

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

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP) OF MATERIAL RECOVERY FACILITY - ADAMPAN

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

Subproject Title:	Material Recovery Facility -Adampan, Mannar District
Estimated Cost:	19,310 USD
Start/Completion Date:	01.05.2024-31.05. 2025

2. Site/Location Description

The proposed Material Recovery Facility (MRF) site is located at Thamarakkulam, Adamban in the Manthai West Local Authority area in the Mannar district of the Northern Province in Sri Lanka. The site consists of 30 perches of privately owned flat land with clear ownership, and NRC has signed an agreement with the owners (Annexure 4). Therefore, no involuntary land acquisition issues are anticipated for the project.

The land is characterized by a residential land use pattern surrounded by a residential house, several small grocery shops, and a paddy field within a 1-kilometer radius. In terms of the local community, the area primarily consists of individuals engaged in residential living, small-scale commerce, and agriculture with no significant fishing communities directly surrounding the site.

The vegetation of Mannar, Sri Lanka, is primarily composed of drought-tolerant species, such as thorny shrubs, palmyra palms, and *Acacia sp.*, adapted to the harsh, dry conditions. However, the project activities will not involve the removal or damage of any vegetation. Furthermore, the area of influence surrounding the site does not include any protected habitats.

Access road to the site is available to ensure the facility operates effectively. The project needs to establish provisions for water and electricity supply. The water supply will be sourced from the public water supply and used solely for the workers' consumption and daily needs. No water will be used in the operational process.

The site is situated in the arid zone of Sri Lanka, characterized by low rainfall and the average annual precipitation is 139 mm (the wettest is November and the driest month is March). The climate of the District is characterized by high temperatures. The temperature ranges from 28°C to 33°C throughout the year. There is a variation in temperature due to the ocean winds, as this District is adjoined by the Indian Ocean.

The Population of Mannar District was 155,556 in 2013 and the total number of families was 42,169. According to the provincial statistical information of 2024, the population of the Manthai West local authority area is 36,349, comprising 11,282 families. Among these, 1,518 families benefited from the government's Samurdhi Social Welfare Program, and 1,870 families benefited from the Aswasuma Social Welfare Program.

Coordinates of the location 8.9510603 N, 80.0027647 E

[Location Map](#)



3. Sub-Project Description and Activities

Facilitating a new MRF

This project involves the construction and establishment of a recyclable plastic collection center with the following components:

1. Constructing a 20x30 sq. ft. collection center with a concrete floor, a shelter, and metal sheet side covers.
2. Collecting recyclable plastic, manually sorting it, and baling the sorted plastics.
3. Storing the bales under shelter until dispatch.
4. Additionally, three electric bicycles will be provided for collecting recyclable plastic.

The Material Recovery Facility aims to collect 14 tons of recyclable plastic per month and deliver it to the Negombo Recycling Club for recycling. Its operational area will cover a radius of up to 20 km within the Mannar district. The operations of the MRF, supported by the project, will continue until the end of the project, after which the NRC will take over responsibility.

Construction Phase:

Approximately 02 skilled and 02 unskilled workers will be deployed for two months for the construction of the hut.

Operational Phase:

During the operational phase, it is planned that approximately 3 skilled workers and 3–5 unskilled workers will be engaged and recruited gradually while continuously trained on the operations of the MRF.

Institutional Arrangements

NRC is implementing this sub-project as part of its initiative to establish new Material Recovery Facilities (MRFs) under the PLEASE project. NRC has formalized a legal agreement with the landowner, 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 (annex 04).

Under the agreement, NRC is responsible for providing key resources, including a storage hub, baler machine, 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.

Construction activities are conducted by a contractor selected through NRC's competitive bidding and procurement process, under the supervision of the Technical Officer and the Environmental & Social (E&S) Officer mobilized by NRC. 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.

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.

The grievance Readiness Mechanism is established to effectively handle and address complaints or concerns raised by stakeholders, employees, or the public regarding the sub-project (Annex 6). It ensures that grievances are promptly acknowledged, investigated, and resolved fairly and transparently.

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

The ESMP tables below reflect the E&S risks and impacts related to the construction and operation of the facilities and take into account the respective site's local specificities.

4.1 Construction stage

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
Disturbance to the vegetative soil during ground preparation activities due to the removal of ground vegetation cover.	10 trees will be planted in and outside of the facility as a compensation measure.	at site /During Construction	MRF Owner	10 of trees planted	Monthly Monitoring Site visit photo evidence	E and S Officer NRC Technical Expert(Env't) Country team	150
Soil and water pollution due to improper discharge of wastewater generated during construction	Construction wastewater will be directed to a pit.	Construction site, Throughout the construction	Contractor and the Environmental and Social officer	Availability of the pit Checking the practice of water discharge (All the wastewater is let into the pit)	Regular Monitoring One site visit during construction and monthly meetings- Online by country team/ NRC	NRC- E and S Officer Technical Expert(Env't) Country team/NRC	

¹ _Overall Monitoring and supervision of the implementation of ESMP will be done by the PIU and UNOPs Program team

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
Public nuisance due to Noise Pollution during excavation and earthworks soil compaction, cutting iron bars, and machine installation.	<p>Construction works will be carried out during daytime.</p> <p>A Grievance Redress Mechanism will be developed and implemented, which will include maintaining a public complaint box.</p> <p>Noise levels at the boundary of the Land will be maintained below 75dB(A).</p> <p>Less Noisy Equipment (At least D4-type machines) will be used to minimize the noise</p>	At site/ During excavation and Earthwork, Earth filling and compaction, machine installation, and steel works (01 to 02 days for each activity)	Contractor and the Environmental and Social office	<p>Noise measurement records</p> <p># of grievances received regarding noise</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 NRC</p> <p>Technical Expert(Emt) Country team</p>	50
Solid waste Accumulation	<p>A construction waste management plan will be developed and used.</p> <p>Construction waste will be sorted for reuse.</p> <p>Any remaining waste will be removed from the site by the building contractor in coordination with the Local Authority.</p>	at the site throughout the activity (01 months)	Contractor	<p>Availability of the plan</p> <p>Evidence for construction waste being sorted</p>	<p>Monthly Monitoring</p> <p>Monthly meeting</p>	<p>NRC- E and S Officer</p> <p>Technical Expert(Emt) 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			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
	Daily records related to waste management will be maintained.						
Soil and water contamination, along with potential mosquito breeding, due to the generation of wastewater during construction	<p>Construction wastewater will be directed to a dedicated sedimentation pit to prevent soil and water contamination.</p> <p>Surrounding areas will be 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>	On-site, throughout the activity	Contractor	<p>Records of cleaning</p> <p>Evidence of maintenance of channels</p> <p>Evidence for application of repellent</p>	Monthly monitoring	<p>NRC- E and S Officer</p> <p>Technical Expert(Env't) Country team</p>	<p>Costs of repellent 50</p> <p>Cleaning does not need additional cost.</p>
Occupational Health and Safety (OHS) Risks for workers during construction, electrical	All workers will be equipped with necessary personal protective equipment (PPE), including helmets, gloves,	On-site, throughout the activity	Contractor	% of workers wearing appropriate PPE during	<p>Monthly Monitoring</p> <p>One site visit during construction and</p>	NRC- E and S Officer	<p>Cost of PPE</p> <p>Cost of first aid kits</p>

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
wiring, and machinery setup.	<p>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 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>			<p>construction activities</p> <p>Availability of First Aid box, Accident Register</p> <p>Number of electrical wiring with markings</p> <p>Daily checking of water accumulated places and cleaning</p>	monthly meetings-Online by country team/ NRC	Technical Expert(Envt) Country team	200

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
Lack of understanding of EHS risk, 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 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(Evt) Country team</p>	practical measure that does not need additional cost
<p>Risks of Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH)</p> <p>a)between project workers;</p> <p>b) between Project workers and local community members</p>	<p>A PSEA Focal Point will be appointed at the project level (Assistant Manager - Male and 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</p> <p>a) Project site workers and contractors</p> <p>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>Training and awareness will be conducted before the commencement of work.</p> <p>Implementation of Focal Points and singing of CoC by the contractor at the site during the construction period.</p>	<p>Environmental and Social officer</p> <p>Gender focal point of the project</p>	<p>Number of training sessions 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>Monthly Monitoring</p> <p>site visit and meeting</p>	<p>Gender focal point of the project</p> <p>Technical Expert(Evt) Country team</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			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
	<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 mechanism will be provided including referral to SEA/SH services.</p>			Percentage of workers that have signed the CoC			
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 Gender focal point of the project</p> <p>Technical Expert(Env't) Country team</p>	

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
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</p> <p>Availability and implementation of code of conduct.</p> <p>Payrolls</p> <p>Site visit and reviewing received complaints</p>	Monthly Monitoring	Technical Expert(Env't) Country team and NRC	Cost for GRM (repeating cost) 75
Risk of child labor	<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>	At the site, throughout construction	Contractor and the Environmental and Social officer - NRC	<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			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
	A track record search of the contractors will be conducted during the procurement process (record of health and safety violations, fines, consult public documents related to workers' rights violations, GBV/SEA/SH issues, etc.)						
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 & S officer</p> <p>Technical Expert(Env't) Country team</p>	Cost of GRM 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</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>	Monthly monitoring	Technical Expert(Env't) Country team and NRC	1000

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
	<p>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>			Number of consultations with identified members of vulnerable groups			
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>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</p>	<p>Monitoring method: Grievance Redress Mechanism, Complaint log and implementation</p> <p>Monitoring period: Monthly</p>	<p>E & S Officer NRC</p> <p>Gender focal point of the project</p> <p>Technical Expert (Envt)</p>	75

Anticipated E&S Risks & Impacts	Risk Mitigation & Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Monitoring & Mitigation Cost (USD)
		Location /Timing / Frequency	Responsibility	Indicators to be monitored	Methodology, including Location & Frequency	Responsibility ¹	
	<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 provided with referrals, if the survivor wishes that.</p>			providers available			

*** 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 and Impacts	Risk Mitigation and Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation and 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> <p>Surrounding areas will be cleaned daily to remove potential mosquito/vector/pest breeding sites.</p>	At the MRF Facility, daily	MRF Owner	<p>Inhouse Waste Management Plan</p> <p>Disposal and dispatching of records</p>	<p>Monthly monitoring</p> <p>One visit during the operational period</p>	<p>NRC- E and S Officer</p> <p>Technical Expert (Envt) and NRC</p>	<p>50</p> <p>(Most measures are practical measures that do not require additional cost)</p>
Oil leakage from the baler machines can result in soil contamination in the	Baler machines will be placed on a concrete floor to prevent oil from seeping into the soil.	At MRF Facility Regularly	MRF Owner, Bailer Operator	<p>Maintenance record of bailer machines</p> <p>Training record for the Bailer operator</p>	Regular monitoring, site visits, and checking of records	<p>NRC- E and S Officer</p> <p>Technical Expert (Envt) and NRC</p>	<p>Concreting cost included in the construction (5x5 ft cost 112)</p>

Anticipated E&S Risks and Impacts	Risk Mitigation and Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation and Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility *	
surrounding area.	<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>			Number of oil leakage reported			
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> <p>A Grievance Redress Mechanism will be established including maintaining public complaint Box</p> <p>Machines with lower noise levels will be selected, and</p>	At the MRF Facility, daily, Machinery purchasing	MRF Owner	<p>% of workers using appropriate PPE</p> <p># of complaints filed by workers</p> <p>Noise level at the boundaries</p>	Monthly Monitoring	NRC- M& S Officer	50

Anticipated E&S Risks and Impacts	Risk Mitigation and Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation and Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility *	
	timely maintenance will be carried out to ensure reduce noise pollution.						
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	NRC- E and S Officer Technical Expert (Envt) and NRC	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 Training will be provided on safety and proper use of personal protective equipment (PPE) and daily safety briefings will be conducted.	At the MRF Facility, daily	MRF Owner	Availability of adequate sanitary facilities, % of workers that wear appropriate PPE Availability of valid Fire extinguishers,	Regular Monitoring Site visits and checking records visit during the operational period and weekly meetings	NRC- E and S Officer Technical Expert (Envt)	400

Anticipated E&S Risks and Impacts	Risk Mitigation and Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation and Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility *	
	<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>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> <p>Daily checking records</p> <p>Medical check-ups records</p>			

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 a) workers, b) surrounding communities</p> <p>Availability of CoC</p> <p>Percentage of workers that have signed the CoC</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 (Envvt) and NRC</p>	150
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	<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>						
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Anticipated E&S Risks and Impacts	Risk Mitigation and Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation and 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	Worker grievance meetings will be conducted. Training will be provided to raise awareness on communicable diseases and gender-based violence.	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	An LMP will be developed and implemented in line with PLEASE Project LMP and national labor laws. A workers' GRM will be established. Wages will be paid following prevailing national laws.	At the MRF Facility, daily	Facility Manager and HR Officer	Number of workers' grievances filed Payrolls	Monthly Monitoring	Technical Expert (Env) Country team and NRC	1550 and Staff time
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. The age of workers will be verified with national identity	At the MRF Facility, daily	Operation Manager-MRF	Number of workers' grievances filed	Monthly monitoring	NRC- E and S Officer Technical Expert (Env) and NRC	

Anticipated E&S Risks and Impacts	Risk Mitigation and Management Measures	Impact Mitigation		Impact/Mitigation Monitoring			Mitigation and Monitoring Cost USD
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility *	
	cards/birth certificates and community certificates 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 (Env't) 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 (Env't) and NRC	

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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]

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7. Attachments

- [1. MRF Mannar Adampan Survey plan .pdf](#)
- [2. MRF Mannar Adampan CEA clearance.pdf](#)
- [3. MRF Mannar Adampan Deed \(1\).pdf](#)
- [4. MRF Mannar Adampan Agreement](#)
- [5. MRF Mannar Stakeholder Consultation report](#)
- [6. Building approval](#)

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 follow the GRM developed based on the SACEP's GRM.

[7. Grievance Redress Mechanism](#)

Labor Management Procedures

The Project will comply with the Labor Management Procedures prepared in aligned with the SACEP PLEASE Project (27 October 2020)².

[8. Labour Management Procedure](#)

IV. Review & Approval

<p>NEGOMBO RECYCLING CLUB (PRIVATE) LIMITED PV 00262715</p>  <p>Managing Director NISHANTHA PERERA</p>	
<p>Prepared By:(Signature)</p> <p>Position: Date: 01 .01. 2025</p>	
<p>Reviewed By: ... (Signature)</p> <p>Sarojinie Jayasekara</p> <p>Position: Technical expert - Environment of the Country Team</p> <p>Date 01 .01. 2025</p>	<p>Approved By</p>  <p>Position: Environment and Social Development Specialist. SACEP</p> <p>Date 21 .01. 2025</p>

² 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>