	31%	102	8	69%	10%	90%
	Total	**749**	**68**	**414**	**11**	**55%**	**335**	**57**	**45%**	**≤40%**	**≥ 60%**

Workforce breakdown by each subcontractor

Main Contractor

1. POWERCHINA

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	1	0	1	0	100%	0	0	0%
2	Assistant/Deputy Manager	0	0	0	0	0%	0	0	0%
3	Engineer	81	6	75	6	93%	6	0	7%
4	Foremen	0	0	0	0	0%	0	0	0%
5	Skilled Worker	7	2	1	1	14%	6	1	86%
6	Semi-skilled Worker	21	6	2	0	10%	19	6	90%
7	Non-skilled Worker/Labor	16	5	0	0	0%	16	5	100%
	Grand Total	**126**	**19**	**79**	**7**	**63%**	**47**	**12**	**37%**

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Subcontractors

1. **China Nuclear Industry Mechanical Engineering CO., LTD.**

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	0	0	0	0	0%	0	0	0%
2	Assistant/Deputy Manager	0	0	0	0	0%	0	0	0%
3	Engineer	0	0	0	0	0%	0	0	0%
4	Foremen	0	0	0	0	0%	0	0	0%
5	Skilled Worker	0	0	0	0	0%	0	0	0%
6	Semi-skilled Worker	0	0	0	0	0%	0	0	0%
7	Non-skilled Worker/Labor	4	0	2	0	50%	2	0	50%
	Grand Total	**4**	**0**	**2**	**0**	**50%**	**2**	**0**	**50%**

2. **COSCO**

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	1	0	1	0	100%	0	0	0%
2	Assistant/Deputy Manager	0	0	0	0	0%	0	0	0%
3	Engineer	1	0	1	0	100%	0	0	0%
4	Foremen	0	0	0	0	0%	0	0	0%
5	Skilled Worker	3	0	3	0	100%	0	0	0%
6	Semi-skilled Worker	34	3	33	2	97%	1	1	3%
7	Non-skilled Worker/Labor	4	0	0	0	0%	4	0	100%
	Grand Total	**43**	**3**	**38**	**2**	**88%**	**5**	**1**	**12%**

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3. Envision

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	0	0	0	0	0%	0	0	0%
2	Assistant/Deputy Manager	0	0	0	0	0%	0	0	0%
3	Engineer	22	0	7	0	32%	15	0	68%
4	Foremen	0	0	0	0	0%	0	0	0%
5	Skilled Worker	1	0	0	0	0%	1	0	100%
6	Semi-skilled Worker	0	0	0	0	0%	0	0	0%
7	Non-skilled Worker/Labor	0	0	0	0	0%	0	0	0%
	Grand Total	**23**	**0**	**7**	**0**	**30%**	**16**	**0**	**70%**

4. Jujie Technology Development Group Co., Ltd

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	0	0	0	0	0%	0	0	0%
2	Assistant/Deputy Manager	1	0	1	0	100%	0	0	0%
3	Engineer	2	0	2	0	100%	0	0	0%
4	Foremen	0	0	0	0	0%	0	0	0%
5	Skilled Worker	0	0	0	0	0%	0	0	0%
6	Semi-skilled Worker	18	3	15	0	83%	3	3	17%
7	Non-skilled Worker/Labor	11	0	2	0	18%	9	0	82%
	Grand Total	**32**	**3**	**20**	**0**	**63%**	**12**	**3**	**38%**

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5. PC1

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	0	0	0	0	0%	0	0	0%
2	Assistant/Deputy Manager	0	0	0	0	0%	0	0	0%
3	Engineer	5	0	5	0	100%	0	0	0%
4	Foremen	0	0	0	0	0%	0	0	0%
5	Skilled Worker	1	0	0	0	0%	1	0	100%
6	Semi-skilled Worker	0	0	0	0	0%	0	0	0%
7	Non-skilled Worker/Labor	34	0	34	0	100%	0	0	0%
	Grand Total	**40**	**0**	**39**	**0**	**98%**	**1**	**0**	**3%**

6. Power China Hubei Engineering Co., Ltd.

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	1	0	1	0	100%	0	0	0%
2	Assistant/Deputy Manager	0	0	0	0	0%	0	0	0%
3	Engineer	0	0	0	0	0%	0	0	0%
4	Foremen	0	0	0	0	0%	0	0	0%
5	Skilled Worker	19	0	18	0	95%	1	0	5%
6	Semi-skilled Worker	6	2	3	1	50%	3	1	50%
7	Non-skilled Worker/Labor	58	0	8	0	14%	50	0	86%
	Grand Total	**84**	**2**	**30**	**1**	**36%**	**54**	**1**	**64%**

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7. Power China (Sinohydro Bureau10., Ltd)

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	3	0	3	0	100%	0	0	0%
2	Assistant/Deputy Manager	17	0	17	0	100%	0	0	0%
3	Engineer	95	0	94	0	99%	1	0	1%
4	Foremen	1	0	1	0	100%	0	0	0%
5	Skilled Worker	29	1	20	1	69%	9	0	31%
6	Semi-skilled Worker	231	37	64	0	28%	167	37	72%
7	Non-skilled Worker/Labor	21	3	0	0	0%	21	3	100%
	Grand Total	**397**	**41**	**199**	**1**	**50%**	**198**	**40**	**50%**

8. LSSS-OSG Security

No.	Position by CA	Total Employee		Expatriates			Lao		
		Total	Female	Total	Female	%	Total	Female	%
1	Project Manager	1	-	-	-		1	-	
2	Assistant/Deputy Manager	1	-	-	-		1	-	
3	Foreman (Patrol)	20	-	-	-		20	-	
4	Worker/Security guard	74	-	-	-		74	-	
	Grand Total	**96**					**96**		

Remark:

Security workers employed by LSSS-OSG for the Project are all male and Lap nationals.

Overall, the workforce is 40% expatriates and 60% Lao nationals, with noticeable female participation across roles. The high percentage of local involvement in semi-skilled and non-skilled positions highlights the Project's commitment to local employment and community engagement.

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The Department of Sekong Labor site inspection

MWP has submitted three monthly reports on the Project's workforce (October, November, December 2024) to the Department of Sekong Labor and Social Welfare, in compliance with Lao Labor Law requirements. The most recent labor management monitoring meeting, conducted by the Department of Sekong Labor, took place from 25th to 29th November 2024. The meeting minutes have been prepared and shared with ADB and the Lender's team.

Key conclusions of the labor inspection are the following:

- Contractors submitted a summary of total manpower, comprising both domestic and external labor.
- Contractors are required to provide updates on the progress of registering both foreign and local workers for social security, including the number of workers already registered and those currently in the process of registration.
- Provide an update to the Sekong labor team on outstanding work permits for foreign labor, including the current progress status.
- Enhance labor monitoring efforts through consistent follow-up on the hiring of both domestic and external workers and establish an effective document control and reporting system.Before each labor recruitment, all relevant details must be carefully reviewed to ensure that no individuals under the age of 18 are employed in heavy work, hazardous jobs, or any roles that may pose a risk to their health or safety.
- All contractors have confirmed to the labor team that all workers have signed employment contracts.
- Project contractors are required to report any resignations or project completions involving local or foreign workers. In such cases, the company will issue reference letters to the affected workers. Local workers should also be advised to continue making independent social security contributions.
-

Sekong Labor Office - Documentation Review and Site Walkaround Inspection.

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Labor Monitoring Program establish of PCL' subcontractor

No.	Company Name	Company role
1	Hubei	Construction 500KV substation, 500kv Main camp, Forest Camp and O&M camp.
2	Sino 10	Construction Wind Turbine Foundation, Access Road clearance, camps mobilise at 4 zone. Zone1. Construction camp1, 115KV substation Zone2. Camp Batching Plan 2, 2.1 and Camp# 2.2 (None-Active Camp) Zone3. Camp#3, camp #3.1 and camp#3.2 WA 317 (Non-Active camp) Zone4. Camp#4, camp# 4.1 and Camp # 9 Zone 4B
3	Cosco Shipping	Wind Turbine gears transportation to the site from laydown yard #1 to Laydown #2 and Laydown #3
4	CNME	WTG installation – camp location at laydown yard #2
5	ZJJJ	WTG installation – camp location at laydown yard #3
6	PC1	Transmission line foundation and erection – Workers are accommodated at Por Vanna Guest House and Van Van Guest House.

Temporary accommodation worker camp update

MWP and PCL have independently conducted labor site inspections using residential logs, random interviews, and unannounced inspections at camps, construction sites, laydown yards, and transmission line areas.

Currently 18 Accommodation are active

Based on weekly labor monitoring by MWP's labor team and confirmed during the labor inspection by Sekong Labor Department, MWP and PCL and its subcontractors ensured all accommodation worker camp and work sites complied with the:

- Local Content and Influx Management Plan
- Community Health and Safety Management Plan
- Occupational health and Safety Plan
- Grievances Procedure
- Waste Management Plan
- Water Quality Management Plan

Have there been any changes in the Human Resources policies, procedures, or working conditions and/or amendments to the Company's internal labor regulations or HR policies and procedures within the reporting period? If yes, please provide details, including the reason/s for the changes and consultation process with the workforce.

No change to the policies and regulations.

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Provide updates on the membership of workers' union or association, status of collective bargaining agreement, and union-related activities supported by the Company.

MWPC has appointed a workers' union liaison and plans to establish union membership. During the reporting period, there were no union-related activities supported by MWPC.

Report on compliance with ADB's Social Protection Requirements and Equator Principles covering labor and working conditions.

- MWPC has submitted Workforce Monthly Reports to local government (Department of Labor and Welfare) as required by Lao Labor Law.
- EPC submits a monthly labor management report to MWPC. EPC has provided a list of employees including working for the project on site and their employment status.
- MWPC has provided induction on the grievance mechanism to EPC and in turn EPC oriented subcontractors on GRM. The GRM is in place with the EPC and subcontractors. So far there are no grievances received concerning staff recruitment or employment, and no litigation about child labor and forced labor from the MWPC, contractor's and subcontractor's workers.
- There have been no local enterprises, businesses or vendors that have contracted with the Project for supplying goods for the project activities. This is due to the limitation of local suppliers' service (quantity and quality of goods).
- MWPC has set up a clinic to provide a basic health service for the Project's workers. MWPC already set up a local health service station at the owner camps to provide health care access for local villagers. The health service resource personnel, equipment, and ambulance vehicle are from Thailand.
- EPC has set up their own clinic at main camp. So far there are no grievances from the project workers about the Project blocking access to local health care facilities. The number of Project's workers and cases using health care facilities will be available in the next quarterly report.
- Grievances have been received from villagers and communities about the Project causing impact on their land and crop assets, natural resources, and facilities (water supply), livelihood, culture heritage, safety, and security. Please refer to GRM section of this report and the corrective actions.
- Regarding public safety, please refer to health and safety section of this report.

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- Regarding Anti-Discrimination (ethnicities, religions, nationalities) and gender-based violence and harassment (GBVH), MWPC has emphasized these concerns to EPC and their subcontractors and prohibits such behaviour in the workplace and in the local areas. So far there are no grievances received from the Project's workers.

- MWPC has organized an induction on the Code of Conduct related to Local Content, Influx Management Plan and Community health and safety for various stakeholders (MWPC and EPC, local government agencies, and the community level).

- MWPC HR has coordination meetings with EPC at site (weekly, monthly, and random) for purposes of monitoring, audit, and inspection to ensure the Local Content and Influx Management Plan is implemented properly.

- MWPC together with Department of Labor and Welfare have organized the monthly audit for the EPC Contractor and subcontractors.

Report on Implementation of the Labor Management Plan

No	Activity	Status as of the end of December 2024	Successes	Challenge	Remarks
1.	Labor Monitoring Program Daily monitoring through accommodation worker camp, work sites including laydown yards and transmission line construction	Continued daily labor monitoring to ensure compliance with relevant plans, including local influx management plan, Worker Camp Management Plan, and OHS Management Plan.	Non-compliance or complaint from other parties	It takes longer to process the work permit for the change in foreign workers.	-
2.	Security employee All worker camps and facilities have security personnel assigned to do the site patrol, both day and night shifts. All security guards have been trained in the Worker Code of Conduct, Internal HR policy and GRM procedure.	The security system is in place.	The security logbook is being collected regularly, and no security issues have been noted.	-	-
3.	Worker GRM implementation.	All project temporary worker camps have been equipped with GRM procedures and GRM boxes. Continued monitoring of the GRM boxes and solving the cases accordingly.	Any cases are solved promptly.	-	-

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No	Activity	Status as of the end of December 2024	Successes	Challenge	Remarks
4.	Worker interview activity. The random worker interview shall occur in a daily labor monitoring program to ensure the labor program is implemented well, laborer or person who gets interviewed will be able to share some information or raise any GRM if needed	Continued with the program as part of the daily labor monitoring program. Labor-related GRM data is stored and tracked accordingly.	-	-	-
5.	Audit of the salary payment mechanism and the pay slips system to ensure the payment to correct recipient with accurate amount.	Continue monthly review of pay roll and pay slips of all contractors.	All salary payment issues have been completely resolved.	-	-

Labor Monitoring Program

To ensure compliance with Lao labor law, close monitoring of domestic and foreign labor is required.

ADB has approved the PCL sub-plans, including the Local Content and Influx Management Plan and the Workers Camp Management Plan. MWPC must comply with relevant national labor laws and take measures to adhere to core labor standards for the ADB-financed portion of the Project.

The objectives of the labor management program are:

- MWP and PCL will establish a labor monitoring team to oversee labor management practices and worker camps, ensuring compliance with Lao labor law and ADB/lender requirements.
- Promote and support local recruitment.
- Ensure implementation of the approved PCL sub-plan standards and measures to protect workers' health, safety, and living conditions.
- Monitor and report employment levels concerning local employment and gender-related issues.

See Appendix F for the Accommodation worker camp residential log of December 24

PCL contractor and Subcontractors worker camp

- Residential Log COSCO Dec-24
- Residential Log Envision Dec-24
- Residential Log HUBEI Dec-24
- Residential Log SH10 Dec-24
- Residential Log ZJJJ Dec-24
- Residential Log CNME Dec-24
- Residential Log PC1 Dec-24

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Worker-related grievances

MWPC and the main Contractor are working closely to address the Worker-related grievances with a reasonable rectification approach and timeline. During the reporting period, various issues related to housing and accommodation, working conditions, and HR and administration have been promptly resolved. This demonstrates a commitment to ensuring a comfortable and safe living environment for all employees.

Several work condition complaints were also addressed. Employees requested regular days off, timely salary payments, and better vehicle safety practices. The HR and administration departments have been actively working on these concerns, including processing requests for regular days off, ensuring timely salary disbursements, and communicating vehicle safety measures to all staff. These actions aim to improve overall job satisfaction and maintain a productive work environment.

Worker related Grievance Procedure

During the Project's implementation, grievances may be raised by workers or local community members. The grievance mechanism for local communities and stakeholders is outlined in the Community Health and Safety Management Plan. The workers' grievance mechanism, which focuses on investigating and resolving worker grievances, is detailed below.

Grievance Mechanism Process

The grievance mechanism is applied to Power China, its subcontractors, and their subcontractors during the construction period. The grievance management process is summarized in five steps.

GRM Process Steps	Duration of the Process
Step 1: Publicizing Grievance Management Procedures	Workers will be informed about the grievance mechanism during induction training and specific thematic sessions.
Step 2: Receiving and Tracking Grievances	HR Manager and Camp Boss must acknowledge receipt of the grievance within 2 working days. Grievances should be recorded within 7 days.
Step 3: Reviewing and Investigating Grievances	Screening of grievances must be completed within 1 working day.
Step 4: Developing Resolution Options and Response	A proper resolution, based on the investigation results, must be prepared within 1 working day after the investigation is completed.
Step 5: Monitoring, Reporting, and Evaluating	Follow-up on corrective actions must occur within 2 weeks, or longer if needed, until the complainant confirms satisfaction.

Submission and Receipt of Grievances

Workers can submit grievances using various methods provided by the Project, including grievance boxes at all camps and facilities, email, or phone call to the HR Manager, who serves as the Grievance Coordinator. Workers can file grievances anonymously, without including their names in the forms. If submitted anonymously, the worker can choose how they wish to receive acknowledgment of the grievance and the resolution. The available options are listed below:

Provide an anonymous mobile phone number or another viable contact method (such as an anonymous email address).

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- Appoint the workers' representative, who is a member of the grievance committee, as their contact person.
- Select the camp leader or a trusted supervisor, whose name and contact information will be recorded in the grievance logbook.
- Grievances can be submitted verbally or in writing, in any language the worker understands.
- Grievance tracking reports from all project subcontractors are submitted to MWP monthly and shared with ADB and the Lender's team before each site visit.

The photos below show that the worker-related grievance procedure is implemented during toolbox meetings, and the GRM program is part of the induction training for new hires.

The total number of grievances received from the Company's and contractor's/subcontractor's workers from October to December is 62 cases. The record of the grievance cases from the workers can be referred to Appendix **G**.

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Security COC training

Project has provided the Security Code of Conduct training to all the security personnel.

WORKER CODE OF CONDUCT INCLUDES

1. Alcoholic Beverages, Drugs, or Firearms
2. Harassment, Violence
3. Hunting/Poaching
4. STDs Policy
5. Disputes
6. Disciplinary Actions
7. Occupational Health and Safety
8. Behavioral standards that are respectful to local culture/cultural heritage
9. CoC related to Worker's Accommodation
10. Freedom of Association ILO Convention 87
11. How to cover COVID and other transmission diseases
12. How to Secure the Site and the Use of Security Personnel
13. Cultural Heritage

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Vocational Training

Project to ensure local and external employment KPIs/targets are achieved, EPC Contractors has been developed the vocational training and prepares people for a specific job, trade, or craft by teaching practical skills and knowledge for the workforce and through effective monitoring of the contractors, vocational training, and skill development programs.

The vocational training includes:

- MWP-HSSE-TR-241116 Vocational training - Engineering Support Dept -SH10 115kV & 35kV
- MWP-HSSE-TR-241119 Vocational training - Equipment Operation Training - SH10
- MWP-HSSE-TR-241125 Vocational training - WTG Defect Rectification – CNME
- MWP-HSSE-TR-241126 Vocational training - Tube Mounting – HUBEI

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- MWP-HSSE-TR-241127 Vocational training - Heavy Transportation Management – Cosco
- MWP-HSSE-TR-241128 Vocational training - Anti Corrosion Coating of Key Fasteners – Envision
- MWP-HSSE-TR-241129 Vocational training - Method Statement QAQC - PC1
- MWP-HSSE-TR-241204 Vocational training - WTG Installation Workers – ZJJJ
- MWP-HSSE-TR-240816 Vocational training - Working at Height - PC1
- MWP-HSSE-TR-240816 Vocational training - Working at Height - PC1

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J. INSTITUTIONAL STRENGTHENING AND TRAINING

Health and Safety training sessions were conducted extensively, with participation in various programs to ensure the workforce is well-informed and prepared for safety and emergency scenarios. Please refers to section G.7 Occupational Health and Safety Monitoring.

K. CONCLUSION

MWPC specialists and leadership are committed to achieving the highest environmental and social standards within the Monsoon Project. We actively engage with local communities and relevant authorities throughout the construction period, measuring success by both timely project completion and adherence to the most stringent standards.

The applicable international and local standards, and the requirements of the lenders, are extensive and complex and we acknowledge the initial weaknesses in achieving full compliance. We are addressing non-compliances with corrective action plans and striving for comprehensive compliance.

Recognizing the need for continuous improvement, we hold leadership meetings in China with EPC Contractor executives every quarter. These meetings maintain a shared commitment to ensure the highest level of compliance. We can then carry this commitment into the site.

We have strong management support for the following immediate actions:

- Pre-Work Compliance Checks: A system to ensure adherence to standards before work begins in each area.
- Enhanced Corrective Action Tracking: Improved monitoring to expedite necessary work and verify its effectiveness.

During this quarter, MWPC managed to resolve 64% of a total of 39 non-compliances identified during the 7th ADB Mission in December 2024. We have satisfied the proposed corrective action plans while maintaining the target resolution date as committed to ADB and LESA.

These actions, while subsequent to this report period, demonstrate our response to concerns raised by ADB and other Lenders.

INTERNAL. This information is accessible to ADB Management and Staff. It may be shared outside ADB with appropriate permission.

L. APPENDICES

Appendix A – NTFP Compensation Completion Report

Appendix B – Community Development Plan Outline and an Endorsed CDP

Appendix C – Summary of the VAH Transitional Assistance Support

Appendix D – Summary of the LRP for the 20 Pilot-AHs

Appendix E – Water quality monitoring result

Appendix F – Residential logs for December 2024

Appendix G – The record of the grievance cases from the workers

Appendix H – Spoil area monthly report for December 2024

INTERNAL. This information is accessible to ADB Management and Staff. It may be shared outside ADB with appropriate permission.