

# South Asia Co-operative Environment Programme (SACEP) Plastic free Rivers and Seas for South Asia (P171269)

STRENGTHENING FIVE ESTABLISHED MATERIAL  
RECOVERY FACILITIES IN COLOMBO, RATNAPURA,  
MATARA, KALUTARA, ANURADHAPURA DISTRICT

GRANTEE: NEGOMBO RECYCLING CLUB PVT LTD - SRI LANKA

## Environmental and Social Management Plan (ESMP) Building a Blue Lanka by Uplifting Communities - BLUECAP

### 1. Subproject Information

<b>Subproject Title:</b>	Strengthening Established Material Recovery Facility -Colombo, Ratnapura, Matara, Kalutara, Anuradhapura District
<b>Estimated Cost:</b>	7500 x 5 USD
<b>Start/Completion Date:</b>	01.03.2024-31.06.2025

### 2. Site/Location Description

Five running MRFs were identified in Colombo, Matara, Rathnapura Kalutara, and Anuradhapura districts, aiming to strengthen their existing collector network through 02 models.

Model 01.

The necessary education, training, and awareness will be provided initially, followed by the provision of required collection tools such as bins, bags, river booms, and electric bicycles to support the planned collection growth and improve existing operations. The selected MRFs under this category are located in Wadduwa, Kalutara District, and Mahabulankulama, Anuradhapura District. No construction will be involved, so only the operational phase requirements of the ESMP will apply to these two MRFs. These MRFs are to be partnered with NRC for the proposed project through separate signed MOUs, which include a purchasing guarantee for the available plastic bales to strengthen the partnership and the commitment to adhering to the requirements identified by the ESMP.

Kalutara District - Wadduwa-EKO PLASCO,15/A,Saranathissa Mawatha Road,Wadduwa

Location Map <https://maps.app.goo.gl/KAC7fAmx9AYPNnYu9>

Anuradhapura District - Anuradhapura-THILAKA ECO (PVT) LTD,Samagipura, Mahabulankulama,Nochiyagama

LocationMap

<https://www.google.com/maps/place/8%C2%B019'05.6%22N+80%C2%B019'24.3%22E/@8.3182196,80.3234014,874m>

Model 02.

The three selected MRFs under this category are located in Mirissa (Matara District), Mulleriyawa (Colombo District), and Kuruwita (Ratnapura District). These MRFs will receive an expansion of their collection huts, in addition to the facilities outlined under Model 01. Construction work is involved in this phase. Therefore, the construction and operational phase requirements of the ESMP will apply to these three MRFs.

These MRFs have partnered with NRC for the proposed project through separate signed MOUs, which include a purchasing guarantee for the available plastic bales to strengthen the partnership and a commitment to adhering to the requirements identified by the ESMP.

All 03 lands are privately owned flat land with clear ownership, Therefore, no involuntary land acquisition issues are anticipated for the project.

#### **Colombo District**

The proposed Material Recovery Facility (MRF) site is located at Mulleriyawa-EKO WAVE HOLDINGS (PVT) LTD,581/A, Avissawella Road, Mulleriyawa New Town in Colombo district of the Western Province in Sri Lanka. The area is characterized by a residential and commercial land use pattern. In terms of the local community, the area primarily consists of individuals engaged in residential living and small-scale commerce, with no significant agricultural or fishing communities directly surrounding the site. The area of influence of the sites does not contain any protected habitats or lush vegetation. Access roads to the site provisions for water and electricity are available which ensures the facility operates effectively.

The site consists of 18.6 perches and NRC has signed an agreement with the owners of the MRF (Annexure 01).

Location Map <https://maps.app.goo.gl/LhkWTqVAmKGbAS638>

#### **Ratnapura District**

The proposed Material Recovery Facility (MRF) site is located at Kuruwita-CEYLON EMERALD WAY (PVT) LTD. GOR RECYCLING HUB,622/A, New Town, Ratnapura in Ratnapura district of the Sabaragamuwa Province; typical wet zone in Sri Lanka. The site is located in Nalanda Ellawala Stage 11 industrial estate and the economic activities in the area are industrial. In terms of the local community, the area primarily consists of an industrial community. Therefore the area of influence of the sites does not contain any protected habitats. The site consists of 40 perches and Access roads to the site provisions for water and electricity are available which ensures the facility operates effectively.

NRC has signed an agreement with the owners of the MRF( Annexure 06).

Location Map <https://maps.app.goo.gl/5D5XfXPjyZehJGGr5>

#### **Matara District**

The proposed Material Recovery Facility (MRF) site is located at Mirissa-BEMO ECO MART,334/B, Matara Road, South, Mirissa in the Matara District of the Southern Province in Sri Lanka. The area is characterized by a mix of tourism and residential land uses, located within 1 km of the beach. In terms of the local community, the area primarily consists of individuals engaged in residential living, small-scale commerce, and tourism with no significant agricultural or fishing communities directly surrounding the site. The site consists of 29.86 perches. Access roads to the site provisions for water and electricity are available which ensures the facility operates effectively.

NRC has signed an agreement with the owners of the MRF ( Annexure 10).

Location Map <https://maps.app.goo.gl/88JdAD1Sra7Z9eLa7>

### **3. Subproject Description and Activities**

### Strengthening existing Material Recovery Facility

This project involves strengthening the existing Material Recovery Facilities ( 03) in 03 district which includes the construction of a collection hut as an expansion of collecting shade with the following components:

#### Construction Phase:

1. Approximately 02 skilled and 02 unskilled workers will be deployed for two months for the construction of the hut.
2. Constructing a 20x20 sq. ft. collection center with a concrete floor, a shelter, and metal sheet side covers.

#### Operational Phase:

1. For the operation phase, approximately 3 skilled workers and 3-5 unskilled workers are occupied and continuously trained on the operations of MRF.
2. Storing the bales under shelter until dispatch.
3. Additionally, three electric bicycles will be provided for collecting recyclable plastic.
4. Assist in strengthening the collection network by providing collecting bins 7-9 and 70-100 bags.

The Material Recovery Facilities aims to collect 25 tons of recyclable plastic per month at each facility and deliver it to the Negombo Recycling Club for recycling. Its operational area will cover a radius of up to 20 km within the district.

The operations of the MRF, supported by the project, will continue until the end, after which the NRC will take over responsibility.

#### Institutional Arrangements

This sub-project was implemented by NRC as part of its initiative to strengthen existing material recovery facilities (MRFs). NRC has formalized a legal agreement with the MRF owner, defining the rights and responsibilities of both parties. The agreement outlines the terms of collaboration, ensuring the successful implementation of the project and the development of a robust material flow plan for recyclable materials (Annexure 01,06,10).

Under the agreement, NRC is responsible for providing key resources, including a storage hub, electric cycle, drop-off bins, and bags, to support the MRF's operations related to collecting and managing recyclable plastic waste. NRC also oversees awareness and public relations activities and ensures compliance with National Environmental and Environmental and Social Management Plan (ESMP) requirements. Additionally, NRC provides training for MRF owners, MRF staff, and other personnel nominated by the facility.

The MRF, in turn, is accountable for collecting recyclable plastic waste, supplying materials, and effectively utilizing and managing the resources provided. The MRF is also responsible for ensuring compliance with national laws and ESMP requirements. Construction activities are conducted by a contractor selected through NRC's competitive bidding and procurement process, under the supervision of a Technical Officer and an Environmental & Social (E&S) Officer mobilized by NRC. NRC has a zero-tolerance policy on PSEA (Prevention of Sexual Exploitation and Abuse) and SH (Sexual

Harassment). All the contractors, subcontractors, and all staff are required to adhere to the zero tolerance by signing the Code of Conduct, PSEA/ SH Policy.

A grievance Redress Mechanism (GRM) will be established to effectively handle and address complaints or concerns raised by stakeholders, employees, or the public regarding the sub-project. It ensures that grievances are promptly acknowledged, investigated, and resolved fairly and transparently.

#### 4. ESMP Matrix: Risk and Impacts, Mitigation, Monitoring

The below ESMPs reflect the E&S risks and impacts that are generally related to the construction of the facilities and take into account the local specificities of the respective sites.

##### 4.1 Construction stage

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
Disturbance to the vegetative soil during ground preparation activities due to the removal of ground vegetation cover.	I. 10 trees will be planted in and outside of the facility as a compensation measure.	at site /after construction	MRF Owner	# of trees planted	Monthly Monitoring  Site visit	E and S Officer NRC  Technical Expert (Envt) Country team	50
Environmental damage due to discharge of wastewater generated during construction.	Construction wastewater will be directed to a pit.	Construction site, throughout operation	Contractor and the Environmental and Social officer- NRC	Availability of the pit  Checking the practice of water discharge	One site visit during construction and monthly meetings- Online by country team/ NRC	NRC- E and S Officer  Technical Expert (Envt) Country team/NRC	
Noise Pollution during site preparation and earthworks soil compaction, cutting iron bars, and public nuisance	Construction works will be carried out during the daytime.  A Grievance Redress Mechanism will be developed and implemented, which will include maintaining a public complaint box.	At site/ During Land clearing and Earthwork - Earth filling and compaction , steel works( one	Contractor and the Environmental and Social office	Noise measurement records  # of grievances received regarding noise	Regular Monitoring  One site visit during construction and monthly meetings- Online by country team/ NRC	NRC- E and S Officer NRC  Technical Expert (Envt) Country team	50

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
	Noise levels at the boundary of the Land will be maintained below 75dB(A).  Less Noisy Equipment (At least D4-type machines) will be used to minimize the noise	to 02 days per each activity)					
Solid waste accumulation	A construction waste management plan will be developed and used.  Construction waste will be sorted for reuse. Any remaining waste will be removed from the site by the building contractor in coordination with the Local Authority.  Daily records related to waste management will be maintained.	at site (01 month)	Contractor	Availability of the plan  Evidence for construction waste being sorted	Monthly Monitoring Monthly meetings	NRC- E and S Officer  Technical Expert (Env't) Country team	Practical measure that does not need additional cost
Soil and water contamination, along with potential mosquito breeding, is due to the generation of wastewater during construction.	Construction wastewater will be directed to a dedicated sedimentation pit to prevent soil and water contamination.  Surrounding areas will be	On-site, throughout the activity	Contractor	Records of cleaning  Evidence of maintenance of channels	Monthly monitoring	NRC- E and S Officer	Costs of repellent 50  Cleaning does not need

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
	<p>cleaned daily to remove potential mosquito breeding sites.</p> <p>Drainage channels will be maintained to ensure proper water flow and prevent stagnation.</p> <p>Mosquito repellents and larvicides will be applied to stagnant water areas as needed.</p>			Evidence for application of repellent		Technical Expert (Envt) Country team	additional cost.
Occupational Health and Safety (OHS) Risks for workers during construction, electrical wiring, and machinery setup.	<p>All workers will be equipped with necessary personal protective equipment (PPE), including helmets, gloves, safety boots, goggles, and high-visibility vests to reduce the risk of physical injuries.</p> <p>Strict safety protocols will be implemented for all electrical wiring activities.</p> <p>Fully stocked first aid kits will</p>	On-site, throughout activity	Contractor and the Environmental and Social officer	<p>% of workers Wearing PPE during construction activities</p> <p>Availability of First Aid box, Accident Register</p> <p>Daily checking of water accumulated</p>	<p>Regular Monitoring</p> <p>One site visit during construction and monthly meetings-Online by country team/ NRC</p>	<p>NRC- E and S Officer</p> <p>Technical Expert( Envt) Country team</p>	200

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
	<p>be maintained and made accessible to the workers on-site.</p> <p>Proper sanitary facilities (separate for men and women) will be provided, and access to safe drinking water will be ensured for all workers.</p> <p>Adequate, well-ventilated workspaces, clean eating areas, and separate sleeping areas for men and women (if necessary) will be provided to ensure workers' comfort and well-being.</p>			places and cleaning			
Lack of understanding of EHS risks and impacts and mitigation measures leads to accidents and health impacts.	<p>The capacity of the construction company will be accessed on OHS.</p> <p>Workers will be trained on OHS through toolbox talks</p>	On-site, throughout the activity	Contractor	<p>Evidence for capacity assessment.</p> <p>Number of toolbox talks conducted</p>	Monthly Monitoring	<p>NRC- E and S Officer</p> <p>Technical Expert (Envt) Country team</p>	practical measure that does not need additional cost
Risks of Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH)	A PSEA Focal Point will be appointed at the project level (Assistant Manager - Male and	Training and awareness	Environmental and Social officer	Number of training sessions	MonthlyMonitoring		50 (Most measures are

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
a) between Project workers; b) between Project workers and local community members	<p>Field Officer - Female, Sinhala and Tamil speaking).</p> <p>Visibility of the reporting line will be displayed at the site</p> <p>Awareness training will be provided on recognizing, and preventing SEA/SH for            a) Project site workers and contractors            b) affected communities.</p> <p>Training will be provided on the reporting line of SEA/SH-related grievances for Project workers and staff.</p> <p>Awareness and visibility material will be displayed for communities.</p> <p>All Project workers are required to sign a Code of Conduct (CoC) including instructions on SEA/SH prevention.</p> <p>Specific and dedicated SEA/SH response mechanisms will be</p>	<p>will be conducted before the commencement of work.</p> <p>Implementation of Focal Points and signing of CoC by the contractor at the site during the construction period.</p>	Gender focal point of the project	<p>provided to workers</p> <p>Number of awareness sessions provided to project staff and communities</p> <p>Number of awareness done for communities and Availability of visibility material on GRM.</p> <p>Percentage of workers that have signed the CoC</p>	site visit and meeting	<p>Gender focal point of the project</p> <p>Technical Expert (Env) Country team</p>	practical measures that do not require additional cost)

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
	provided including referral to SEA/SH services.						
Potential for social issues related to labor influx	<p>Worker grievance meetings will be conducted.</p> <p>Training will be provided to raise awareness of communicable diseases and Gender-based violence</p>	at site	Contractor and the Environmental and Social officer	Availability of meeting records	Regular Monitoring site visitor meeting	<p>NRC- E and S Officer</p> <p>Gender focal point of the project</p> <p>Technical Expert (Envt) Country team</p>	
Non-compliance with the local regulatory requirements and workers' dissatisfaction due to extensive work requirements	<p>A workers' GRM will be developed and implemented.</p> <p>An LMP will be developed and implemented in line with PLEASE Project LMP and national labor laws.</p> <p>Wages will be paid for workers as per Labor Management Procedures (LMP)</p>	On-site, throughout activities	Contractor and HR Officer	<p>A number of workers' grievances filed Availability and implementation of code of conduct.</p> <p>Payrolls</p> <p>Site visit and reviewing received complaints</p>	Monthly Monitoring	<p>NRC and</p> <p>Technical Expert (Envt) Country team</p>	<p>Cost GRM</p> <p>50</p>

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
Risk of Child Labour	<p>All recruitments will be conducted in accordance with the minimum age requirements of the Project, in compliance with national laws and ESS2 (Labor and Working Conditions). The age of all workers will be documented at the time of hiring to ensure adherence to these regulations.</p> <p>The age of workers will be verified with communities where required.</p> <p>A track record search of the contractors will be conducted during the bidding process (record of health and safety violations, fines, consult public documents related to workers' rights violations, GBV/SEA/SH issues, etc.)</p>	at the site throughout the construction period ( 02 months)	Contractor and the Environmental and Social officer	<p>Number of workers' grievances filed</p> <p>Number of track record searches conducted</p>	Monthly monitoring	<p>NRC- Gender focal point of the project</p> <p>Technical Expert (Env't) Country team</p>	Practical measure that does not need additional cost

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
Risk of forced labor	<p>A Workers' GRM will be established, ensuring workers have access to the Project's GRM.</p> <p>Awareness will be raised in communities.</p>	Throughout construction	Contractor	Number of grievances filed in workers' GRM	Monthly monitoring	<p>NRC-E &amp; S officer</p> <p>Technical Expert(Envt) Country team</p>	75
Lack of stakeholder engagement	<p>A Site-specific stakeholder map will be established including vulnerable groups, project-affected parties, and other interested parties (based on the Project Stakeholder Engagement Plan - SEP)</p> <p>Information dissemination channels will be defined for the identified stakeholders and provide sub-project-related information.</p> <p>Consultation channels of the mapped stakeholders will be defined and consultations will be conducted with all stakeholders including on environmental and social risks and mitigation measures.</p>	Before the commencement of works	Contractor and the Environmental and Social officer - NRC	<p>Availability of stakeholder mapping</p> <p>Number of project information dissemination events</p> <p>Number of consultations with identified stakeholders</p> <p>Number of consultations with identified members of vulnerable groups</p>	Monthly monitoring	Technical Expert(Envt) Country team and NRC	1000

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
Lack of a Grievance Redress Mechanism (GRM)	<p>Awareness of the Project GRM and its reporting channels will be raised.</p> <p>Additional reporting channels will be provided through complaint boxes installed at the sub-project site.</p> <p>The contact details of the SEA/SH Focal Point will be placed on notice boards in the project location.</p> <p>Complaints received through the complaint boxes at the site will be handled appropriately or transferred to the Project GRM.</p> <p>Complaints will be received through a dedicated reporting line for SEA/SH, and focal points for SEA/SH will handle them with strict confidentiality and in a survivor-centered manner.</p> <p>A map of local SEA/SH service providers will be established and will ensure every case reported is</p>	<p>Sub-Project Location/Throughout the operational period</p> <p>SEA/SH referral service mapping is to be conducted before the commencement of works</p> <p>Linkages to Project GRM established before the works</p>	Contractor-NRC/Gender focal point of the project	<p>Number of awareness sessions held</p> <p>Number of complaint boxes installed</p> <p>Number of SEA/SH Focal Points appointed</p> <p>A number of SEA/SH cases reported that receive referral services.</p> <p>Map of local SEA/SH service providers available</p>	<p>Monitoring method: Grievance Redress Mechanism, Complaint log and implementation</p> <p>Monitoring period: Monthly</p>	<p>E &amp; S Officer NRC</p> <p>Gender focal point of the project</p> <p>Technical Expert (Env't)</p>	<p>Costs of GRM, 100 staff time</p>

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility *	
	provided with referrals, if the survivor wishes that.						

**\* Overall Monitoring and supervision of the implementation of ESMP will be done by the PIU and UNOPs team.**

#### 4.2 Operational Stage

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility*	
Solid waste Accumulation During sorting plastic and risk of public nuisance due to open burning	<p>A Waste Management Plan will be developed and implemented.</p> <p>Non-recyclable waste generated will be disposed of with the Local Authority.</p> <p>Segregated degradables will be composted.</p> <p>Open burning will be prevented.</p>	At the MRF Facility, daily	MRF Owner	<p>Inhouse Waste Management Plan</p> <p>Disposal and dispatching of records</p>	<p>Regular monitoring</p> <p>One visit during the operational period</p>	<p>NRC- E and S Officer</p> <p>Technical Expert (Env't) and NRC</p>	50 (Most measures are practical measures that do not require additional cost)

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility*	
	Surrounding areas will be cleaned daily to remove potential mosquito/vector/pest breeding sites.						
Oil leakage from the baler machines can result in soil contamination in the surrounding area.	<p>Baler machines will be placed on a concrete floor to prevent oil from seeping into the soil.</p> <p>Machines will be regularly maintained and inspected to prevent oil leakages.</p> <p>Training will be provided to operators to ensure they are equipped to handle and use the machines properly.</p>	At MRF Facility Regularly	MRF Owner, Bailer Operator	<p>Maintenance record of baler machines</p> <p>Training record for the Bailer operator</p> <p>Number of oil leakage reported</p>	Regular monitoring of site visits and checking records	NRC- E and S Officer  Technical Expert (Env't) and NRC	Concentrating costs included in the construction (5x5 ft cost 112)
Noise generation during the bailing process and public nuisance and health implications to workers	<p>Boundary limits of Noise will be maintained as per the National Standards ( 55dB (A) )</p> <p>Appropriate PPEs will be provided for the workers</p>	At the MRF Facility, daily, Machinery purchasing	MRF Owner	<p>% of workers using appropriate PPE</p> <p># of complaints</p>	Monthly Monitoring	NRC- M & S Officer	50

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility*	
	<p>A Grievance Redress Mechanism will be established including maintaining public complaint Box</p> <p>Machines with lower noise levels will be selected, and timely maintenance will be carried out to ensure reduce noise pollution.</p>			<p>filed by workers</p> <p>Noise level at the boundaries</p>			
During the rainy season, water may seep through the net walls, creating a wet environment inside the facility, which can result in a non-conductive working environment for the employees.	The open net will be properly covered during the rain.	At the MRF Facility, During rainy hours	MRF Owner	# of complaints filed by workers	Monthly Monitoring	<p>NRC- E and S Officer</p> <p>Technical Expert (Env't) and NRC</p>	25
OHR risks for workers during operation	Separate sanitary facilities will be provided for male and female workers with access to safe drinking water, and a clean dining area	At the MRF Facility, daily	MRF Owner	Availability of adequate sanitary facilities,	<p>Regular Monitoring</p> <p>Site visits and checking records</p>	<p>NRC- E and S Officer</p> <p>Technical Expert (Env't)</p>	400

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility*	
	<p>Training will be provided on safety and proper use of personal protective equipment (PPE) and daily safety briefings will be conducted.</p> <p>A First aid box will be provided with access.</p> <p>Fire extinguisher will be installed</p> <p>An Emergency Preparedness Plan will be developed and implemented, with awareness training on how to respond effectively to emergencies.</p> <p>An accident registry will be maintained.</p> <p>Regular medical checkups will be conducted for workers.</p> <p>The Instruction Board will be displayed, featuring important instructions for all workers.</p> <p>Domestic wastewater will be directed to a septic tank</p>			<p>% of workers that wear appropriate PPE</p> <p>Availability of valid Fire extinguishers,</p> <p>Availability of First Aid box</p> <p>Accident records and follow-up actions are available.</p> <p>Availability of Emergency Preparedness plan</p> <p># of awareness sessions on plan</p>	visit during the operational period and weekly meetings		

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility*	
				Daily checking records  Medical check-ups records			
Risks of Sexual exploitation and abuse (SEA) and sexual harassment (SH) among workers and between workers and community members around the facility	<p>A Workers' Grievance Redress Mechanism (GRM) will be established to address and resolve workers' complaints and grievances in a timely and transparent manner.</p> <p>A dedicated SEA/SH (Sexual Exploitation and Abuse/Sexual Harassment) reporting line will be established to ensure that individuals can report incidents of SEA/SH safely and confidentially.</p> <p>The PSEA Focal Point will be appointed at the project level (Assistant Manager and Field Officer, both fluent in Sinhala and Tamil). The reporting line will be managed by NRC.</p>	At the MRF Facility, Throughout the operation	Contractor and the Environmental and Social officer Gender focal point of the project	<p>Availability of workers' GRM and SEA/SH Focal Points</p> <p>Availability of reporting system</p> <p>Availability of a list of GBV service providers</p> <p>Number of SEA/SH awareness sessions done for</p>	<p>Site visits and checking records</p> <p>One visit during the operational period</p>	<p>NRC- E and S Officer</p> <p>Gender focal point of the project</p> <p>Technical Expert (Env't) and NRC</p>	150

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility*	
	<p>An anonymous reporting system will be provided, along with protection measures for individuals who report SEA/SH cases, ensuring their safety and confidentiality.</p> <p>Referrals will be made to SEA/SH service providers as needed, ensuring timely and appropriate support.</p> <p>Training will be provided for both workers and communities on how to recognize, prevent, and respond to incidents and reporting of Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH).</p> <p>A Code of Conduct for workers at the facility will be implemented including reference to SEA/SH.</p> <p>Workers at the facility will be required to sign a Code of Conduct (CoC).</p>			<p>a) workers, b) surrounding communities</p> <p>Availability of CoC</p> <p>Percentage of workers that have signed the CoC</p>			

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility*	
Potential for social issues related to labor influx	<p>Worker grievance meetings will be conducted.</p> <p>Training will be provided to raise awareness on communicable diseases and gender-based violence.</p>	At the MRF Facility, daily	Contractor and the Environmental and Social officer	Availability of meeting and training records	Regular monitoring, site visits, and checking of records	Gender specialist - NRC	
Non-compliance with the local regulatory requirements and workers' dissatisfaction due to extensive work requirements	<p>An LMP will be developed and implemented in line with PLEASE Project LMP and national labor laws.</p> <p>A workers' GRM will be established.</p> <p>Wages will be paid following prevailing national laws.</p>	At the MRF Facility, daily	Facility Manager and HR Officer	<p>Number of workers' grievances filed</p> <p>Payrolls</p>	Monthly Monitoring	Technical Expert (Env't) Country team and NRC	1550
Risk of child labor at the facility	Recruitment will be conducted in accordance with the minimum age requirements of national laws and the age of workers will be documented upon hiring.	At the MRF Facility, daily	Operation Manager-MRF	Number of workers' grievances filed	Monthly monitoring	<p>NRC- E and S Officer</p> <p>Technical Expert (Env't) and NRC</p>	

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation & Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility*	
	The age of workers will be verified with National Identity cards/Birth certificates and communities where required.						
Risk of forced labor	Provide workers' GRM and access to Project GRM.  Awareness will be raised within communities regarding the dangers and implications of forced labor.	Throughout operation	Operation Manager-NRC	Number of grievances filed in workers' GRM	Monthly monitoring	NRC- E and S Officer  Technical Expert (Envt) and NRC	
Gender discrimination in job opportunity and wage	Non-discriminating guidelines will be introduced for the recruitment process and operations affecting all levels of workers.  Equal wages will be ensured for all male and female workers.	Throughout operation	Operation Manager-NRC	Availability of HR Policy Grievance Redress Mechanism	Monthly monitoring	NRC- E and S Officer  Technical Expert (Envt) and NRC	

**\* Overall Monitoring and supervision of the implementation of ESMP will be done by the PIU and UNOPs team.**

## 5. Capacity Development & Training

**Requirements of capacity building, training, or new staffing that may be necessary for effective implementation.**

- ## 01. Community Awareness of Plastic management and collection

### Capacity Building and Training During the Construction Phase-

01. Toolbox talks to the workers of the facility
02. Networking the collectors with MRF and public relations activities
03. Training the contractors and the supervisor staff on OHS, SEA/SH, PSEA, COC

### Capacity Building and Training During the Operational Phase

01. Training on safeguards, first aid, emergency preparedness, and fire drills for MRF owners and staff.
02. Provide training on recognizing, preventing, and responding to SEA and SH for both MRF owners and staff.
03. Provide awareness on recognizing, preventing, and responding to SEA and SH, including reporting for workers, collectors, and community members who reach the MRF and surrounding areas.
04. Consultation and awareness on Gender-Based Violence (GBV) for both Community and workers
05. Training on Machine operations and operational procedures of sorting, housekeeping, environmental protection, and waste management for MRF owner and staff
06. Awareness of communicable diseases for communities and workers including MRF owners

## 6. Implementation Schedule and Cost Estimates

[illegible]

stakeholder training, awareness, consultation, and implementation of the Gender Action Plan (GAP)													1550x2
ESMP Monitoring													Staff cost

## 7. Attachments

MRF Location	Documents
Colombo District - Mulleriyawa	<a href="#">01. Existing MRF Colombo District Agreement.pdf</a> <a href="#">02. Existing MRF Colombo_CEA Approval .pdf</a> <a href="#">03. Existing MRF Colombo Lease Agreement.pdf</a> <a href="#">04. Existing MRF Colombo district survey plan.pdf</a> <a href="#">05. Existing MRF Colombo DEED.pdf</a> <a href="#">06. Existing MRF Colombo Building approval</a>
Ratnapura District - Kuruwita	<a href="#">07. Existing MRF Ratnapura agreement.pdf</a> <a href="#">08. Existing MRF Ratnapura_CEA Approval Rathnapura.pdf</a> <a href="#">09. Existing MRF Ratnapura district Survey Plan.pdf</a> <a href="#">10. Existing MRF Ratnapura Deed .pdf</a> <a href="#">11. Existing MRF Ratnapura Building approval</a>
Matara District - Mirissa	<a href="#">12. Existing MRF Matara Agreement .pdf</a> <a href="#">13. Existing MRF Matara District_CEA approval .pdf</a> <a href="#">14. Existing MRF Matara survey Plan.pdf</a> <a href="#">15. Existing MRF Matara Deed .pdf</a> <a href="#">16. Existing MRF Matara Building approval</a>

## Evidence of stakeholder consultations, who was consulted, and when what were the inputs

### [17. Existing MRF Stakeholder Consultation Report](#)

## Grievance Redress Mechanism

The Project will be subject to the Grievance Redress Mechanism implemented by SACEP, as laid out in the Project ESMF (Section 8.2). The implementing partners will actively promote SACEP's GRM at the project site.

### [18. Grievance Redress Mechanism](#)

## Labor Management Procedures

The Project will comply with the Labor Management Procedures prepared for the SACEP PLEASE Project (27 October 2020)<sup>1</sup>.

### [19. Labour Management Procedure MRF NRC](#)

<sup>1</sup> SACEP Plastic Free Rivers and Seas for South Asia, Labor Management Procedures, 27 October, 2020, accessed at:  
<https://documents1.worldbank.org/curated/en/938031603827809604/text/Labor-Management-Procedures-Plastic-free-Rivers-and-Seas-for-South-Asia-P171269.txt>

#### IV. Review & Approval

NEGOMBO RECYCLING CLUB (PRIVATE) LIMITED  
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Managing Director  
NISHANTHA PERERA

Prepared By: .....(Signature)

Position: ..... Date: 01 .01. 2025

Reviewed By: ....(Si)

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Approved By

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