

Environmental Monitoring Report

PUBLIC

**Project No. 55148-001
Semestral Report (January-June 2025)
September 2025**

Bangladesh: Skills for Industry Competitiveness and Innovation Program

Prepared by Skills Development Coordination and Monitoring Unit (SDCMU), Skills for Industry Competitiveness and Innovation Program (SICIP) under Finance Division, Ministry of Finance, Government of Bangladesh for the Asian Development Bank (ADB).

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**Semi-annual Environmental Monitoring Report
(January to June 2025)**

Project No. 55148-001
June 2025

**ADB Loan Number 4334-BAN (COL): Skills for Industry Competitiveness and
Innovation Program (SICIP) Program (SICIP)**

(Revised version)



Prepared by:

Skills Development Coordination and Monitoring Unit (SDCMU), Skills for Industry Competitiveness and Innovation Program (SICIP) under Finance Division, Ministry of Finance.

LIST OF ACRONYMS

BMET	Bureau of Manpower, Employment and Training
CBLM	Competency-Based Learning Material
CS	Competency Standard
DSC	Design Supervision Consultant
EARF	Environmental Assessment and Review Framework
EMP	Environmental Management Plan
IEE	Initial Environmental Examination
IVA	Independent Verification Agency
KOICA	Korea International Cooperation Agency
MoTJ	Ministry of Textile and Jute
MoU	Memorandum of Understanding
NHRDF	National Human Resource Development Fund
NSDC	National Skills Development Council
NSDP	National Skills Development Policy
PKSF	Palli Karma-Sahayak Foundation
RBL	Result Based Lending
RF	Resettlement Framework
SECPF	Small Ethnic Communities Planning Framework
SECPP	Small Ethnic Communities Peoples Plan
SEIP	Skills for Employment Investment Program
SPS	Safeguard Policy Statement
STTL	Smart Textile Technology Living Lab
SWAp	Sector Wide Approach
TMS	Training Management System
TTC	Technical Training Center
TVET	Technical and Vocational Education and Training

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EXECUTIVE SUMMARY

Finance Division, Ministry of Finance of the Government of Bangladesh is implementing the program titled “Skills for Industry Competitiveness and Innovation Program (SICIP)” with the financial assistance of the Asian Development Bank (ADB) to develop skilled workforce through advanced technical and competency-based training programs across the country. The SICIP will establish a complete quality assurance mechanism to facilitate collaborations between training institutes and industries which will ensure in developing human resources for the priority industry sectors.

More specifically, the outcome of the program will be an increased technology-oriented skilled workforce for priority and emerging industries across skill levels. The outcome will be measured by the following: (i) skilled workers across skill levels-from basic to advanced technical skill-produced for at least 10 priority and emerging industries, with 65% job placement for new job seekers and (ii) women and people from socially disadvantaged groups with employable and/or life skills increased through specially targeted programs. The program is expected to benefit about 220,000 new and existing workers over a 6-year implementation period.

Under SICIP program, various civil works such as setting up new training centers or renovating existing ones at different locations in Bangladesh will be implemented. For this project, the national and international consultants had been engaged to support the preparation of preliminary & detail engineering design works, that include equipment layouts for the proposed buildings; these design works will form technical specifications for preparation of bidding documents. The proposed buildings include two smart textile technology labs (STTLs) under the Ministry of Textiles and Jute (MoTJ), classroom and lab buildings at selected universities, and other renovation works for polytechnics or TVET institutes. In this regard, the national consultants have been engaged to prepare detail engineering design and drawings including parts of feasibility reports for some of the proposed infrastructures.

This semi-annual report presents the status of project implementation, details of compliance with environmental regulations of the Government of Bangladesh and Safeguards Policies of ADB, details of compliance with environmental loan covenants and the status of compliance with various aspects of EMP as stated in the IEE reports.

Contractors for the civil works of STTL and Kumudini Nursing dormitory have been engaged in August 2024 and the physical works have been started. Site mobilization work including site office setup and site survey work has been completed during this reporting period. The SEMP and CEMP have been prepared for the both sites following the IEEs and site conditions. Environmental Health and Safety Managers are deployed in both STTL in Chattogram and Kumudini Nursing dormitory projects.

The IEEs for STTL (Chattogram) and NATI are also prepared and approved by SDCMU. An Environmental specialist was recruited by competitive events. The Environmental specialist was deployed at 14 August 2025. Presently Environmental specialist is monitoring the environmental parameters for the civil works under SICIP. The IEE for Kumudini nursing dormitory was prepared under SEIP project and published in ADB’s website in Feb 2024.

It is noted that the intermittent type design consultants have been engaged for performing the detail engineering drawings and bill of quantities for East west university, BUTEX and

IBA buildings. So far, preliminary drawings for those civil works including IBA have been completed and expecting the detailed engineering design and drawings will be completed by September 2025.

Baseline survey was conducted for the packages of STTL and KWT Dormitory sites. Air quality, noise status and water quality parameters have been monitored and tested and found the results are within the permissible limits of Bangladesh standards as well as international standards.

Regarding OHS, the OHS officers for both sites have been engaged by the contractor to oversee the health safety and environmental issues at site levels. All the site engineers, staffs and labors were found with appropriate PPEs and no fatal accidents were occurred during this reporting period. 02 OHS awareness trainings on health safety were held for 45 participants in the both sites. First Aid box, fire extinguishers and others safety equipment were found available during the site visits and no child labors were engaged in the construction works. GRC committee were formed for the both sites and displayed their names with contact information. So far, no complaints have been recorded at either the site level or the SDCMU level.

Furthermore, several coordination meetings were held during this reporting period with other organizations - MoTJ, EWU, BUTEX, IBA and Kumudini welfare trust for designing and implementing the designated civil works.

1 INTRODUCTION

1.1 Background

1. The Asian Development Bank (ADB) is financing the results-based lending (RBL) program to support the Government of Bangladesh's Skills Development Framework for Economic Competitiveness 2023. The program aims to (i) increase the technology-oriented skilled workforce across emerging and priority sectors, (ii) promote inclusive skilling and upskilling opportunities for women and socially disadvantaged groups, (iii) incentivize industry–university partnerships to nurture innovation capacity and improve industry competitiveness, and (iv) foster skills for climate-resilient manufacturing processes and green technologies.

2. Finance Division, Ministry of Finance of the Government of Bangladesh is implementing the program titled “Skills for Industry Competitiveness and Innovation Program (SICIP)” with the financial assistance of the Asian Development Bank (ADB) to develop skilled workforce through advanced technical and competency-based training programs across the country. The SICIP will establish a complete quality assurance mechanism to facilitate collaborations between training institutes and industries which will ensure in developing human resources for the priority industry sectors.

3. Specifically, the objectives are:

i) The objectives of scheme 1 is to (i) develop the capacity for advanced technical skills training for emerging and priority industries and (ii) strengthen managerial capabilities, research and development (R&D) driven innovation, and green skills capacity in the industries. These objectives are expected to increase technology-oriented skilled workforce and boost the country's industry competitiveness and innovation capacity.

ii) The objectives of scheme 2 is to (i) deliver industry-relevant basic and mid-level skills training for priority and emerging industries and (ii) promote inclusive skilling and upskilling opportunities for women and socially disadvantaged groups through targeted training programs. These objectives are expected to enhance the job-ready skills and productivity of the country's workforce, contributing to economic diversification and competitiveness of industries.

iii) SICIP Scheme-3's activity coverage includes enhancing institutional capacity for skills monitoring and management by coordinating all training and other activities under the SICIP program. Objectives are:

- Establishment of an Industry Advisory Board in order to prepare a guideline for development of advanced technical skills courses
- Arrange for wide scale skills-gap analysis to facilitate program effectiveness
- Build and establish a IT based Trainee Management System to monitor training performance and put quality assurance in place
- Arrange for necessary analytic studies (e.g. tracer studies, skills trend analysis)
- Effective management and governance of overall skills development eco-systems.
- Strengthening skills institutions like NSDA, NHRDF
- Arrange for financial audits, internal audits and performance audits.
- Arrange for independent verification of attainment of performance indicators

1.2 Impact and Outcome

4. The impact will be increased income and productivity of the working population aged 15 and over, aligned with NSDP. The outcome will be increased employment in priority sectors and skills for males and females.

5. The outcome for this project is- Technology-oriented skilled workforce increased for priority and emerging industries across skill levels

1.3 Outputs

6. The outputs of this project are:

- (i) advanced technical skills and managerial capabilities for emerging and priority industries,
- (ii) industry–university collaborations for R&D projects with applications of advanced or green technologies,
- (iii) socially inclusive skilling and upskilling for women and people from disadvantaged groups, and
- (iv) enhanced skills monitoring and coordination.

1.4 Scope of the civil works under this project

7. SICIP involves in various civil works, such as setting up new training centers or renovating existing ones at different locations in Bangladesh. For this new project, the pool of national and international consultants had been engaged to support the preparation of preliminary & detail engineering design works, that include equipment layouts for the proposed buildings; these design works form with technical specifications for preparation of bidding documents. The proposed buildings include two smart textile technology labs (STTLs) under the Ministry of Textiles and Jute (MoTJ), classroom and lab buildings at EWU, BUTEX, IBA campus, and other renovation works for polytechnics, TTCs or TVET institutes. The locations of the proposed site are shown in the figure.



1.5 Environmental Safeguards Category

8. The SICIP program will support the construction of STTLs and other construction or upgrading of other academic buildings. Based on initial screening of components proposed, the project was assigned to Category B as per ADB's Safeguard Policy Statement, 2009 and accordingly, IEEs were deemed the appropriate mode of assessment for subprojects. The potential adverse impacts of these civil works are expected insignificant, site-specific, short-term, and mitigation measures are readily available. Considering several civil works, an environmental assessment and review framework (EARF) has been developed to facilitate safeguards planning and implementation and to streamline safeguards compliance. The EARF guides (i) subproject screening and environmental assessment for due diligence on eligible activities, (ii) initial environmental examination (IEE) including environmental management plan (EMP) for category B subprojects, and (iii) stakeholder consultation and information disclosure. SICIP has requested Department of Environment to issue No Objection Certificate (NOC) in favor of 10 construction works of it. Consultation between SICIP and DoE is undergoing. SICIP completed one (01) unofficial meeting with DoE in this regard. Besides, SICIP issued one request letter to DoE to

issue No Objection Certificate (NOC) in favor of 10 construction works of it dated 11 September 2025 and DoE has received the request letter dated 14 September 2025. The received letter is attached as Annex-7 (page 132). A Corrective Action Plan to obtain NOC in favor of 10 Construction Works of “SICIP” Program instead of Categorization of Construction Works is written in Annex-8. The EMPs are being incorporated in the bidding and contract documents, implemented by contractors and monitored by SDCMU.

1.6 Description of civil works

9. The list of civil works under SICIP project is described as below:

Table 1-1: Civil works under SICIP

SL	Description of Works	Indicative area (Sqm)	Estimated value (USD)	Scheme name
1	Construction and Renovation of Narsingdi Automotive Training Institute (NATI)	4,500 sqm	2.2 million	Scheme-1
2	Construction of STTL in textile college in Chattogram	12,000 sqm	7.80 million	Scheme-1
3	Construction of STTL in new textile college in Gazipur	9,000 sqm	11.0 million	Scheme-1
4	Construction of EDC building at East West University(EWU)	1,700 sqm	2.0 million	Scheme-1
5	Construction of EDC building at IBA	7,300 sqm	4.0 million	Scheme-1
6	Construction of EDC building at BUTEX	TBD	5.0 million	Scheme-1
7	Construction of student dormitory at Kumudini	14,000 sqm	6.80 million	Scheme-2
8	Construction of Kumudini Academic building	12,000 sqm	5.0 million	Scheme-2
9	Construction and Renovation of Sylhet Training Center	4,500 sqm	1.80 million	Scheme-2

1.7 Scope of the report & Reporting period

10. The scope of this monitoring report is specific for the civil works under SICIP of KWT, NATI, STTL, EDCs Buildings and TTCs under BMET. The reporting period is January to June 2025.

11. The Semi-Annual Environmental Monitoring Report (EMR) presents the status of sub project implementation, details of compliance with environmental regulations of the Government of Bangladesh and safeguards policies of ADB, details of compliance with environmental loan covenants, details of complaints received and their redressal and the status of compliance with various aspects of EMP as stated in the IEE reports. In this report the performance indicators of environmental works under the proposed civil works of SICIP have been summarized and analyzed to measure the monitoring parameters. This semi-annual environmental monitoring report consists of three main parts: an introduction section, Environmental monitoring, Environmental management and conclusion.

1.8 Package and sub-project wise progress status

12. SICIP consists of the four outputs and the progress according to the outputs are presented below:

Output-1: Capacity for advanced technical skills training developed for emerging and priority sectors.

13. This output will cultivate higher-level technical skills for existing priority and newly emerging sectors, such as electronics, automotive, and pharmaceutical, through partnerships between industries and education and/or training institutes (DLI 3). The skill requirements will be identified by leading industries, particularly for high-demand technology-related skills. Industries will be involved in developing curricula and instructors as well. The Finance Division in the MOF is setting up an industry advisory board for the program, consisting of leading industries. Some polytechnics in industrial areas will be converted into specialized polytechnics to offer customized skills courses for emerging industries (e.g., automobiles, electronics). This output will also enhance the institutional capacity to produce skilled workers adept at emerging technologies, including green technologies (DLI 4). It will create an automotive skills training center at a polytechnic focusing on electric vehicles, establish smart textile technology living labs (STTLs) in two textile engineering colleges and set up high-demand technology-based courses in garments universities and in a light engineering institute. Many of these technical courses will have international partnerships for transfer of knowledge, training of instructors, and capacity development

Progress: Preparation of detailed engineering drawings is ongoing for EWU, BUTEX, and IBA, and is expected to be completed by 2025. Contracts have been awarded to the contractors for STTL, Kumudini dormitory buildings, NATI, and Sylhet TTC sites. Piling work at the STTL and Kumudini sites has been completed, and pile cap construction for the foundations is currently in progress. On the other hand, 5 Industry academic partnership MOUs (including international partnerships) have been signed for advanced technical training for emerging and priority industries (e.g., automotive, light engineering).

Output-2: Managerial capabilities and green innovation capacity strengthened.

14. Building on the SEIP's introduction of executive development centers (EDC) that impart customized mid-level managerial training through university–industry partnerships, the government will further institutionalize the EDCs in partnering universities (e.g., Bangladesh University of Textiles, BRAC University, Dhaka University, and East West University).¹⁶ EDC courses will be redesigned to align with industry's technology trends and global environmental standards, including green technologies and business practices (DLI 5). This output will also promote applied R&D for industry solutions and incubation opportunities (DLI 6) by providing competitive grants. This initiative intends to foster collaborative innovations in industrial production processes and value-added product or service development. Applied R&D projects supporting the growth of small and medium-sized enterprises and climate-resilient products or services will be prioritized. The government will make efforts to bring overseas scientists and engineers of Bangladeshi origin to contribute to the transfer of knowledge and skills, which will connect local industries and academies to the global network. This will become a basis of developing a government policy or program

Progress: Business plans had been prepared and signed MoU with four EDCs. The training in the EDCs have been started and so far, 1135 trainees have been enrolled for this training.

Output-3: Access to socially inclusive skilling and upskilling expanded.

15. This output will continue to support basic and mid-level skills training of new entrants or existing workers with industry partnerships, following the SEIP's sector-focused training models, covering at least nine priority sectors (DLI 7). These will be implemented in close coordination with the National Skills Development Authority (NSDA) and National Human Resource Development Fund (NHRDF). It will also create specially targeted skills programs for socially disadvantaged groups (e.g., people with disabilities, transgender people, and people in small ethnic communities); women garment sector workers who are at high risk of job loss because of automation; and those who may be negatively affected by the transition to a low-carbon economy. For women, upskilling and multi-skilling for future garment work or alternative livelihoods, community-based support for empowerment, and green entrepreneurship skills will be provided in partnership with the H&M Foundation and the Asia Foundation. The government will also scale up skills courses with international certification for potential migrant workers, which will enable them to gain better employment opportunities overseas and increase remittance flows (DLI 8).

Progress: Business plans have been prepared and signed MoU for 9 industry associations or other partners with updated training course plans, covering 9 priority sector training.

Output-4: Institutional capacity for skills monitoring and management enhanced

16. This output will support the establishment of an industry advisory board for output 1 activities, which will guide the development of advanced technical skills courses by ensuring the coverage of emerging sectors and new skills requirements. The output will continue to enhance monitoring mechanisms, such as the online trainee management system (TMS) created under the SEIP to monitor training performance and track its outcomes. Analytic studies, such as a tracer study and industry skills trends analysis, will be undertaken to assess the effectiveness of new skills programs and to institutionalize effective training partnership models. The output will ensure effective management and governance of skills development systems overall, by undertaking financial audits, internal audits, and performance audits of the RBL program.

Progress: The tracking progress of training related data through TMS is ongoing and sex disaggregated data and other attributes are incorporated in the TMS. Also noted that an annual internal audit plan for the RBL program developed by SICIP and approved.

1.9 Document preparation for IEE/EARF

17. The IEE for Kumudining Nursing Hostel and Technical Training Centers in Sylhet, STTL and NATI have been prepared and disclosed SICIP website. The EARF was also finalized and disclosed on the ADB website in April 2023". As stated in the IEE, the project has been categorized as "B" considering environmental impact aspects as per ADB's Safeguards Policy Statement (SPS -2009).

Table 1-2: Safeguard Documentation & Disclosure Status as of June 2025

Sl.	Name of the Package	IEE	SEMP	Disclosed on ADB Website	Disclosed on SICIP Website
1	Construction and Renovation of Narsingdi Automotive Training Institute (NATI)	Done	Under process	x	x
2	Construction of STTL in textile college in Chattogram	Done	Done	x	x
3	Construction of STTL in new textile college in Gazipur	Under process	x	x	x
4	New EDC building at East West University(EWU)	Under process	x	x	x
5	Renovation of EDC building at IBA	Under process	x	x	x
6	New EDC building at BUTEX	Under process	x	x	x
7	Construction of student dormitory at Kumudini	Done	Done	√	√
8	Kumudini nursing academic building	Under process	x	x	x
9	Construction and Renovation of Sylhet Training Center	Done	Under process	√	√

Weblink: [SICIP Environmental Assessment and Review Framework - SICIP | Skills for Industry Competitiveness and Innovation Program](#)

1.10 Status on relevant GOB permits

18. All of the civil works under SICIP will be constructed under the premises of the respective institution and the site clearance are not mandatory for all sites. Beside, SICIP has requested Department of Environment to issue No Objection Certificate (NOC) in favor of 10 construction works of it. Consultation between SICIP and DoE is undergoing. SICIP completed one (01) unofficial meeting with DoE in this regard. Besides, SICIP issued one request letter to DoE to issue No Objection Certificate (NOC) in favor of 10 construction works of it dated 11 September 2025 and DoE has received the request letter dated 14 September 2025. The received letter is attached as Annex-7 (page 132). However, the status is presented below.

Table 1-3: Status of GOB permits

SL	Permits	STTL Site	KWT Dormitory Site
1.	NOC from DoE	Not Required	Not Required
2	NOC from Fire Service & Civil Defense Authority	Not Required	Not Required
3.	Construction Permission from Local Authority	Not Required	May be Required

1.11 Summary Qualitative and quantitative monitoring data

19. The civil works under SICIP are being implemented by SDCMU and an Engineering team is engaged for managing the contracts. So far contracts have been awarded for Kumudini dormitory and STTL in Chattogram sites and actual physical works have been just started. Site mobilization works, site office preparation and site cleaning works completed in this reporting period. The cost associated with EMPs had been included in their Bid documents. It is also noted that the intermittent type design consultants have been engaged for performing the detail drawings and bill of quantities for those civil works and so far, the BOQ & design for NATI and Sylhet TTC have been completed. According to ADB Safeguard Policy Statement, 2009, EMPs have also been shared to avoid adverse impacts of projects on the environment and affected people where possible.

1.12 Progress of civil works

20. The detail progress is listed below:

Table 1-4: Progress of Civil works under SICIP

SL	Description of Works	Physical progress	Financial Progress	Comments
1	Construction and Renovation of Narsingdi Automotive Training Institute (NATI)	The contract has been awarded, and work will commence in July 2025	-	Contract has been awarded
2	Construction of STTL in textile college in Chattogram	Work commenced in January 2025, and all piling work has been completed. Grade beam construction is currently in progress. As of now, the current physical progress stands at 9.75%.	8.24%	Work in progress
3	Construction of STTL in new textile college in Gazipur	Preliminary designs done as prototype STTL. Now, awaiting Planning Commission's approval of DPP	-	Planning stage
4	New EDC building at East West University (EWU)	Preliminary design has been completed by the consultants; Detailed architectural, structural, electrical & plumbing drawing is going on	-	Design stage
5	Renovation of EDC building at IBA	Preliminary design has been completed by the consultants; Detailed architectural, structural, electrical & plumbing drawing is going on	-	Design stage
6	New EDC building at BUTEX	Preliminary design has been completed by the consultants; Detailed architectural, structural, electrical & plumbing drawing is going on	-	Design stage
7	Construction of student dormitory at Kumudini	Work commenced in January 2025, and all piling work has been completed. Grade beam construction is currently in progress. As of now, the current physical progress stands at 10.69%.	8.97%	Work in progress

SL	Description of Works	Physical progress	Financial Progress	Comments
8	Kumudini nursing academic building	Detailed designs completed and BOQ & cost estimate is at the final stage for tender to float.	-	Review stage
9	Construction and Renovation of Sylhet Training Center	Tendering process is going on	-	Tendering stage

1.13 Preparation of monitoring checklist

21. The monitoring check lists for EHS status, pollution status, grievance status, labour shed status, worksite traffic and accidents status etc. have been developed based on the following Monitoring parameters as described in the IEE.

Table 1-5: Site Specific Environmental Monitoring Parameters to be monitored during Construction phase

Item	Parameters	Location
Ambient Air Quality	PM ₁₀ , PM _{2.5} , SPM, SO _x NO _x	Around the project site
Groundwater	pH, TDS, Ammonia, Nitrate, Phosphate, As, Fe, Mn and Coliforms	At the project site
Surface water quality	pH, TDS, Ammonia, Nitrate, Phosphate, As, Fe, Mn, BOD5, COD, DO, SS, total coliform, Total P, Total N, turbidity.	Around the project site
Noise Level	Noise at different locations and to nearest receptors	Around the project site and nearest receptors
Health	Health status of the workers, visual observation and record check	At site

1.14 Training and Capacity Building Activities

22. Each site, training /workshops on Environmental management and Site occupational Health & Safety for civil works have been planned and conducted regularly. Regular site safety /tools box meetings were held in the both sites and workers are always found with safety equipment (PPE). In this reporting period, 02 trainings have been conducted for 45 participants at STTL and Kumudini dormitory. The lists of participant is presented in Annex-6 for further reference.

Table 1-6: Details of Training conducted during the reporting period Jan-Jun 2025

Sl.	Package	Training title	Date and Venue	No. of Participant		
				Male	Female	Total
1	WD - 102 & e-tender id. - 995922	Training on Environmental Awareness Program	Date: 28/06/2025 Project Site, STTL, Chittagong	30	0	30
2	WD - 201 & e-tender id. - 995921	Training on Environmental Awareness Program	Date: 28/06/2025 Project, Kumudini Welfare Trust, Tangail	15	0	15

1.15 Grievance Redress Mechanism (GRM)

23. Grievance Redress Mechanism (GRM) is designed to resolve affected people's (APs) concerns, complaints, and grievances about the subproject's social and environmental performance. Till now, no complain has been received from any person regarding the site and its activities. SICIP formed the following two layers of GRM committee and announced by an office order (No. FD/SICIP/GRM/103/2024-2141) shown in Annex-3. These committees will operate across Public Training Institutes (PTIs), Industry Associations (IAs), and Non-Government Organizations (NGOs) in both training and construction related activities.

Table 1-7: Layer 1 - Program-Level GRM Committee

Sl.	Designation	Position in Committee
1	Deputy Executive Program Director (PM-2), SICIP	Convenor
2	Internal Control Specialist, SICIP	Member
3	Concerned Assistant Executive Program Director, SICIP	Member
4	Gender Specialist, SICIP	Member
5	Md. Shahin-Uz-Zaman, Program Officer (QA), SICIP (for Training), Mobile No: 01700706492	Member
6	Md. Sultan Al Maruf, Program Officer (QA), SICIP (for Construction), Mobile No: 01700706488	Member
7	Assistant Executive Program Director (PM-1), SICIP	Member Secretary

Table 1-8: Layer 2 - GRM Sub-Committee

Layer 2: Site-Level GRM Sub-Committee for Training Activities		
Sl.	Designation	Position in Committee
1.	Center In-Charge/Principal	Convenor
2.	SEC Representative (if found available)	Member
3.	A trainer nominated by PIU	Member Secretary
Layer 2: Site-Level GRM Sub-Committee for Construction Activities		
Sl	Designation	Position in Committee
1	Local Focal Person/Director/Appropriate Representative	Convenor

2	Contractor's Representative	Member
3	SEC Representative (if found available)	Member
4	Site Engineer, SICIP	Member Secretary

Table 1-9: GRM Register Form

Sub project	Complaint Number	Date	Complaint through (phone/letter/site)	Name of Complainer	Complaint Details	Action Taken by Contract or/PMU/C SC	Date- case resolved (days required)	Remarks- further action, if any
Subproject/work-package Name:								
STTL in textile college in Chattogram(102)	No complaints	-	-	-	-	-	-	-
Kumudini dormitory(201)	No complaints	-	-	-	-	-	-	-

1.16 Environmental Quality Test

24. Environmental quality tests will be performed in the construction sites in order to verify the current environmental condition of the project area. It helps making decisions as per the environmental impact and its effect on surroundings as well as workers. Air quality, Noise measurement and drinking water quality test will be conducted for the construction sites in order to ensure proper environmental compliance.

Air Quality:

Ambient air quality has been monitored on 28 June and 30 June 2025 at KWT, Tangail and STTL, Chattogram Site, respectively. Air quality sampling was done at one (01) location in each subproject site. The portable OCEANUS AQM-09 Air Quality Monitoring Station shown in Figure 1 was used to collect, measure and document critical pollutants including PM₁₀, PM_{2.5}, NO_x, & SO_x. . Air quality data was measured by the Oceanus AQM-09 Machine automatically per minute and directly recorded onsite for measured parameters (PM₁₀, PM_{2.5}, NO_x, & SO_x). Continuously, automatically and real-time monitoring methods were used for particulate matters (PM₁₀, PM_{2.5}), and gaseous particles (NO_x, & SO_x) respectively.

Particulate Matters (PM₁₀, and PM_{2.5}), and gaseous parameters (NO_x, & SO_x), were monitored for 8 hours. Therefore, 24 data for each subproject locations were collected manually by the monitoring team through 20 minutes' interval for the parameters such as PM₁₀, PM_{2.5}, NO_x, & SO_x. Data were analyzed following the descriptive statistical method using MS Excel. After analyzing the data, the results were compared with up-to-date DOE Standard (APCR 2022). Photographic evidence of the monitoring activities including images of the equipment setup and sampling locations is shown in Figure 2.



Figure 1: Ambient Air Quality Monitoring Equipment (OCENAS: AQM-09)



Photo (a): AAQM-1, STTL, Mirsharai, Chittagong, 22.86106683N, 91.52380709E, Date: 30 June 2025



Photo (b): AAQM-1, Kumudini, Tangail, 24.09994443N, 90.09119218E, 28 June 2025

Figure 2: Photos of the Air Quality Monitoring

The aim was to collect the air quality data during construction period and then to compare the data with national standards set for Bangladesh to see if it maintains the standard and then take

mitigation measures if needed. The test results show that concentration of all the air quality parameters for the subproject location is within the national standard set by DoE. The Results of the air quality monitored at the subproject locations is presented in the following table 1-10.

Table 1-10: Test Result of Ambient Air Quality Monitoring

Parameter	National Standard	STTL(CTG) (Baseline)	STTL(CTG) (June 2025)	KWT Dormitory (Baseline)	KWT Dormitory (June 2025)	Remarks
PM2.5	65($\mu\text{g}/\text{m}^3$)	25.25	13.04	23.96	10.86	Satisfactory(good)
PM10	150($\mu\text{g}/\text{m}^3$)	44.31	30.08	36.23	22.80	Satisfactory(good)
SOx	80($\mu\text{g}/\text{m}^3$)	14.73	10.91	9.81	7.28	Satisfactory(good)
NOx	80($\mu\text{g}/\text{m}^3$)	16.85	11.42	15.22	5.57	Satisfactory(good)

The results of ambient air quality analysis for the project site indicates that in this semiannual environmental monitoring, most pollutant levels, including **PM10**, **PM2.5**, **NOx**, and **SOX** fall within standards and baseline value. This suggests minimal immediate health risks associated with the project site's air quality.

Water quality: In order to verify the current quality of water, the water quality monitoring was performed in the subproject location. The aim was to collect the water quality data during construction period and then to compare the data with national standards set for Bangladesh to see if it maintains the standard and then take mitigation measures if needed.

Methodology of Groundwater Sampling Including Parameters as per ECR 2023

A total of one (01) groundwater sample were taken from the KWT project corridor on 28.06.2025. From STTL, Chattogram, a total of one (01) groundwater sample were taken from the project corridor on 30.06.2025. Samples were collected following standard procedures and guidelines, including those set out by the American Public Health Association (APHA), which recommend that groundwater samples be taken in clean, non-contaminated, well-sealed containers and tested within 48 hours at an accredited laboratory.

Sampling Procedure:

- 1. Container Selection:** High-Density Polyethylene (HDPE) bottles were selected for their chemical resistance and suitability for water sample preservation.
- 2. Cleaning and Sterilization:** Bottles were initially cleaned using laboratory-grade detergent and rinsed with deionized water. For microbiological analysis, bottles were sterilized by autoclaving to ensure no microbial contamination.
- 3. Labeling:** Each bottle was clearly labeled with a unique Sample ID and sampling location to maintain traceability.
- 4. Collection & Preservation:** Groundwater samples were collected directly from the bore/submersible well, avoiding contact with external contaminants. The bottles were immediately sealed after collection.
- 5. Storage & Transport:** Samples were placed in a dark, insulated ice cooler immediately after collection to preserve sample integrity. Transport to the laboratories was done within a few hours, ensuring the analysis occurred within 48 hours, in compliance with APHA standards.

6. Laboratory Analysis: Samples were submitted to the BEETLSL – ISO/IEC 17025:2017 accredited laboratory.

The test results were compared against national standards [ECR 2023, Schedule 2(B)] and international guidelines, particularly the World Health Organization (WHO) Drinking Water Standards, 2024. The analysis methods of different parameters of groundwater are given in the following Table 11.

Table 11: Methods of Ground Water Quality Monitoring

SI	Parameter	Unit	Analysis Method	Referred Laboratory	*Bangladesh Standard ECR 2023, Schedule-2 (B)	WHO STANDARD 2024
1	Arsenic (As)	mg/L	AAS	BEETLSL	0.05	0.01
2	Total Dissolve Solid (TDS)	mg/L	Multimeter	BEETLSL	1000	NYS
3	Coliform (Fecal)	CFU/100ml	MFM	BEETLSL	0	0
4	Coliform (Total)	CFU/100ml	MFM	BEETLSL	0	0
5	Iron (Fe)	mg/L	AAS	BEETLSL	0.3-1	NYS
6	Manganese (Mn)	mg/L	AAS	BEETLSL	0.4	0.08
7	pH	-	pH meter	BEETLSL	6.5-8.5	6.5-8.5
8	Ammonia	mg/L	UVS	BEETLSL	1.5	NYS
9	Nitrate	mg/L	UVS	BEETLSL	45	50
10	Phosphate	mg/L	UVS	BEETLSL	NYS	NYS

*The Environment Conservation Rules (ECR) 2023, Schedule-2 (B) Standard for Safe Drinking Water

* NYS = Not Yet Set

* BEETLSL= Bangladesh Environmental Engineering Training and Laboratory Services Ltd.

Methodology of Surface Water Sampling Including Parameters as per ECR 2023

A total of one (01) surface water sample were taken from the KWT project corridor on **28.06.2025**. From STTL, Chattogram, a total of one (01) surface water sample were taken from the project corridor on **30.06.2025**. Samples were collected from the center of the water body approximately 0.5m below the water surface, following standard procedures for container preparation, and sample collection, storage, preservation, and transport. Surface water sampling was conducted in accordance with the APHA Standard Methods for the Examination of Water and Schedule-2A (1) of the Environmental Conservation Rules (ECR) 2023. Therefore, the APHA Standard Methods for the Examination of Water were followed, particularly the guideline that water samples should be collected in clean, non-contaminated, well-sealed containers and tested within 48 hours at an accredited laboratory.

Sampling Procedure:

- 1. Containers:** A 5-litre pre-washed plastic can and a 1-litre sterilized PET bottle were used for sample collection.
- 2. Sterilization:** PET bottles were sterilized either by autoclaving or with 70% ethanol, then air dried before use.

3. **Rinsing:** All containers were rinsed with the source water prior to final sample collection to avoid contamination.

4. **Grab Sampling:** Samples were collected using the grab sampling technique from the center of the pond, approximately 0.5 meters below the surface.

5. **Labeling & Preservation:** Collected samples were immediately labeled, sealed, stored in iceboxes, and preserved as per APHA guidelines.

6. **Transport:** Samples were transported to the laboratory in clean, non-contaminated, and well sealed containers, ensuring testing occurred within 48 hours of collection.

7. **Laboratory Analysis:** All analyses were conducted at the Government Laboratory (DPHE) and an ISO/IEC 17025:2017 accredited laboratory (BEETLSL), following standard methods.

After the laboratory analysis, surface water results have been compared with the national standards [ECR-2023, schedule-2A (1), cat d & cat f], as the project could be considered as a fish farming and agricultural zone. The name of the water quality parameters and their determination methods, and national standards are given in Table 12.

Table 12: Methods of Surface Water Quality Monitoring

Sl	Parameters	Analysis Method	Referred Laboratory	Unit	*Bangladesh Standard ECR 2023, Schedule-2 (A)		IFC EHS Guidelines APR 30 2007
					d	f	
1	Ammonia	UVS	BEETLSL	mg/L	NYS	NYS	NYS
2	Biochemical Oxygen Demand (BOD)	5 days Incubation with 20° C	BEETLSL	mg/L	6 or less	12 or less	30
3	Chemical Oxygen Demand (COD)	CRM	BEETLSL	mg/L	50	100	125
4	Coliform (Total)	MFM	BEETLSL	CFU/100 ml	≤5,000	≤50,000	400a (MPNb /100ml)
5	Dissolved Oxygen (DO)	Multimeter	BEETLSL	mg/L	5 or more	NYS	NYS
6	pH	pH meter	BEETLSL	-	6-9	6.5-8.5	6.0-9.0
7	Total Dissolved Solid (TDS)	Multimeter	BEETLSL	mg/L	1000	1000	NYS
8	Total Suspended Solid (TSS)	Gravimetric Method	BEETLSL	mg/L	NYS	NYS	NYS

Sl	Parameters	Analysis Method	Referred Laboratory	Unit	*Bangladesh Standard ECR 2023, Schedule-2 (A)		IFC EHS Guidelines APR 30 2007
					d	f	
9	Turbidity	Turbidity meter	BEETLSL	NTU	NYS	NYS	NYS
10	Nitrate	UVS	BEETLSL	mg/L	7	5	NYS
11	Phosphate	UVS	BEETLSL	mg/L	0.5	2	NYS
12	As	AAS	BEETLSL	mg/L	NYS	NYS	NYS
13	Fe	AAS	BEETLSL	mg/L	NYS	NYS	NYS
14	Mn	AAS	BEETLSL	mg/L	NYS	NYS	NYS
15	Total P	UVS	BEETLSL	mg/L	NYS	NYS	NYS
16	Total N	UVS	BEETLSL	mg/L	NYS	NYS	NYS

*N. D= Not Detected, bMPN=Most Probable Number

*The Environment Conservation Rules (ECR) 2023, Schedule-2 (A) Standard for Inland Surface Water (d & f)

d. Water usable by fisheries

f. Water usable for irrigation

*NYS = Not Yet Set, BEETLSL= Bangladesh Environmental Engineering Training and Laboratory Services Ltd.

Photos of water quality monitoring (both groundwater and surface water) is shown in Figure 3.

	
Photo (a1): Groundwater Sampling, GW-1, STTL, inside Project Site, STTL, Chittagong (22.86109572N, 91.52393008E)	Photo (a2): Surface water Sampling, SW-1, STTL, near Project Site Pond, STTL, Chittagong (22.86162598N, 91.52293432E)



Figure 3: Photos of water quality monitoring

Results of the water quality monitored at the subproject locations are satisfactory and those are shown in the following table:

Table 1-13: Test Result of Water Quality Monitoring(Ground water)

Parameter	National Standard	STTL(CTG) (Baseline)	STTL(CTG) (June 2025)	KWT Dormitory (Baseline)	KWT Dormitory (June 2025)	Remarks
Arsenic	0.05mg/l	0.006 mg/l	0.003 mg/l	0.006 mg/l	0.005 mg/l	Meets the standard (Safe)
Iron	0.3-1 mg/l	0.35 mg/l	0.28 mg/l	0.07 mg/l	0.06 mg/l	Meets the standard (Safe)
Manganese	0.1 mg/l	0.03 mg/l	0.04 mg/l	0.1 mg/l	0.11 mg/l	Meets the standard (Safe)
Nitrate	10.0 mg/l	1.3 mg/l	1.0 mg/l	1.1 mg/l	0.08 mg/l	Meets the standard (Safe)
PH	6.5-8.5	7.3	7.2	7.7	7.4	Meets the standard (Safe)
TDS	1000 mg/l	172 mg/l	179 mg/l	220 mg/l	189 mg/l	Meets the standard (Safe)
TC(cfu)	Nil	Nil	Nil	Nil	Nil	Meets the standard (Safe)
FC(cfu)	Nil	Nil	Nil	Nil	Nil	Meets the standard (Safe)
Ammonia	0.5mg/l	0.14 mg/l	0.09 mg/l	0.14 mg/l	0.10 mg/l	Meets the standard (Safe)
Phosphate	NYS	0.41 mg/l	0.32 mg/l	0.63mg/l	0.55 mg/l	Meets the standard (Safe)

Table 1-14: Test Result of Water Quality Monitoring(Surface water)

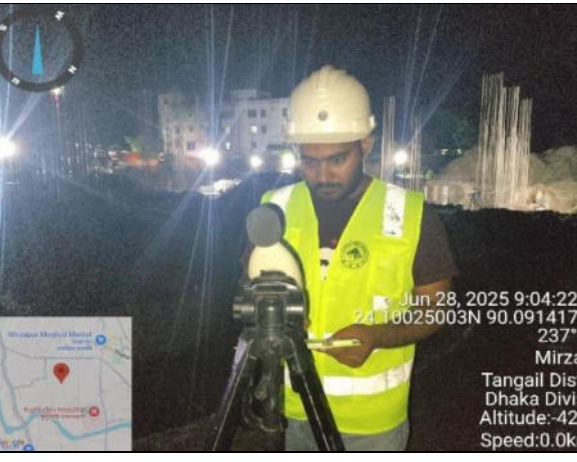
Parameter	National Standard	STTL(CTG) (Baseline)	STTL(CTG) (June 2025)	KWT Dormitory (Baseline)	KWT Dormitory (June 2025)	Remarks
Ammonia	0.5mg/l	0.24 mg/l	0.21 mg/l	0.24 mg/l	0.18 mg/l	Satisfactory
Arsenic	0.05mg/l	0.005 mg/l	0.005 mg/l	0.018 mg/l	0.015 mg/l	Satisfactory
BOD	6.0 mg/l	3.8 mg/l	3.6 mg/l	4.0 mg/l	1.8 mg/l	Satisfactory
COD	100.0 mg/l	48 mg/l	43 mg/l	4.0 mg/l	3.5 mg/l	Satisfactory
DO	5.0 mg/l	4.90 mg/l	5.18 mg/l	6.10 mg/l	6.2 mg/l	Satisfactory
Iron	0.3-1 mg/l	0.85 mg/l	0.79 mg/l	0.05 mg/l	0.04 mg/l	Satisfactory
Manganese	0.1 mg/l	0.26 mg/l	0.22 mg/l	0.03 mg/l	0.01 mg/l	Satisfactory
Nitrate	10.0 mg/l	1.7 mg/l	1.6 mg/l	1.3 mg/l	0.07 mg/l	Satisfactory
PH	6.5-8.5	7.2	7.21	7.8	7.7	Satisfactory
TDS	1000 mg/l	200 mg/l	188 mg/l	230 mg/l	202 mg/l	Satisfactory
TSS	10 mg/l	5.0 mg/l	4.0 mg/l	5.0 mg/l	3.0 mg/l	Satisfactory

Noise level: Noise level monitoring has been measured on 28 June and 30 June 2025 at KWT, Tangail and STTL, Chattogram Site, respectively. Noise measurements were conducted at two different locations in each subproject site. The Lutron SL-4033SD noise level meter shown in Figure 4 was used for noise level monitoring. The parameters were L-max, L-min, and Leq-day. Noise level monitoring was carried out both at day and night time. The sampling duration was 1 hour for each location. Measurements were taken at 1-min intervals over the period. The device was recorded data throughout the monitoring period. After getting the raw data from the device, descriptive statistical analysis was applied to calculate L_{eq} for every monitoring location.



Figure 4: Noise Level Monitoring Equipment (Lutron SL-4033SD)



	
Leq(Day)	Leq (Night)
Photo (a2): ANLM-02-STTL, Project Site, STTL Chittagong (22.86132222N, 91.52394444E)	
	
Leq(Day)	Leq (Night)
Photo (b1): ANLM-01- North Side of Project Site, Kumudini, Tangail (24.09930000N, 90.09131667E)	
	
Leq(Day)	Leq (Night)
Photo (b2): ANLM-02- South Side of Project Site, Kumudini, Tangail (24.09994341N, 90.09119537E)	
Figure 5: Photos of the AMBIENT NOISE LEVEL MONITORING	

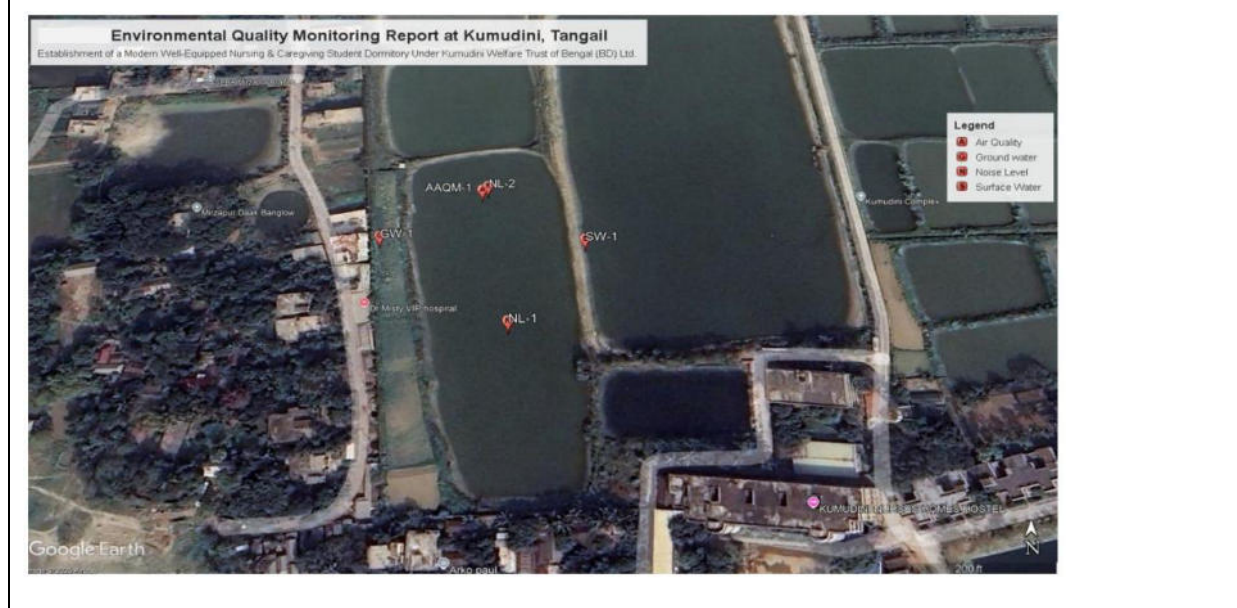
Noise level for the subproject sites has been monitored during the day and Night time. The result of the noise level monitored along with details of the sampling location has been shown in the following table. Noise tests were conducted during this period indicated in the table below. The results demonstrate that all measured noise levels comply with the applicable national standards.

Table 1-15: Test Result of Noise quality level

Parameter	National Standard	STTL(CTG) (Baseline)		STTL(CTG) (June 2025)		KWT Dormitory (Baseline)		KWT Dormitory (June 2025)		Remarks
		AN LM 01	AN LM 02	ANLM 01	ANLM 02	ANLM 01	ANLM 02	ANLM 01	ANLM 02	
Day	75dB	70.0	64.7	66.90	72.0	60.80	59.3	55.90	56.8	meets the standard(safe)
Night	70dB	60.80	57.5	57.70	61.5	51.6	50.5	49.80	47.9	meets the standard(safe)



Map (a): Sampling Location, at STTL, Chittagong



Map (b): Sampling Location, at KWT, Tangail

Figure 6: Map of Sampling locations for Environmental Monitoring

Corrective actions: Instruments were lubricated properly, old instruments were replaced with the new one for noise reduction.

1.17 Implementation arrangements

25. The Finance Division in the MOF will be the executing and implementing agency. The SDCMU—established under SEIP—will continue to serve as the program management unit to facilitate, coordinate, and monitor all project activities. The SDCMU is headed by the Executive Program Director (EPD). The National Program Director (NPD), Secretary of the Finance Division will continue to provide policy advice, review funding, and release funds for the RBL program. All the staff of the SDCMU are recruited competitively with required expertise and experience. The SDCMU is responsible for facilitating, coordinating, and monitoring the implementation of the RBL program.

26. An inter-ministerial project steering committee (PSC), chaired by secretary of the Finance Division, includes selected senior officials from key ministries, institutions, and NSDA, with the EPD of the RBL program as the member-secretary. The PSC will provide overall policy advice and oversight, approve annual operation plans, review achievements against targets, and ensure compliance with fiduciary oversight arrangements.

27. The key implementing partner ministries include the Technical and Madrasah Education Division in the Ministry of Education; Bureau of Manpower, Employment and Training in the Ministry of Expatriates' Welfare and Overseas Employment; Ministry of Industries; and Ministry of Textiles and Jute. The Skills Development Implementation Committee (SDIC) headed by the EPD with representatives from all the public and private partner agencies will provide a common forum to discuss implementation issues and to make joint efforts to resolve problems emanating from implementation. If problems cannot be resolved at this level, these will be escalated to the PSC level for resolution.

28. The Project Implementation Unit (PIU), headed by a National Program Director (NPD), is established to coordinate policy issues and monitor implementing activities of the project.

29. Project management and coordination functions for the project are provided by the Skills Development Coordination and Monitoring Unit (SDCMU). SDCMU is also responsible for providing secretarial support to the PSC and ensuring overall coordination for implementation of the project. The SDCMU is headed by an Executive Program Director (EPD), supported by 4 Deputy Executive Program Directors and 10 Assistant Executive Program Directors.

30. In SDCMU, Deputy Executive Program Director (PM-2) is the focal person for monitoring and reporting the safeguard related components. With the assistance of Environmental Specialist, Construction firms will implement the EMPs. The Construction firms engaged Environment, Health and Safety Manager in both STTL, Chittagong and KWT, Tangail projects. The detailed information is listed below:

SI	Designation	Email Address	Position	Contact no.
1.	Md Manjur Alam Prodhan Joint Secretary Deputy Executive Program Director (DEPD-2), SICIP	manjur@sicip.gov.bd	Convenor	+880255138753-5 or +8801332810882

Detailed information of Environmental Specialist is below:

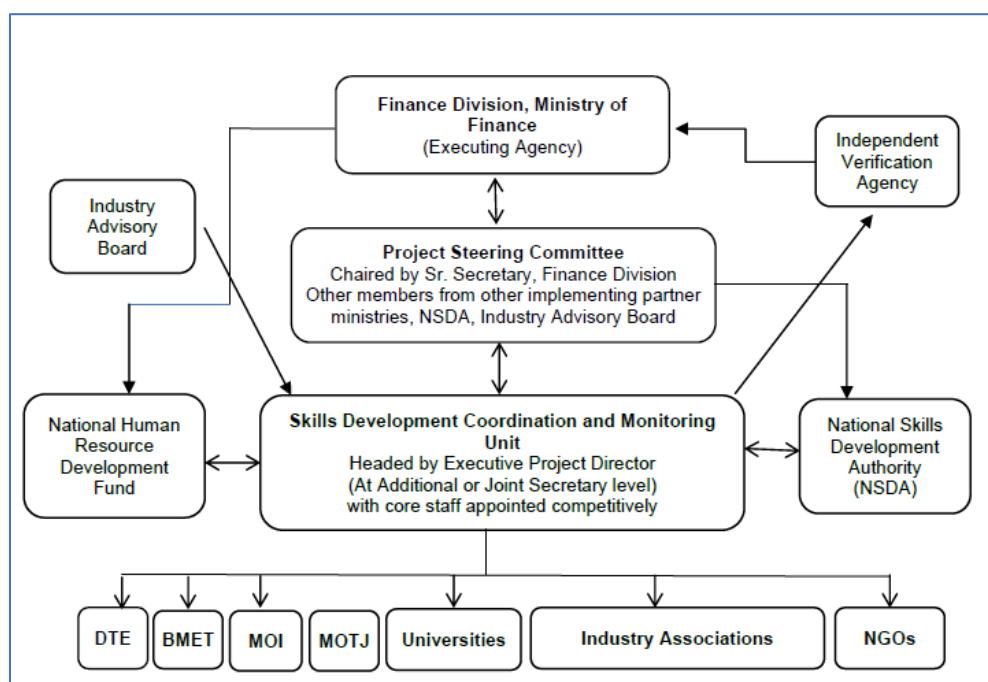
SI	Name	Designation	Contact number	Email address
1	Dr. A H M	Environmental	+8801758428271	Mojammal.ahm@gmail.com

	Mojammal	Specialist		
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Detailed information on Environment, Health and Safety Managers is below:

Sl.	Package	Project	Name	Designation	Ph	Email
1	WD - 102 & e-tender id. - 995922	Construction of STTL in textile college in Chattogram	Md. Amran Hossain	Environment, Health & Safety Manager (EHHSM)		
2	WD - 201 & e-tender id. - 995921	Construction of student dormitory at Kumudini	Shuvo Biswas	Environment, Health & Safety Manager (EHHSM)		

31. The project operational organogram of SICIP is presented below.



2 ENVIRONMENTAL MONITORING

2.1 IEE, EARF & SEMP compliances

32. The IEEs and EARF for Kumudini, NATI, STTL and Sylhet TTC have been prepared and published in the websites. The site-specific construction environmental management plans (SEMP/CEMP) have been prepared for projects Smart Textile Technology Living Lab (STTL) in Chittagong Textile Engineering College (CTEC) and Nursing & Care giving Student Dormitory Under Kumudini Welfare Trust in Tangail and both site ensures the applicable compliances. The contractors implementing CEMP plans for each sites describing risk level and mitigations measures to mitigate the possible impacts.

Currently SDCMU is reviewing both the CEMPs. After review and necessary corrections, it will be approved by the EPD. Obviously, all approved CEMPs will be shared with ADB.

33. Frequent site visit and monitoring was conducted by the consultant for the construction sites.

Table 22-1: Itinerary of monitoring visits during January to June 2025

Package	Location of construction site	Date of inspection	Inspection conducted by
WD-102	STTL, Chattogram	21/05/2025	Engineering specialist(2), AEP(PM-7), DEPDM (PM-2)
WD-201	KWT,Tangail	21/05/2025	Engineering specialist(1,2), AEP(PM-7), DEPDM (PM-2) & EPD

2.2 Status Monitoring parameters/Plan

34. In this reporting period, no significant issues were noticed for reporting. As the civil works are just started, so there is no issue of tree cutting or any other significant construction work which can degrade the existing environment of proposed construction sites and surrounding areas.

Table 2-2: Monitoring Status during the reporting period Jan-Jun 2025

a) Monitoring Status at STTL Chattogram during the reporting period Jan-Jun 2025.

Parameter	Monitoring Activity (as per EMP/IEE)	Monitoring Conducted During Jan–Jun 2025	Frequency / Period	Findings / Results	Compliance Status
A. PRE-CONSTRUCTION PHASE					
(i) IMPLEMENTATION READINESS					

Parameter	Monitoring Activity (as per EMP/IEE)	Monitoring Conducted During Jan–Jun 2025	Frequency / Period	Findings / Results	Compliance Status
1. Environmental baseline - Ambient air quality (PM _{2.5} , PM ₁₀ , SO ₂ , CO, NO ₂); compare to the Air Pollution control rules 2022 (minimum 8 hr sampling period) - Adjacent surface waters (pH, BOD ₅ , COD, DO, SS, total coliform, Total P, Total N, turbidity); compare to the Environment Conservation Rules, 2023 - Groundwater in wells on site or nearby (pH, TDS, EC, DO, BOD ₅ , COD, Chloride, SS, As, Fe, Total-N, Total-P, Total coliform, turbidity, temperature); compare to the Environment Conservation Rules, 2023 Ambient noise (dBa daytime, dBa night); compare to the Noise Pollution Control Rules 2006	Collect and analyze samples for key environmental parameters to establish a pre-project environmental baseline for development site	Date: April, 2025 & June, 2025	One sample prior to start of site clearing	None of the samples exceeded the applicable standard limits.	-Complied
2. Grievance Redress Mechanisms - Central GRM established and publicized - Workers' GRM established and	Confirm that a central GRM and workers' GRM have been established and publicized	Date: February, 2025	Once before start of construction	-GRM committee established and circulated	-Complied

Parameter	Monitoring Activity (as per EMP/IEE)	Monitoring Conducted During Jan–Jun 2025	Frequency / Period	Findings / Results	Compliance Status
explained to workers before the start of construction					
(ii) DESIGN					
3 (a) Flora and fauna - Existing trees preserved in site designs to the greatest extent feasible - Compensatory trees included in design drawings and Bill of Quantities, in accordance with Compensatory Tree Planting Plan	- Avoid removal of trees to the greatest extent possible - Incorporate existing trees as site features whenever possible, and include them in site designs - When trees must be removed, compensatory trees should be planned elsewhere on site and marked in the design drawings, and included in the Bill of Quantities, in accordance with approved Compensatory Tree Planting Plan	Date: January, 2025	Once before approval of detailed designs		Complied
4 Water quality - Storage spaces with secondary containment for noxious substances included in detailed designs for STTL - Surface of STTL site's minerals storage area slightly raised above rest of site in detailed design - Sediment traps and porous drainage channels included in detailed design of site minerals storage area	- Include designated storage with secondary containment for noxious substances (fuels, lubricants, paints, etc.) used in STTL operations in detailed design - Slightly raise surface of site minerals storage area above level of rest of site to prevent runoff from other site areas from washing through stockpiles - Include sediment traps and porous drainage channels in final drainage design for	Date: January, 2025	Once before approval of detailed designs		Complied

Parameter	Monitoring Activity (as per EMP/IEE)	Monitoring Conducted During Jan–Jun 2025	Frequency / Period	Findings / Results	Compliance Status
	minerals storage area, to limit discharge of sediments				
5. Air quality - Detailed design includes water supply to minerals storage area, with multiple hose spigots spaced around perimeter	- Include water supply to minerals storage area, with hose spigots in several locations around the perimeter to enable use of mobile misting apparatus	Date: January , 2025	Once before approval of detailed designs		Complied
(iii) PROCUREMENT					
6. Flora and fauna	- Clearly mark trees that are to be preserved prior to clearing - Establish a fenced buffer around trees that are to be preserved to protect them from damage by equipment, excavation and materials stockpiles	Date: January, 2025	Once before site clearing, and monthly for duration of construction		Being complied
7. Flora and fauna	- Establish a 10-m buffer with temporary fencing along any permanent or seasonal watercourses found on site, and enforce a prohibition on any construction-related activity within the buffer for the duration of the works - Deploy silt curtains and temporary sediment traps where runoff from active work areas is directed to creeks	Date: January, 2025	Weekly for duration of construction		Being complied
B. Construction Phase					
(i) SOCIOECONOMIC AND CULTURAL ENVIRONMENT					

Parameter	Monitoring Activity (as per EMP/IEE)	Monitoring Conducted During Jan–Jun 2025	Frequency / Period	Findings / Results	Compliance Status
8. Acoustic environment - Noise and vibration are below nuisance level for local residents and roadside small businesses - No construction work or hauling is conducted between dusk and dawn - No complaints from the public registered - Noise levels at roadside around the site meets standard indicated in the Noise Pollution (control) Rules 2006 (during heavy haul periods)	- Conduct work only during daylight hours - Impose and enforce low speed limits on haul trucks through the roads nearby the site - Maintain all motorized equipment and haul trucks to a high standard, and inspect exhaust systems regularly	Date: January, 2025	Weekly for duration of construction (observation) (Quantitative measurement by EHSO only during heavy haul periods)		Being complied
C. OPERATION PHASE					
(i) BIOPHYSICAL ENVIRONMENT					
9. Water quality - Proper storage observed - Absence of evidence of spills and leaks	- Store fluids only within dedicated indoor storage spaces with secondary containment capacity equaling or exceeding 115% of the volume of the largest container stored - Routinely inspect storage spaces and tanks for leakage, and take immediate corrective action as needed	Date: January, 2025	Quarterly Once prior to start of operations (Spill Prevention and Response Plan)		Will be complied
10. Air quality	Ensure adequate staffing at peak times to help	Date: January 2025	Quarterly		Will be complied

Parameter	Monitoring Activity (as per EMP/IEE)	Monitoring Conducted During Jan–Jun 2025	Frequency / Period	Findings / Results	Compliance Status
Ambient air quality (PM _{2.5} , PM ₁₀ , SO ₂ , CO, NO ₂) meets standards indicated in the Air Pollution Control Rules 2022	ensure that incoming trucks are processed efficiently and lines do not form - Enforce a strict no-idling policy				

b) Environmental Monitoring Plan for NATI

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
A. PRE-CONSTRUCTION PHASE					
(i) IMPLEMENTATION READINESS					
1. Environmental baseline	- Collect and analyze samples for key environmental parameters to establish a pre-project environmental baseline for development site	ESFP SDCMU ESFP NPI	- Ambient air quality (PM_{2.5}, PM₁₀, SO₂, CO, NO₂); compare to the Environment Conservation Rules, 2023 (minimum 8 hr sampling period) - Adjacent surface waters (pH, BOD₅, COD, DO, SS, total coliform, Total P, Total N, turbidity); compare to the Environment Conservation Rules, 2023 - Groundwater in wells on site or nearby (pH, TDS, EC, DO, BOD₅, COD, Chloride, SS, As, Fe, Total-N, Total-P, Total coliform, turbidity, temperature); compare to the Environment Conservation Rules, 2023 - Ambient noise (dBA daytime, dBA night); compare to the Environment Conservation Rules, 2023	One sample prior to start of site clearing Sampling locations: to be set by the environmental specialist employed by CSC and TMED SOU	Will be complied
2. IEE and EMP update	- Review IEE and EMP to ensure any post-approval changes are properly accounted for and addressed, by addition of mitigation measures if necessary	ESFP SDCMU	- IEE and EMP confirmed still fully applicable - New measures added to EMP if needed to cover any changes in alignment, design or local conditions	Once before start of procurement	Will be complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
3. Verification of environmental clearances	- Confirm Site Clearance Certificate (SCC) and Environmental Clearance Certificate (ECC) have been granted, and that any conditions imposed by DOE on approval have been reflected in EMP and EMoP, as well as CEMP as applicable	ESFP SDCMU	- SCC and ECC granted. - New measures added to EMP, EMoP and CEMP if needed to meet any condition of approval specified by DOE	Once before start of procurement	Will be complied
4. CEMP verification	- Review CEMP to ensure all primary Contractor responsibilities are fully reflected, including monitoring and reporting	CSC	- Any necessary changes requested and made by Contractor. - CEMP confirmed adequate by reviewers	Once before start of construction	Will be complied
5. Specialized plans verification	- Confirm that the following specialized plans have been prepared by the Contractor: - site-specific Construction Camp Management Plan(s) - site-specific Waste Management Plans (embedded within CEMP) - site-specific Emergency Response Plans (embedded within CEMP) - Compensatory Tree Planting Plan - Construction Traffic Management Plan - Asbestos-Containing Materials Removal and Disposal Plan - Soil Erosion Prevention Plan - Site Reinstatement Plan - Occupational Health and Safety Plan (including COVID-19 measures stipulated by ADB and Government of Bangladesh Guidance for Social and Institutional Containment and Prevention) - Laboratory Waste Management Plan	CSC	- All required specialized plans prepared to adequate standard and approved by relevant authority (as required in some cases)	Once before start of construction	Will be complied
6. Grievance Redress Mechanisms	- Confirm that a central GRM and workers' GRM have been established and publicized	ESFP SDCMU	- Central GRM established and publicized - Workers' GRM established and explained to workers before the start of construction	Once before start of construction	Being complied
7. Acoustic environment	- Convene a workshop with participation of people living and operating businesses along polytechnic Road, local ward	ESFP SDCMU	- Workshop convened and action plan formulated if consensus for action found	Once before end of design phase, quarterly thereafter	Will be complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	Council representatives, RHD/LGED, police and other government agencies to discuss feasibility of limiting vehicle horn use in the NATI zone and formulate action as appropriate			until action confirmed	
8. Induced development and cumulative impacts	- Arrange multi-stakeholder workshop at Police Plaza Road with participation of local, upazila and district governments, all relevant government agencies, and concerned business interests (from gravel, trading, agricultural and tourism sectors, at a minimum) to initiate a broad-based public dialogue regarding the livelihoods of the local people and the people living near the site.	ESFP SDCMU	- Multi-stakeholder workshop with suitable broad participation convened by MoF through SDCMU	Once before end of design phase, quarterly thereafter until action confirmed	Will be complied
(ii) DESIGN					
9. Climate change mitigation	- Integrate GHG-limiting measures into facility designs, including: - substitute other materials for concrete where feasible - use low-carbon concrete as much as possible - maximize use of building materials available locally - integrate photovoltaic generation into the electrical plan - specify only high-efficiency electrical and mechanical equipment - specify most fuel-efficient backup generator available - maximize cross-ventilation by use of courtyards, openable windows and favorable building orientation - incorporate hollow wall structures where feasible - Use overhangs above large windows to prevent excessive solar penetration - Prioritize shade in the landscaping plan, with plentiful wide-crowned shade trees on all parts of site - Maximize interior natural light by use of	SOU- SDCMU, ESFP- SDCMU, ESFP-NPI	- All feasible GHG-reduction design measures incorporated in facility designs - Soft landscaping plan (covering all site areas not occupied by structures, roadways or walkways, and including ample shade trees and dense ground cover) included in detailed site design, with plantings specified in Bill of Quantities	Once before approval of detailed designs	Complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	- favorable building orientation and courtyards - Specify water-saving toilets, faucets and showerheads - Design dedicated plumbing system for drinking and cooking water - Aim to meet all water heating needs with solar heaters - Specify high-intensity, full-time lighting only where strictly necessary - Specify solar-powered lighting for outdoor applications - Base landscape plan around drought-tolerant perennial native species - Design site layout and inspection process to minimize the length of time vehicles have their engines running during the border-crossing process - Incorporate green roofs wherever roof area is not needed for solar panels and solar water heaters - Maximize carbon sequestration potential, micro-climatic cooling and runoff retention by specifying a landscaping plan covering all site areas not occupied by structures, roadways or walkways, including ample shade trees (especially near buildings) and dense ground cover in open areas				
10. Climate change adaptation	- Design facilities so that critical components (including laboratory, backup generator and fuel tanks) are well above maximum flood level foreseen under climate change projections specified in Climate Risk and Adaptation Assessment (CRA) report and detailed hydrological study - Incorporate temperature-moderating features in NPI facility designs, including:	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- All critical facility components above maximum expected flood level - All feasible temperature-moderating features incorporated in facility designs	Once before approval of detailed designs	Complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	- green roofs where feasible - maximize use of wide-crowned shade trees in site landscaping plans, including around buildings and parking area medians - maximize cross-ventilation by use of courtyards, openable windows and favorable building orientation				
11. Flora and fauna	- Avoid removal of trees to the greatest extent possible - Incorporate existing trees as site features whenever possible, and include them in site designs - When trees must be removed, compensatory trees should be planned elsewhere on site and marked in the design drawings, and included in the Bill of Quantities, in accordance with approved Compensatory Tree Planting Plan	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Existing trees preserved in site designs to the greatest extent feasible - Compensatory trees included in design drawings and Bill of Quantities, in accordance with Compensatory Tree Planting Plan	Once before approval of detailed designs	Complied
12. Groundwater resources	- Maximize opportunities to limit water consumption and increase groundwater recharge, including adoption of: - rain capture on all roofs and use of stored water for non-potable uses in and around facilities - high-efficiency faucets and toilets throughout the facilities - plant species with low water needs in site landscaping plans - stormwater infiltration swales for all runoff from paved and impervious surfaces (objective: zero site runoff)	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- All feasible and applicable water conservation measures incorporated in detailed designs for NATI facilities	Once before approval of detailed designs	Complied
13. Public health	- Design NATI building internal layout to maintain adequate space between individual users and prevent formation of long lines in indoor spaces - Design NATI building ventilation system to maximize turnover of indoor air	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- NATI building design enables social distancing - NATI building ventilation system designed to maximize turnover of indoor air	Once before approval of detailed designs	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
14. Water quality	- Include designated storage with secondary containment for noxious substances (fuels, lubricants, paints, etc.) used in NATI operations in detailed design - Slightly raise surface of site minerals storage area above level of rest of site to prevent runoff from other site areas from washing through stockpiles - Include sediment traps and porous drainage channels in final drainage design for minerals storage area, to limit discharge of sediments	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Storage spaces with secondary containment for noxious substances included in detailed designs for NATI - Surface of NATI site's minerals storage area slightly raised above rest of site in detailed design - Sediment traps and porous drainage channels included in detailed design of site minerals storage area	Once before approval of detailed designs	Being complied
15. Air quality	- Include water supply to minerals storage area, with hose spigots in several locations around the perimeter to enable use of mobile misting apparatus	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Detailed design includes water supply to minerals storage area, with multiple hose spigots spaced around perimeter	Once before approval of detailed designs	Being complied
16. Occupational health and safety	- Design canopies over areas used by heavy laboratory machineries designed with extra headroom and good cross ventilation or fans to evacuate emissions efficiently	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Canopies over areas used by heavy laboratory machineries designed with extra headroom and good cross ventilation or fans to evacuate emissions efficiently	Once before approval of detailed designs	Being complied
17. Occupational health and safety	- Design interior layout of the NATI building to maximize space between users and prevent the formation of long lines in indoor spaces. - Design NATI building ventilation system for maximum feasible turnover of indoor air	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Internal layout of the NATI building is designed to maximize space between users and prevent the formation of long lines in indoor spaces - NATI building ventilation system is designed for maximum feasible turnover of indoor air		Being complied
18. Occupational health and safety	- Engage qualified laboratory specialist to contribute to design of laboratory and associated structures, as well as preparation of operation protocols including waste management plans, to adhere to international laboratory design standards and best practices	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Suitable laboratory design specialist engaged to ensure design and operations of laboratory adhere to international laboratory design and operation standards and best practice	At beginning of detailed design work	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
19. Waste management	- Anticipate waste streams and incorporate design features to collect, sort and safely dispose of each class of waste - Specify segregated collection bins in strategic indoor and outdoor locations where wastes are generated - Include waste storage and sorting areas in facility designs - Incorporate easy access for waste and recyclables collection vehicles - Designate outdoor space for thermophilic composting of organic waste from kitchens and canteens - Design laboratory for appropriate segregation of hazardous and non-hazardous waste streams - Engage qualified laboratory specialist to contribute to design of laboratory and associated structures, as well as preparation of operation protocols including waste management plans, to adhere to international laboratory design standards and best practices	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Facility designs include spaces and features for waste management, including collection, sorting, composting, storage and out-shipment - Suitable laboratory design specialist engaged to ensure design and operations of laboratory adhere to international laboratory design and operation standards and best practice laboratory - Laboratory design provides for at-source segregation of hazardous liquid and solid wastes	Once before approval of detailed designs	Being complied
(ii) PROCUREMENT					
20. Selection of Contractor	- Prioritize selection of Contractor with strong compliance track record, as verified by references from previous CSCs - Select only Contractors registered with MOLE	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Selected Contractor has verified track record of good performance on safeguards compliance	Once during procurement	Complied
21. Selection of Contractor	- Require prospective Contractors to provide information on the age, condition and fuel-efficiency of their machinery and vehicle fleets in their bids, and consider this in the selection process - Include provision in contract giving the employer the right to require removal of equipment and vehicles it deems to be unacceptably polluting	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Detailed machinery and fleet information required in bids - Emissions potential of fleets considered in Contractor selection - Provision included in contract giving the employer the right to require removal of equipment and vehicles it deems to be unacceptably polluting from work sites at any time during construction, even if these are the property of sub-Contractors	Once during procurement	Complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	from work sites at any time during construction, even if these are the property of sub-Contractors				
22. Labor	- Hire exclusively or mostly local workers	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Workers from Chattagram and around Chattagram given first priority in hiring for construction jobs	Once prior to start of construction	Complied
23. Materials sourcing	- Obtain valid Certificate of BSTI from suppliers of bulk materials	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Certificate of BSTI obtained and filed for each purchase of bulk materials	Prior to approval of each purchase order	Complied
24. Materials sourcing	- Prioritize bulk materials suppliers using less distant sources	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Materials sourced from within reasonable distance	Prior to approval of each purchase order	Complied
25. Materials Sourcing	- Select suppliers with strong green credentials (verified by review of certifications received)	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- International suppliers of materials have favorable environmental certifications	Prior to approval of each purchase order	Complied
B. CONSTRUCTION PHASE					
(i) BIOPHYSICAL ENVIRONMENT					
26. Surface water	- Implement approved Soil Erosion Prevention Plan, including (inter alia): - Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings - Keep all stockpiles of erodible materials covered with tarpaulins whenever they are not in active use - Arrange work site drainage to prevent	EHSO CSC Contractor	- Prescribed soil protection measures effectively implemented at all work sites in accordance with approved Soil Erosion Prevention Plan - Sediment traps installed in appropriate places, and maintained properly - Lack of evidence of elevated turbidity in water draining to adjacent water bodies - Vegetative cover promptly established when construction activity complete on each part of work sites - Silt curtains properly deployed where appropriate - Adjacent surface water quality (pH, BOD₅, COD, DO, SS, total coliform, Total P, Total N, turbidity) meets	Monthly for duration of construction Quarterly surface water quality monitoring by EHSO at	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	concentration of surface runoff in the vicinity of exposed soils and materials stockpiles - Install and regularly maintain sediment traps in site runoff channels - Promptly reinstate disturbed ground surfaces and establish vegetative cover in locations where construction activity has been completed - Deploy silt curtains and sediment traps when earthworks are carried out near ponds and other standing water		standard in the Environment Conservation Rules, 2023	locations dictated by work activity	
27. Surface water, groundwater and soils	- Keep all motorized equipment in good repair - Maintain a regiment of systematic daily checks to detect leaks, following up with prompt repair as needed - Strictly require use of drip mats and pans during refueling and servicing to catch spills and drips - Store fuels and other noxious fluids within roofed, rain-exclusive containment structures with capacity at least 115% of the volume of the largest container stored, constructed only in locations with zero probability of flooding during heavy rains - Provide training in spill prevention and spill response to all workers involved in refueling or equipment servicing	EHSO CSC Contractor	- Fuels, lubricants and other noxious fluids stored in appropriate structure - Lack of evidence of leaks from construction equipment - Lack of oil patches on soil surface - Lack of oily sheen on site runoff water	Monthly for duration of construction	Being complied
28. Surface water	- Install an adequate number of toilets to accommodate all workers, and septic systems of sufficient capacity for the expected effluent volume, in accordance with Construction Camp Management Plan	EHSO CSC Contractor	- At least one working toilet per 10 resident workers installed - Absence of visual evidence of enrichment	Once at beginning of construction, and monthly for duration of construction	Being complied
29. Air quality	- Implement a regimen of misting all dust-generating surfaces throughout the work day during dry weather	EHSO CSC	- Levels of airborne dust are below nuisance level in roadside communities - No significant dust accumulation observed on roadside crops and structures - No complaints from public registered	Weekly for duration of	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	- Tightly cover stockpiles of fine materials with tarpaulins whenever they are not in active use to prevent wind erosion - Equip all haul trucks with tightly-fitting tarpaulins and enforce their use	Contractor	- Ambient air quality (PM_{2.5}, PM₁₀, SO₂, CO, NO₂) meets standards indicated in the Environment Conservation Rules, 2023	construction (observation) (Quantitative measurement quarterly by EHSO at locations dictated by work activity)	
30. Air quality	- Maintain all motorized equipment used in construction to a high standard - Use only fuel-efficient equipment	EHSO CSC Contractor	- Absence of black smoke in construction equipment exhaust - No complaints from public - Air quality at perimeter of work sites meets standards indicated in the Environment Conservation Rules, 2023	Weekly for duration of construction (Quantitative measurement quarterly by EHSO)	Being complied
31. Soil	- Implement approved Soil Erosion Prevention Plan, including (inter alia): - Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings - Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils - Promptly establish vegetative cover on soil surfaces in locations where construction activity has been completed - Implement approved Site Reinstatement Plan, including (inter alia): - Reserve topsoil and store separately for later use - Promptly prepare soil surfaces for plantings once construction work has been completed in each part of site - Establish vegetative cover in accordance with landscaping plan in detailed site design,	EHSO CSC Contractor	- Prescribed soil protection measures effectively implemented at all work sites, in accordance with Soil erosion Prevention Plan - Lack of evidence of soil erosion - Vegetative cover promptly established when construction activity complete on each part of work sites	Weekly for duration of construction	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	Bill of Quantities and Compensatory Tree Planting Plan - Implement a watering and tending regimen to help ensure success of plantings - Monitor progress of vegetation establishment until end of defects period, and implement infill planting as necessary to achieve full coverage				
32. Flora and fauna	- Clearly mark trees that are to be preserved prior to clearing - Establish a fenced buffer around trees that are to be preserved to protect them from damage by equipment, excavation and materials stockpiles	EHSO CSC Contractor	- Trees clearly marked prior to site clearing - Fenced buffers established, maintained and observed around preserved trees for duration of works	Once before site clearing, and monthly for duration of construction	Being complied
33. Flora and fauna	- Establish a 10-m buffer with temporary fencing along any permanent or seasonal watercourses found on site, and enforce a prohibition on any construction-related activity within the buffer for the duration of the works - Deploy silt curtains and temporary sediment traps where runoff from active work areas is directed to creeks	EHSO CSC Contractor	- 10-m buffer established with temporary fencing along any permanent or seasonal watercourses on site - Prohibition on construction-related activities within the buffer enforced - Silt curtains and sediment traps deployed as appropriate to limit silt delivery to on-site watercourses	Weekly for duration of construction	Being complied
34. Flora and fauna	- Implement approved Compensatory Tree Planting Plan as soon as schedule of works permits	EHSO CSC Contractor	- Compensatory trees planted and tended in conformance with the approved Compensatory Tree Planting Plan - Planted trees healthy and seem assured of long-term survival	Twice during final 3 months of construction phase	Being complied
(ii) SOCIOECONOMIC AND CULTURAL ENVIRONMENT					
35. Acoustic environment	- Conduct work only during daylight hours - Impose and enforce low speed limits on haul trucks through the roads nearby the site - Maintain all motorized equipment and haul trucks to a high standard, and inspect exhaust systems regularly	EHSO CSC Contractor	- Noise and vibration are below nuisance level for local residents and roadside small businesses - No construction work or hauling is conducted between dusk and dawn - No complaints from the public registered - Noise levels at roadside around the site meets standard indicated in the Environment Conservation Rules, 2023 (during heavy haul periods)	Weekly for duration of construction (observation) (Quantitative measurement by EHSO only during	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
				heavy haul periods)	
36. Public safety	- Ensure that the construction sites are adequately fenced and security is provided to prevent members of the public from entering the sites - Establish safe, marked routes for staff and facility users to continue to use the NATI facilities without having to cross active construction zones - Impose and enforce low speed limits on haul trucks through roads near the site area - Prepare Construction Traffic Management Plan, and implement as appropriate during hauling periods (Contractor)	EHSO CSC Contractor	- Adequate fencing and security maintained at construction site. - Construction zone is configured to maintain safe access for NATI/NPI staff. - Construction Traffic Management Plan prepared and observed to be implemented as appropriate. - Haul trucks not observed or reported to speed through the nearby roads of the site	Weekly for duration of construction	Being complied
37. Public safety	- Give preference to local laborers to avoid the need for, or limit the size of, a construction camp - Conduct proactive outreach with leaders of nearby communities to educate women and girls about the risks posed by an all-male camp in the neighborhood - Give resident workers regular training on appropriate behavior in and around the camp - Adopt a zero-tolerance policy around aggression or violence against local women and girls - When women must enter the camp for employment or selling produce, limit their entry to times when resident workers are out at the work site - Prohibit prostitution on the site, and monitor activity in this regard and work with community leaders to address the problem as needed	EHSO CSC Contractor	- Lack of reports of worker-involved abuse or harassment - Lack of complaints from public about violence or prostitution at camp - Female access to camp for employment allowed only when workers are out at work sites - Construction Camp Management Plan implemented as approved	Monthly for duration of construction	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
38. Public safety	- Provide regular training and enforcement to minimize bad worker behavior off site, including public drunkenness, sexual harassment, and theft of crops	EHSO CSC Contractor	- Construction Camp Management Plan implemented as approved - Lack of complaints from public about behavior of resident workers	Monthly for duration of construction	Being complied
39. Public health	- Install and maintain adequate toilet and septic systems to prevent discharge of raw sewage from camps to local water bodies or fields - Educate resident workers about sexually transmitted diseases and responsible sexual behavior - Work with local community leaders to prohibit prostitution in and around construction camps	EHSO CSC Contractor	- Construction Camp Management Plan implemented as approved - At least one working toilet per 10 resident workers installed, with septic treatment - Absence of visual evidence of raw sewage discharge - Lack of reports of prostitution around camp - Lack of concerns expressed by local community leaders about workers' off-site behavior	Once at start of construction (toilets) Monthly for duration of construction (other items)	Being complied
40. Worker health and safety	- Implement approved Occupational Health and Safety Plan - Provide regular safety training for all workers - Provide task-appropriate PPE to all workers and enforce its use - Closely monitor works at all times to ensure strong worker compliance with safety practices	EHSO CSC Contractor	- Low incidence of workplace injuries - Workers observed using appropriate PPE - All aspects of Occupational Health and Safety Plan implemented as approved	Weekly for duration of construction	Being complied
41. Worker health	- Implement approved Occupational Health and Safety Plan - Institute temperature checks (at least daily) for all workers and supervisory personnel on site - Provide each worker with an appropriate face mask daily or as needed and require mask use at all times. - Position hand washing and sanitizing stations at canteens and other eating areas, kitchens, and near toilets	EHSO CSC Contractor	- Temperature check regimen implemented consistently. - Workers supplied facemasks. - Workers consistently use facemasks. - Hand washing and sanitizing stations provided in appropriate locations and kept stocked at all times. - All aspects of Occupational Health and Safety Plan implemented as approved	Weekly for duration of construction	Being complied
42. Worker health and safety	- Implement approved Construction Camp Management Plan - Conduct monthly safety audit of camp to identify fire risks, electrocution hazards and other unsafe conditions, and assess adequacy of fire extinguishers and first aid provisions	EHSO CSC Contractor	- Safety audit results included in monthly progress reports and quarterly monitoring reports - Lack of outbreaks of infectious illnesses (e.g., influenza, pneumonia, tuberculosis) and ailments associated with unsanitary conditions (e.g., dysentery, lice, scabies) - Living conditions meet standards specified in Construction Camp Management Plan - Drinking water quality (pH, TDS, EC, DO, BOD₅, COD, Chloride, SS, As, Fe,	Monthly for duration of construction (observation) Quantitative measurement quarterly by	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	- Institute a regular cleaning and disinfection regimen for camp kitchens, latrines, wash-up areas, eating areas and sleeping sheds - Provide adequate sleeping space with good cross-ventilation to avoid overcrowding and consequent spread of communicable illnesses and infestations (at least 4m² per worker) - Provide each worker with a raised sleeping platform with mattress or mat, bedding and mosquito netting - Ensure that each sleeping space has at least two working exits that remain functional at all times - Provide unlimited drinking water that meets the standards indicated in the Environment Conservation Rules, 2023 - Provide indoor eating space separate from sleeping areas; - Provide kitchens with off-floor food storage, raised working surfaces of a material that can be easily sanitized, and a ready supply of clean water; - Provide toilet facilities with at least one functional toilet (protected from the elements and affording full visual privacy to the user) per ten resident workers, with a ready water source for washing; - Provide roofed and partitioned wash-up areas with floors and proper drainage		Total-N, Total-P, Total coliform, turbidity, temperature) meets standards indicated in the Environment Conservation Rules, 2023	Contractor at source well	
43. Livelihoods	- Hire mostly or exclusively local workers on construction sites	EHSO CSC Contractor	- Workers from Chattogram or nearby area given priority in hiring for construction jobs	In advance of any new crews or subcontractors being brought on site	Being complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
44. Physical cultural resources	- Establish a chance find procedure and provide training to all workers regarding its triggering conditions, and to site engineers on its implementation	CSC	- Chance finds procedure included in CEMP and training provided to workers and site engineers	Once before start of construction	Being complied
(iii) WASTE MANAGEMENT					
45. Demolition waste	- If there is any reason to suspect presence of asbestos-containing materials (ACM), implement approved ACM Removal and Disposal Plan - Ensure salvage of recyclable and reusable items - Use rubble in site development or dispose of in a site identified and approved in accordance with the Waste Management Plan embedded within the CEMP	EHSO CSC Contractor	- Any ACM assessed and removed and disposed of in accordance with approved ACM Removal and Disposal Plan - Recyclable materials salvaged - Rubble appropriately used as fill on site, or disposed of in accordance with Waste Management Plan embedded in CEMP	Before and during site clearing	Being complied
46. Construction waste	- Implement all provisions in the Waste Management Plan embedded in CEMP, including: - Provide waste receptacles on the work sites and collect their contents daily or weekly as needed - Recycle all recyclables through local providers of this service - Compost organic wastes generated by construction camp kitchens - Dispose of non-recyclable and non-organic wastes as directed in the Waste Management Plan embedded within the CEMP, as based on locally available and approved disposal options	EHSO CSC Contractor	- All classes of waste managed in accordance with Waste Management Plan embedded in CEMP	Monthly for duration of construction	Being complied
47. Waste oils	- Recycle waste oils through a reputable business providing this service, as identified in the Waste Management Plan	EHSO CSC Contractor	- No evidence of waste oil dumping or burning - Documentation of transfers to identified service provider available	Monthly for duration of construction	Being complied
C. OPERATION PHASE					
(i) BIOPHYSICAL ENVIRONMENT					

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
48. Water quality	- Store fluids only within dedicated indoor storage spaces with secondary containment capacity equaling or exceeding 115% of the volume of the largest container stored - Routinely inspect storage spaces and tanks for leakage, and take immediate corrective action as needed	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Proper storage observed - Absence of evidence of spills and leaks	Quarterly Once prior to start of operations (Spill Prevention and Response Plan)	Will be complied
49. Water quality	- Remove sludge at least once per year from all septic tanks installed, and work into the soil around on-site tree plantations for fertilization	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Sludge removed from all septic tanks at least annually, and appropriately used to fertilize on-site tree plantations	Annually	Will be complied
50. Water quality	- Prepare and implement Spill Prevention and Response Plan for the site. - Provide personnel training necessary for effective implementation of the plan prior to start of operations and annually thereafter	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Spill Prevention and Response Plan prepared for the site prior to the start of operations - Personnel training necessary for effective implementation of the Spill Prevention and Response Plan delivered before start of operations and repeated annually during operation phase	Once before start of operations, annually thereafter	Will be complied
51. Water quality	- Purchase sufficient tarpaulins based on expected stockpiling activity, and make budgetary provision for regular replacement as needed - Strictly require the use of tarpaulins on all piles of mineral materials at all times, except during active handling of materials - Train personnel assigned to the minerals storage area in competent tarpaulin use - Regularly monitor tarpaulin condition and use - Regularly check and clean out sediment traps in minerals storage area	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Thorough, competent use of tarpaulins on all materials stockpiles in minerals storage area observed to be standard procedure - Sediment traps in minerals storage area well maintained and functional - Runoff from minerals storage area is of sufficient quality not to cause violation of surface water standard (pH, BOD₅, COD, DO, SS, total coliform, Total P, Total N, turbidity) in receiving water body; compare to the Environment Conservation Rules, 2023	Quarterly	Will be complied
52. Air quality	- Ensure adequate staffing at peak times to help ensure that incoming trucks are processed efficiently and lines do not form	SOU-SDCMU,	- Ambient air quality (PM_{2.5}, PM₁₀, SO₂, CO, NO₂) meets standards indicated in the Environment Conservation Rules, 2023	Quarterly	Will be complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	- Enforce a strict no-idling policy	ESFP-SDCMU, ESFP-NPI			
53. Air quality	- Purchase sufficient tarpaulins based on expected stockpiling activity, and make budgetary provision for regular replacement as needed - Strictly require the use of tarpaulins on all piles of mineral materials at all times, except during active handling of materials - Train personnel assigned to the minerals storage area in competent tarpaulin use - Regularly monitor tarpaulin condition and use - Ensure that appropriate basic misting equipment is purchased or purpose-built and kept in good working condition - Train personnel assigned to the minerals storage area in proper procedure for misting during materials handling - Strictly require misting as standard procedure during handling of dusty materials - Strictly prohibit stone crushing activity on the site, including the minerals storage area	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Thorough, competent use of tarpaulins on all materials stockpiles in minerals storage area observed to be standard procedure - Ambient air quality (PM_{2.5}, PM₁₀, SO₂, CO, NO₂) meets standards indicated in the Environment Conservation Rules, 2023	Quarterly	Will be complied
54. Air quality	- Strictly require all trucks entering the site to be equipped with tightly fitting tarpaulins - Sweep and spray roadways within the site as needed to limit dust	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- All trucks entering site observed to be appropriately covered - Roadways within the site swept and sprayed as needed to suppress dust - Ambient air quality (PM_{2.5}, PM₁₀, SO₂, CO, NO₂) meets standards indicated in the Environment Conservation Rules, 2023	Quarterly	Will be complied
55. Soils	- Protect soils exposed by maintenance works with mulches and other protective coverings during works, and promptly re-establish vegetative cover when works have been completed - Regularly inspect site vegetation for loss of coverage and	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Lack of evidence of gully erosion	Quarterly	Will be complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	evidence of emerging gully erosion				
(ii) SOCIOECONOMIC AND CULTURAL ENVIRONMENT					
56. Public safety	- Regularly monitor facility operations for emerging public safety issues, and devise appropriate corrective action, as needed - Proactively coordinate with RHD/LGED to ensure that safety features including sidewalks, pullout and turn lanes, road markings, signage and other safety features are planned for and implemented in future approach road upgrades	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Safety features implemented - Accident risk low	Quarterly	Will be complied
57. Public safety	- Pursue collaboration with RHD/LGED and local community leaders regarding durable solutions to safety risks from on-road and road-adjacent commerce, such as provision of alternative spaces outside the RoW for commercial and community activity	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Low incidence of encroachment - Smooth traffic flow through settled areas - Low incidence of vehicle-pedestrian collisions	Quarterly	Will be complied
58. Worker health and safety	- Enforce a strict policy against engine idling	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Low incidence of staff complaints about emissions exposure	Quarterly	Will be complied
59. Worker health and safety	- Integrate pandemic response measures in operations and maintenance manuals and operating protocols for the NPI site, to ensure prompt implementation when emerging threats are identified	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Pandemic response measures integrated in operations and maintenance manuals	Once prior to start of operations	Will be complied
60. Worker health and safety	- Incorporate Emergency Response Plan in laboratory operating protocols, and provide regular training for technicians and support staff on its activation	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Emergency Response Plan included in laboratory operating protocols - Regular training provided on activation of Emergency Response Plan	Once prior to start of operations (protocols) Annually (training)	Will be complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
61. Livelihoods	- Give priority to local people and firms in selecting Contractors for maintenance works and selected permanent positions in operations and maintenance	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Local people well represented in construction workforce	Annually	Will be complied
(iii) WASTE MANAGEMENT					
62. Laboratory waste	- Integrate detailed Laboratory Waste Management Plan (developed by laboratory design specialist engaged during detailed design) into laboratory operations and maintenance manual - Develop detailed protocols for waste classification, documentation, segregation, temporary storage and safe transport of hazardous wastes, and integrate these protocols into operations and maintenance manuals (laboratory design specialist to be engaged by Contractor during detailed design) - Provide training to laboratory technicians and maintenance staff on correct implementation of waste management protocols, before the laboratory becomes operational and on an annual basis thereafter - Specify parameters, measurement, and reporting for annual waste audit in laboratory waste management protocols - Conduct an annual waste management audit and implement corrective action as needed to address problematic trends	SOU-SDCMU, ESFP-SDCMU, ESFP-NPI	- Detailed hazardous waste handling protocols specified in laboratory operations and maintenance manuals - Specifications for annual waste management audit integrated into laboratory waste management protocols - Annual waste management audit performed and reported - Discharges of liquid waste from laboratory meet standards indicated in Schedule 10 (Inland Surface Water) of the Environment Conservation Rules, 2023 (only if full-service lab)	Once prior to start of operations (protocols including waste management plans) Annually (waste audit) Quarterly (discharge)	Will be complied
63. Solid waste	- Ensure that appropriate waste management procedures for all components of the solid waste stream are specified in each facility's operations	SOU-SDCMU, ESFP-SDCMU,	- Recyclable solid waste is consistently segregated and picked up by a reputable recycling business - Non-recyclable solid waste is consistently taken to a legal landfill for disposal - Lack of evidence of waste dumping or burning on site	Quarterly	Will be complied

Parameter type	Prescribed measures	Monitoring entity	Monitoring parameters	When to monitor	Status
	and maintenance manual	ESFP-NPI			

C) Monitoring Status at Dormitory at KWT during the reporting period Jan-Jun 2025

Parameter	Monitoring Activity (as per EMP/IEE)	Monitoring Conducted During Jan–Jun 2025	Frequency / Period	Findings / Results	Compliance Status
Pre-Construction Stage					
Removal of vegetation -Monitoring all prescribed mitigation measures in Mitigation Table	Visual inspection	Date: January, 2025	Once before starting of construction activity		Complied
Construction Stage					
Groundwater Quality - pH, Total Hardness, Chloride, Turbidity, Total Dissolved Solids, TC, FC	Laboratory analysis against the baseline established ▪ ▪	Date: January, 2025	During construction (Semi-annually)		-complied -Sample tested and found satisfactory
Surface water Quality - pH, Total Hardness, Chloride, Turbidity, Total Dissolved Solids, BOD, COD	Laboratory analysis against the baseline established	Date: January, 2025	During construction (Semi-annually)		-complied --Sample tested and found satisfactory
Air Quality - PM ₁₀ , PM _{2.5} , CO, SO ₂ , NO _x , O ₃ , Temperature, Wind Speed, Humidity	Laboratory analysis against the baseline established	Date: January, 2025	During construction (Semi-annually)		-Sample tested and found satisfactory
Noise and Vibration Level - Measurement of noise dB(A)	- Laboratory analysis against the baseline established - Visual inspection to ensure good standard equipment are in use,	Date: January, 2025	During day time and whenever any complains are received about disturbance due to construction noise Noise measurements and routine checks on maintenance records once in 6 months (Semi-annually)		-complied --Sample tested and found satisfactory

	- Visual inspection to ensure ear plugs are in use by the construction workers - Inspection of vehicle and equipment maintenance records				
Soil Quality Analysis - Organic Matter, oil & Grease, pH, zinc, Iron, Manganese, Potassium etc	Laboratory analysis against the baseline established	Date: January, 2025	During construction (Semi-annually)		Will be complied
Operation Stage					
Groundwater Quality - pH, Total Hardness, Chloride, Total Dissolved Solids (TDS)	Laboratory analysis	Date June, 2025	Semi annually		complied
Surface water Quality - pH, Total Hardness, Chloride, Turbidity, Total Dissolved Solids, BOD, COD	Laboratory analysis against the baseline established	Date June, 2025	Semi-annually		complied
Noise Level - Measurement of noise dB(A)	Laboratory analysis	Date June, 2025	Semi annually		complied
Air Quality - PM ₁₀ , PM _{2.5} , CO, SO ₂ , NO _x , O ₃ , Temperature, Wind Speed, Humidity	Laboratory analysis	Date: June, 2025	Semi annually		complied

d) Monitoring plan for Sylhet TTC

No	Environmental Issues /Parameters	Monitoring Method			Status
		Method	Location	Duration / Frequency	
1. Pre-Construction Phase					

No	Environmental Issues /Parameters	Monitoring Method			Status
		Method	Location	Duration / Frequency	
1.1	Tree plantation	Visual inspection	In the site	During the pre-construction period	Will be complied
2. Construction Phase					
2.1	Work condition (including work safety)	Record of accidents	Contractor's office	Continuous Record	Will be complied
2.2	Accidents	Record of accidents	Contractor's office	Continuous Record	Will be complied
2.3	Disturbance to Community traffic and installation of proper road signage	Records of road signage implemented, visual inspection	Along the approach road	Continuous record	Will be complied
2.4	Infectious Diseases such as COVID-19, HIV/AIDS	Labor health record	Related institutions	Continuous Record	Will be complied
2.5	Disturbance to Existing Social Infrastructure and Services	Record of numbers construction vehicles	Project site	Continuous Record	Will be complied
2.6	Topography and Landscape Changes	Inspection	In the work site	Construction stage/ Weekly inspection	Will be complied
2.7	Air Quality	Monitoring is suggested in Both construction sites. (BACI site contains a very sensitive location-E- passport office)	construction site	Bi-annual monitoring	Will be complied
2.8	Noise Quality	Regular Monitoring	Construction site	Daily monitoring	Will be complied
2.9	Drinking water quality	Inspection	Labor camp & engineers' room	Bi-annual monitoring	Will be complied
3.0	Wastes and drainage congestion	Record of kinds and quantity of waste, and the disposal method	In the work site and Worker's camp	Daily	Will be complied

No	Environmental Issues /Parameters	Monitoring Method			Status
		Method	Location	Duration / Frequency	
3. Operation Phase					
3.1	Accidents	Record of accidents and fire	Along the road and buildings.	Continuous Record	Will be complied
3.2	Wastes and drainage congestion	Record of kinds and quantity of waste, and the disposal method	In the work site and Worker's camp	Daily	Will be complied

3 ENVIRONMENTAL MANAGEMENT

3.1 Compliance with Environmental Mitigation and Management Plan (EMP)

35. The EMP Plan have been developed for 4 sites only such as STTL, NATI, Kumudining and Sylhet TTC. The project will ensure all the compliance related to EMP and mitigation measures as described in the IEE.

Table 3-1: Status of Environmental Management Plan

a) EMP Status of STTL, Chattogram

Parameter	Measures Proposed in the IEE/EMP	Actual Measures taken	Compliance Status	Recommended Action
A. Pre-Construction Stage				
(i) Implementation Readiness				
1. IEE and EMP update	- Review IEE and EMP to ensure any post-approval changes are properly accounted for and addressed, by addition of mitigation measures if necessary - EMP copied in the bid document and part of legal contract of the contractor	-	-Being Complied - SEMP plan has been prepared and following at site	
2. Confirmation of NOCs from local agencies and authorities	- Confirm NOC has been obtained from CTEC itself - Declare site clearance from CTEC itself so that no conflict occurs in future, and DOE has legal documents that the site is owned by CTEC	- Application Has been done.	Being complied	- All the documents should be acquired.
3. Verification of environmental clearances	- Confirm Site Clearance Certificate (SCC) and Environmental Clearance Certificate (ECC) have been granted, and that any conditions imposed by DOE on approval have been reflected in EMP and EMoP, as well as CEMP as applicable	- Application Has been done.	Being complied	All the documents should be acquired.
4. CEMP verification	- Review CEMP to ensure all primary Contractor responsibilities are fully reflected, including monitoring and reporting	-	-Complied - CEMP plan has been prepared and following at site	
5. Specialized plans verification	- Confirm that the following specialized plans have been prepared by the Contractor: - site-specific Construction Camp Management Plan(s) - site-specific Waste Management Plans (embedded within CEMP) - site-specific Emergency Response Plans (embedded within CEMP) - Compensatory Tree Planting Plan - Construction Traffic Management Plan - Soil Erosion Prevention Plan - Site Reinstatement Plan - Occupational Health and Safety Plan (including COVID-19 measures stipulated by ADB and Government of Bangladesh)	- Tentative tree plantation plan has been drafted. - Tentative Traffic management plan, OHS plan, Waste management plan are under developing.	Partially complied	- All plans should be ready within January, 2026.

	Guidance for Social and Institutional Containment and Prevention) - Waste Management Plan			
6. Grievance Redress Mechanisms	- Confirm that a central GRM and workers' GRM have been established and publicized	- Formed GRM and GRC	-complied -GRC committee formed and register maintained at site	-Follow the GRM plan and GRC should be responsible to implement the plan.
7. EMP training	- Confirm that central EMP training and site specific EMP training are held as defined in Error! Reference source not found.	-	On process	
(ii) Design				
8. Climate change mitigation	- Integrate GHG-limiting measures into facility designs, including: - substitute other materials for concrete where feasible - use low-carbon concrete as much as possible - maximize use of building materials available locally - integrate photovoltaic generation into the electrical plan - specify only high-efficiency electrical and mechanical equipment - Specify most fuel-efficient backup generator available - Maximize cross-ventilation by use of courtyards, openable windows and favorable building orientation - Prioritize shade in the landscaping plan, with plentiful wide-crowned shade trees on all parts of site - Incorporate hollow wall structures where feasible - Use overhangs above large windows to prevent excessive sun penetration - Maximize interior natural light by use favorable building orientation and courtyards - Specify water-saving toilets, faucets and showerheads - Design dedicated plumbing system for drinking and cooking water - Aim to meet all water heating needs with solar heaters - Specify high-intensity, full-time lighting only where strictly necessary - Specify solar-powered lighting in outdoor applications - Base landscape plan around drought-tolerant perennial native species - Design site layout and inspection process to minimize the length of time vehicles have their engines running - Incorporate green roofs wherever roof area is not needed for solar panels and solar water heaters - Maximize carbon sequestration potential, micro-climatic cooling and runoff retention by specifying a landscaping plan covering all site areas not occupied by structures, roadways or	- Maximum Building materials are using local made. - High efficiency electric and mechanical equipment are used. - Solar panel are planned to installed. -	Partially -Complied. Climate change features- solar panel, Rain water system and energy efficient fittings are included in the design.	All the environment friendly product, energy and GHG efficient product and practice should be followed.

	walkways, including ample shade trees (especially near buildings) and dense ground cover in open areas			
9. Climate change adaptation	- Integrate lightning arrester in building design - Design facilities so that critical components (including laboratory, backup generator and fuel tanks) are well above maximum flood level foreseen under climate change projections specified in Climate Risk and Adaptation Assessment (CRA) report and detailed hydrological study - Incorporate temperature-moderating features in STTL facility designs, including: - green roofs where feasible - maximize use of wide-crowned shade trees in site landscaping plans, including around buildings and parking area medians - maximize cross-ventilation by use of courtyards, openable windows and favorable building orientation	- All building is maintained to prevent flood and water logging situation.	Partially Complied. Climate change features- solar panel, Rain water system and energy efficient fittings are included in the design.	- Integrate lightning arrester in building design should be developed within March, 2026
10. Flora and fauna	- Incorporate existing trees into site designs to the greatest extent possible, including them in design drawings so they are protected during clearing and construction - When trees must be removed, specify planting of compensatory trees elsewhere on site, including these in drawings and in the Bill of Quantities, in accordance with the approved Compensatory Tree Planting Plan	-	Complied	
11. Groundwater resources	- Contracted contractor shall conduct first monitoring of groundwater, surface water, air, soil and noise quality to establish benchmark for the construction project. - Maximize opportunities to limit water consumption and increase groundwater recharge, including adoption of: (i) rain capture on all roofs and use of stored water for non-potable uses in and around facilities (ii) high-efficiency faucets and toilets throughout the facilities (iii) plant species with low water needs in site landscaping plans (iv) stormwater infiltration swales for all runoff from paved and impervious surfaces (objective: zero site runoff)	-	Complied	
12. Surface water quality	- Contracted contractor shall conduct first monitoring of groundwater, surface water, air, soil and noise quality to establish benchmark for the construction project. - Slightly raise surface of minerals storage area above level of rest of site to prevent runoff from other site areas from washing through stockpiles	-	Complied (EMP cost included with the contract)	

	- Include sediment traps and porous drainage channels in final drainage design for minerals storage area, to limit discharge of sediments			
13. Air quality	- Contracted contractor shall conduct first monitoring of groundwater, surface water, air, soil and noise quality to establish benchmark for the construction project. - Include water supply to minerals storage area, with hose spigots in several locations around the perimeter to enable use of mobile misting apparatus	-	Complied (EMP cost included with the contract)	
14. Public health and safety	- Design internal layout of the STTL building to maximize space between users and prevent the formation of long lines in indoor spaces - Design STTL building ventilation system for maximum feasible turnover of indoor air	-	Complied (EMP cost included with the contract)	
15. Occupational health and safety	- Design canopies over areas used by vehicles with extra headroom and good cross ventilation or fans to evacuate emissions efficiently	-	Complied (EMP cost included with the contract)	
16. Occupational health and safety	- Design interior layout of the STTL building to maximize space between users and prevent the formation of long lines in indoor spaces - Design STTL building ventilation system for maximum feasible turnover of indoor air	-	Complied (EMP cost included with the contract)	
17. Occupational health and safety	- Engage qualified laboratory specialist to contribute to design of laboratory and associated structures, as well as preparation of operation protocols including waste management plans, to adhere to international laboratory design standards and best practices	-	Complied (EMP cost included with the contract)	
18. Waste management	- Anticipate waste streams and incorporate design features to collect, sort and safely dispose of each class of waste - Specify segregated collection bins in strategic indoor and outdoor locations where wastes are generated - Include waste storage and sorting areas in facility designs - Incorporate easy access for waste and recyclables collection vehicles - Designate outdoor space for thermophilic composting of organic waste from kitchens and canteens - Design laboratory for appropriate segregation of hazardous and non-hazardous waste streams	-	Complied (EMP cost included with the contract)	
(iii) Procurement				
19. Selection of CSC and Contractor	- Prioritize selection of Contractor with strong compliance track record, as verified by references from previous CSCs - Select only Contractors registered with MOLE	-	Complied	
20. Labor	- Hire exclusively or mostly local workers	-	Complied	

21. Materials sourcing	- Obtain valid Certificate of BSTI from suppliers of bulk materials	-	Complied	
22. Materials sourcing	- Prioritize bulk materials suppliers using less distant sources	-	Complied	
23. Materials Sourcing	- Select suppliers with strong green credentials (verified by review of certifications received)	-	Complied	
B. Construction Phase				
(i) Biophysical Environment				
24. Surface water	Implement approved Soil Erosion Prevention Plan, including (inter alia): - Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings - Keep all stockpiles of erodible materials covered with tarpaulins whenever they are not in active use - Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils and materials stockpiles - Install and regularly maintain sediment traps in site runoff channels - Promptly establish vegetative cover on soil surfaces in locations where construction activity has been completed - Deploy silt curtains and sediment traps when earthworks are carried out near watercourses	- Soil management plan is under developing. - Using leak protect storage for fuel and chemical storage. - Using tray to prevent soil pollution and finally reach to surface water.	Partially complied	- Mixing of pollutant of surface water should be a concern. Fuel and chemical storage area should be separate and well leak protected. Waste should be handled properly.
25. Surface water, groundwater and soils	- Keep all motorized equipment in good repair - Maintain a regiment of systematic daily checks to detect leaks, following up with prompt repair as needed - Strictly require use of drip mats and pans during refueling and servicing to catch spills and drips - Store fuels and other noxious fluids within roofed, rain-exclusive containment structures with capacity at least 115% of the volume of the largest container stored, constructed only in locations with zero probability of flooding during heavy rains - Provide training in spill prevention and spill response to all workers involved in refueling or equipment servicing	-	Being complied	
26. Air quality	- Maintain all motorized equipment used in construction to a high standard - Use only fuel-efficient equipment	-	complied	
27. Soil	- Implement approved Soil Erosion Prevention Plan, including (inter alia): - o Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings - o Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils - o Promptly establish vegetative cover on soil surfaces in locations where	-	complied	

	construction activity has been completed - Implement approved Site Reinstatement Plan, including (inter alia): - o Reserve topsoil and store separately for later use - o Promptly prepare soil surfaces for plantings once construction work has been completed in each part of site - o Establish vegetative cover in accordance with landscaping plan in detailed site design, Bill of Quantities and Compensatory Tree Planting Plan - o Implement a watering and tending regimen to help ensure success of plantings - o Monitor progress of vegetation establishment until end of defects period, and implement infill planting as necessary to achieve full coverage			
28. Flora and fauna	- Clearly mark trees that are to be preserved prior to clearing - Establish a fenced buffer around trees that are to be preserved to protect them from damage by equipment, excavation and materials stockpiles	-	complied	
29. Flora and fauna	- There is natural water course near the site. The deep ditch adjacent to the site drains toward the main drainage system which is actually a canal. - Establish a 10-m buffer with temporary fencing along any permanent or seasonal watercourses found on site, and enforce a prohibition on any construction-related activity within the buffer for the duration of the works - Deploy silt curtains and temporary sediment traps where runoff from active work areas is directed to creeks	-	complied	
30. Flora and fauna	- Initiate a tree plantation plan. It is possible that within the CTEC campus, more than one hundred trees can be planted. In this case native species should be chosen. - Implement approved Compensatory Tree Planting Plan as soon as schedule of works permits	- A tentative tree plantation plan is under developing.	Partially complied	
31. Acoustic environment	- Conduct work only during daylight hours - Impose and enforce low speed limits on haul trucks through the Muhuri Project road - Maintain all motorized equipment and haul trucks to a high standard, and inspect exhaust systems regularly	-	complied	
32. Public safety	- Ensure that the construction sites are adequately fenced and security is provided to prevent	-	complied	

	- members of the public from entering the sites - Establish safe, marked routes for staff and facility users to continue to use the CTEC facilities without having to cross active construction zones - Implement approved Construction Traffic Management Plan during hauling periods, including (inter alia): - Impose and enforce low speed limits on haul trucks through Muhuri Project road			
(ii) Socio-Economic and Cultural Environment				
33. Public safety	- Give preference to local laborers to avoid the need for, or limit the size of, a construction camp - Implement approved Construction Camp Management Plan, including (inter alia): - Conduct proactive outreach with leaders of nearby communities to educate women and girls about the risks posed by an all-male camp in the neighborhood. - Give resident workers regular training on appropriate behavior in and around the camp - Adopt a zero-tolerance policy around aggression or violence against local women and girls - When women must enter the camp for employment or selling produce, limit their entry to times when resident workers are out at the work site - Prohibit prostitution on the site, and monitor activity in this regard and work with community leaders to address the problem as needed	-	complied	
34. Public safety	- Implement approved Construction Camp Management Plan, including (inter alia): - Provide regular training and enforcement to minimize bad worker behavior off site, including public drunkenness, sexual harassment, and theft of crops/foods	-	complied	
35. Public health	- Implement approved Construction Camp Management Plan, including (inter alia): - Install and maintain adequate toilet and septic systems to prevent discharge of raw sewage from camps to local water bodies or fields - Educate resident workers about sexually transmitted diseases and responsible sexual behavior - Work with local community leaders to prohibit prostitution in and around construction camps	-	complied	
36. Worker health and safety	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Provide regular safety training for all workers - Provide task-appropriate PPE to all workers and enforce its use - Closely monitor works at all times to ensure strong worker compliance with safety practices	-	complied	

37. Worker health	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Institute temperature checks (at least daily) for all workers and supervisory personnel on site - Provide each worker with appropriate face mask daily or as needed, and require mask use at all times - Position hand washing and sanitizing stations at canteens and other eating areas, kitchens, and near toilets	-	complied	
38. Worker health and safety	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Conduct monthly safety audit of camp to identify fire risks, electrocution hazards and other unsafe conditions, and assess adequacy of fire extinguishers and first aid provisions - Institute a regular cleaning and disinfection regimen for camp kitchens, latrines, wash-up areas, eating areas and sleeping sheds - Provide adequate sleeping space for the number of workers to avoid overcrowding and consequent spread of communicable illnesses and infestations - Provide each worker with a raised sleeping platform with mattress or mat, bedding and mosquito netting - Test drinking water supplied to workers on a quarterly basis to ensure safety - Ensure adequate ventilation and light in all camp structures	-	complied	
39. Livelihoods	- Fence perimeter of each work site prior to the start of construction and ensure maintenance of fencing for the duration of works - Prohibit all construction-related activity outside the site fences - Promptly remedy any property damage caused in consultation with the affected landowner(s), even if not formal grievance files	- Fencing are given	complied	
40. Livelihoods	- Hire mostly or exclusively local workers on construction sites	- Mostly local worker	complied	
41. Physical cultural resources	- Train all workers and site managers in the use of the chance find procedure specified in the CEMP	- All are being aware about through training.	complied	No cultural sites can be damage directly or indirectly.
(iii) Waste Management				
42. Demolition waste	- If there is any reason to suspect presence of asbestos-containing materials (ACM), implement approved ACM Removal and Disposal Plan - Ensure salvage of recyclable and reusable items - Use rubble in site development or dispose of in a site identified and approved in accordance with the Waste Management Plan embedded within the CEMP	-	Being complied	
43. Construction waste	- Implement all provisions in the Waste Management Plan	- Waste management plan is under developing.	Partially complied	

	embedded in CEMP, including (inter alia): - Provide waste receptacles on the work sites and collect their contents daily or weekly as needed - Recycle all recyclables through local providers of this service - Compost organic wastes generated by construction camp kitchens - Dispose of non-recyclable and non-organic wastes based on locally available and approved disposal options	- All recycle wastes are planning to reuse. -		
44. Waste oils	- Recycle waste oils through a reputable business providing this service, as identified in the Waste Management Plan embedded in the CEMP	- No soil waste is produced.	complied	
C. Operation Phase				
(i) Biophysical Environment				
45. Water quality	- Store fluids only within dedicated indoor storage spaces with secondary containment capacity equaling or exceeding 115% of the volume of the largest container stored - Routinely inspect storage spaces and tanks for leakage, and take immediate corrective action as needed	- Dedicated storage is present. - Storage space, leakage are checked routinely.	complied	
46. Water quality	- Remove sludge at least once per year from all septic tanks installed, and worked into the soil around on-site tree plantations for fertilization	- Routinely check sludges.	Will be complied	
47. Water quality	- Prepare a Spill Prevention and Response Plan for the site prior to the start of operations. - Provide personnel training necessary for effective implementation of the plan before the start of operations and annually during operations	- A spoil management plan is under developing.	Partially complied	
48. Water quality	- Purchase sufficient tarpaulins based on expected stockpiling activity, and make budgetary provision for regular replacement as needed. - Strictly require the use of tarpaulins on all piles of mineral materials at all times, except during active handling of materials - Train personnel assigned to the mineral's storage area in competent tarpaulin use - Regularly monitor tarpaulin condition and use	-	Will be complied	
49. Air quality	- Ensure adequate staffing at peak times to help ensure that incoming trucks are processed efficiently and lines do not form - Enforce a strict no-idling policy	-	Will be complied	
50. Air quality	- Purchase sufficient tarpaulins based on expected stockpiling activity, and make budgetary provision for regular replacement as needed. - Strictly require the use of tarpaulins on all piles of mineral materials at all times, except during active handling of materials	-	Will be complied	

	- Train personnel assigned to the mineral's storage area in competent tarpaulin use - Regularly monitor tarpaulin condition and use - Ensure that appropriate basic misting equipment is purchased or purpose-built and kept in good working condition. - Train personnel assigned to the mineral's storage area in proper procedure for misting during materials handling - Strictly require misting as standard procedure during handling of dusty materials - Strictly prohibit stone crushing activity on the site, including the minerals storage area			
51. Air quality	- Strictly require all trucks entering site to be equipped with tightly fitting tarpaulins. - Sweep and spray roadways within site as needed to limit dust	-	Will be complied	
52. Soils	- Protect soils exposed by maintenance works with mulches and other protective coverings during works, and promptly re-establish vegetative cover when works have been completed. - Regularly inspect site vegetation for loss of coverage and evidence of emerging gully erosion	-	Will be complied	
(ii) Socio-Economic and Cultural Environment				
53. Acoustic environment	- Convene a workshop with participation of people living and operating businesses along college road, local council representatives, WASA, police and other government agencies to discuss feasibility of limiting vehicle horn use in the CTEC zone and formulate action as appropriate	-	Will be complied	
54. Acoustic environment	- Strictly prohibit stone crushing activity within the site, including in the mineral's storage area	-	Will be complied	
55. Public safety	- Regularly monitor facility operations for emerging public safety issues, and devise appropriate corrective action, as needed. - Proactively coordinate with RHD to ensure that safety features including sidewalks, pullout and turn lanes, road markings, signage and other safety features are planned for and implemented in future approach road upgrades	-	Will be complied	
56. Public safety	- Pursue collaboration with RHD/LGED and local community leaders regarding durable solutions to safety risks from on-road and road-adjacent commerce, such as provision of alternative spaces outside the RoW for commercial and community activity	-	Will be complied	
57. Worker health and safety	- Enforce a strict policy against engine idling by trucks within STTL area	-	Will be complied	
58. Worker health and safety	- Integrate pandemic response measures in operations and maintenance manuals and operating protocols for the STTL	-	Will be complied	

	station, to ensure prompt implementation when emerging threats are identified			
59. Worker health and safety	- Incorporate Emergency Response Plan in laboratory operating protocols, and provide regular training for technicians and support staff on its activation	-	Will be complied	
60. Livelihoods	- Give priority to local people and firms in selecting Contractors for maintenance works and selected permanent positions in operations and maintenance	-	Will be complied	
(iii) Waste Management				
61. Laboratory waste	- Integrate detailed laboratory waste management plan (developed by laboratory design specialist engaged during detailed design) into laboratory operations and maintenance manuals. - Provide training to laboratory technicians and maintenance staff on correct implementation of waste management protocols, before the laboratory becomes operational and on an annual basis thereafter. - Specify parameters, measurement, and reporting for annual waste audit in laboratory waste management protocols. - Conduct an annual waste management audit and implement corrective action as needed to address problematic trends	-	Will be complied	
62. Solid waste	- Ensure that appropriate waste management procedures for all components of the solid waste stream are specified in each facility's operations and maintenance manual	- Tentative waste management plan is underdeveloping.	Partially complied	

b) EMP for NATI

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
A. PRE-CONSTRUCTION PHASE						
(i) IMPLEMENTATION READINESS						
1. IEE and EMP update	Impacts not accounted for due to post-approval modifications in alignment, design or local conditions	- Review IEE and EMP to ensure any post-approval changes are properly accounted for and addressed, by addition of mitigation measures if necessary - EMP copied in the bid document and part of legal contract of the contractor	SDC MU	SDCM U/PIU	- IEE and EMP confirmed still fully applicable - New measures added to EMP if needed to cover any changes in alignment, design or local conditions	Complied. IEE and EMP prepared
2. Confirmation of NOCs from local agencies and authorities	Project works will not be granted clearances by DOE if NOCs are not obtained from relevant national and local authorities	- Confirm NOC has been obtained from NPI itself - Declare site clearance from NPI itself so that no conflict occurs in future, and DOE has legal documents that the site is owned by NPI	SDC MU	SDCM U/PIU	- NOCs granted by local municipal authorities - Self-declaration of ownership of land by the NPI	Being complied.

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
3. Verification of environmental clearances	Project works will not be in compliance with national environmental laws if clearances are not obtained prior to site clearing	- Confirm Site Clearance Certificate (SCC) and Environmental Clearance Certificate (ECC) have been granted, and that any conditions imposed by DOE on approval have been reflected in EMP and EMoP, as well as CEMP as applicable	SDC MU	SDCM U/PIU	- SCC and ECC granted - New measures added to EMP, EMoP and CEMP if needed to meet any condition of approval specified by DOE	Being complied.
4. CEMP verification	Mitigation will be inadequate if the CEMP is not fully specified	- Review CEMP to ensure all primary Contractor responsibilities are fully reflected, including monitoring and reporting	SDC MU /CS C	SDCM U/PIU	- Any necessary changes requested, and made by Contractor - CEMP confirmed adequate by reviewers	Being complied
5. Specialized plans verification	Mitigation will be inadequate if specialized plans have not been formulated to manage key impacts	Confirm that the following specialized plans have been prepared by the Contractor: - site-specific Construction Camp Management Plan(s) - site-specific Waste Management Plans (embedded within CEMP) - site-specific Emergency Response Plans (embedded within CEMP) - Compensatory Tree Planting Plan - Construction Traffic Management Plan - Soil Erosion Prevention Plan - Site Reinstatement Plan - Occupational Health and Safety Plan (including COVID-19 measures stipulated by ADB and Government of Bangladesh Guidance for Social and Institutional Containment and Prevention) - Waste Management Plan	SDC MU /CS C	SDCM U/PIU	- All required specialized plans prepared to adequate standard and approved by relevant authority (as required in some cases)	Being complied
6. Grievance Redress Mechanisms	Members of the public and workers require a fair and transparent means of getting resolution to complaints about some aspect of the project's implementation	- Confirm that a central GRM and workers' GRM have been established and publicized	SDC MU /CS C	SDCM U/PIU	- Central GRM established and publicized - Workers' GRM established and explained to workers before the start of construction	Being complied
(ii) DESIGN						
7. Climate change mitigation	Generation of GHG from construction and operations contributes to global climate change problem	- Integrate GHG-limiting measures into facility designs, including: - substitute other materials for concrete where feasible - use low-carbon concrete as much as possible - maximize use of building materials available locally - integrate photovoltaic generation into the electrical plan - specify only high-efficiency electrical and mechanical equipment - Specify most fuel-efficient backup generator available - Maximize cross-ventilation by use of courtyards, openable windows and favorable building orientation - Prioritize shade in the landscaping plan, with plentiful wide-crowned shade trees on all parts of site - Incorporate hollow wall structures where feasible - Use overhangs above large windows to prevent excessive sun penetration	CSC Con	MoF, SDCM U-ESFP	- All feasible GHG-reduction design measures incorporated in facility detailed designs - Soft landscaping plan (covering all site areas not occupied by structures, roadways or walkways, and including ample shade trees and dense ground cover) included in detailed site design, with plantings specified in Bill of Quantities	Complied. Climate change features- solar panel, Rain water system and energy efficient fittings are included in the design.

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
		- Maximize interior natural light by use favorable building orientation and courtyards - Specify water-saving toilets, faucets and showerheads - Design dedicated plumbing system for drinking and cooking water - Aim to meet all water heating needs with solar heaters - Specify high-intensity, full-time lighting only where strictly necessary - Specify solar-powered lighting in outdoor applications - Base landscape plan around drought-tolerant perennial native species - Design site layout and inspection process to minimize the length of time vehicles have their engines running - Incorporate green roofs wherever roof area is not needed for solar panels and solar water heaters - Maximize carbon sequestration potential, micro-climatic cooling and runoff retention by specifying a landscaping plan covering all site areas not occupied by structures, roadways or walkways, including ample shade trees (especially near buildings) and dense ground cover in open areas				
8. Climate change adaptation	Infrastructure use limitations, damage, and environmental hazards due to changing conditions	- Integrate lightning arrester in building design - Design facilities so that critical components (including laboratory, backup generator and fuel tanks) are well above maximum flood level foreseen under climate change projections specified in Climate Risk and Adaptation Assessment (CRA) report and detailed hydrological study - Incorporate temperature-moderating features in NATI facility designs, including: - green roofs where feasible - maximize use of wide-crowned shade trees in site landscaping plans, including around buildings and parking area medians - maximize cross-ventilation by use of courtyards, openable windows and favorable building orientation	CSC Con	MoF, SDCM U-ESFP	- All critical facility components above maximum expected flood level - All feasible temperature-moderating features incorporated in facility designs	Complied. Climate change features- solar panel, Rain water system and energy efficient fittings are included in the design.
9. Flora and fauna	Unnecessary loss of trees during site development	- Incorporate existing trees into site designs to the greatest extent possible, including them in design drawings so they are protected during clearing and construction - When trees must be removed, specify planting of compensatory trees elsewhere on site, including these in drawings and in the Bill of Quantities, in accordance with the approved Compensatory Tree Planting Plan	CSC Con	MoF, SDCM U-ESFP	- Existing trees incorporated in designs to extent possible - Compensatory trees specified in design drawings and Bill of Quantities, in accordance with the approved Compensatory Tree Planting Plan	Complied
10. Groundwater resources	Lack of effective water conservation contributes to local groundwater issues	- Maximize opportunities to limit water consumption and increase groundwater recharge, including adoption of: (v) rain capture on all roofs and use of stored water for non-potable	CSC Con	MoF, SDCM U-ESFP	- All feasible and applicable water conservation measures incorporated in detailed	Complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
		- uses in and around facilities (vi) high-efficiency faucets and toilets throughout the facilities (vii) plant species with low water needs in site landscaping plans (viii) stormwater infiltration swales for all runoff from paved and impervious surfaces (objective: zero site runoff)			designs for NATI facilities	
11. Surface water quality	Siltation, sedimentation and contamination of water bodies receiving runoff from the NATI	- Slightly raise surface of minerals storage area above level of rest of site to prevent runoff from other site areas from washing through stockpiles - Include sediment traps and porous drainage channels in final drainage design for minerals storage area, to limit discharge of sediments	CSC Con	MoF, SDCM U-ESFP	- Surface of minerals storage area designed to be slightly higher than rest of site - Adequately sized sediment traps and porous drainage channels included in detailed design for minerals storage area	Complied
12. Air quality	Elevated dust in minerals storage area	- Include water supply to minerals storage area, with hose spigots in several locations around the perimeter to enable use of mobile misting apparatus	CSC Con	MoF, SDCM U-ESFP	- Detailed design includes water supply to minerals storage area, with multiple hose spigots spaced around perimeter	Complied
13. Public health and safety	Elevated risk of viral infection in NATI area	- Design internal layout of the NATI building to maximize space between users and prevent the formation of long lines in indoor spaces - Design NATI building ventilation system for maximum feasible turnover of indoor air	CSC Con	MoF, SDCM U-ESFP	- NATI building designed to maximize space between users and prevent formation of long indoor lines - NATI building ventilation system designed for maximum feasible turnover of indoor air	Complied
14. Occupational health and safety	Chronic exposure of facility staff to elevated engine emissions	- Design canopies over areas used by vehicles with extra headroom and good cross ventilation or fans to evacuate emissions efficiently	CSC Con	MoF, SDCM U-ESFP	- Canopy designs enable efficient exhaust removal - site check booths designed with remote air intake and positive pressure ventilation	Complied
15. Occupational health and safety	Elevated staff exposure to viral threats	- Design interior layout of the NATI building to maximize space between users and prevent the formation of long lines in indoor spaces - Design NATI building ventilation system for maximum feasible turnover of indoor air	CSC Con	MoF, SDCM U-ESFP	- NATI building internal layout designed to maximize space between users and prevent formation of long indoor lines - NATI building ventilation system designed for maximum feasible turnover of indoor air	Complied
16. Occupational health and safety	Exposure to hazardous releases in laboratory	- Engage qualified laboratory specialist to contribute to design of laboratory and associated structures, as well as preparation of operation protocols including waste management plans, to adhere to international laboratory design standards and best practices	CSC Con	MoF, SDCM U-ESFP	- Suitable laboratory design specialist engaged to ensure design and operations of laboratory adhere to international laboratory design and operation standards and best practice	Complied
17. Waste management	Pollution from inadequately managed wastes	- Anticipate waste streams and incorporate design features to collect,	CSC Con	MoF, SDCM U-ESFP	- Facility designs include spaces and features for waste management,	Complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
		sort and safely dispose of each class of waste - Specify segregated collection bins in strategic indoor and outdoor locations where wastes are generated - Include waste storage and sorting areas in facility designs - Incorporate easy access for waste and recyclables collection vehicles - Designate outdoor space for thermophilic composting of organic waste from kitchens and canteens - Design laboratory for appropriate segregation of hazardous and non-hazardous waste streams			including collection, sorting, composting, storage and out-shipment - Laboratory design provides for at-source segregation of hazardous liquid and solid wastes	
(iii) PROCUREMENT						
18. Selection of CSC and Contractor	Contractors with low commitment to safeguards compliance limit success of EMP implementation	- Prioritize selection of Contractor with strong compliance track record, as verified by references from previous CSCs - Select only Contractors registered with MOLE	SDC MU	MoF	- Selected CSC and Contractor has verified track record of good performance on safeguards compliance	Being complied
19. Labor	Use of non-local labor reduces positive impact of project on local livelihoods and triggers social conflict	- Hire exclusively or mostly local workers	Con	MoF, SDCM U-ESFP, PIU	- Workers from outside Chattagram represent less than 10% of total workforce	Being complied
20. Materials sourcing	Gravel and sand obtained from environmentally damaging riverbed mining, hill cutting or farmland strip-mining	- Obtain valid Certificate of BSTI from suppliers of bulk materials	Con	MoF, SDCM U-ESFP, PIU	- Certificate of BSTI obtained and filed for each purchase of bulk materials	Being complied
21. Materials sourcing	Undue GHG emissions from transport of materials sourced far from point of use	- Prioritize bulk materials suppliers using less distant sources	Con	MoF, SDCM U-ESFP, PIU	- Materials sourced from within reasonable distance	Being complied
22. Materials Sourcing	Knock-on environmental effects of sourcing from unsustainable suppliers	- Select suppliers with strong green credentials (verified by review of certifications received)	Con	MoF, SDCM U-ESFP, PIU	- International suppliers of materials have favorable environmental certifications	Being complied
B. CONSTRUCTION PHASE						
(i) BIOPHYSICAL ENVIRONMENT						
23. Surface water	Siltation and sedimentation of watercourses from soil erosion and entrainment of fine materials, blockage of the surface drains near the NATI site	Implement approved Soil Erosion Prevention Plan, including (inter alia): - Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings - Keep all stockpiles of erodible materials covered with tarpaulins whenever they are not in active use - Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils and materials stockpiles - Install and regularly maintain sediment traps in site runoff channels - Promptly establish vegetative cover on soil surfaces in locations where construction activity has been completed	Con	MoF, SDCM U-ESFP, PIU, CSC	- Prescribed soil protection measures effectively implemented at all work sites - Sediment traps installed in appropriate places, and maintained properly - Lack of evidence of elevated turbidity in water draining to adjacent water bodies - Vegetative cover promptly established when construction activity complete on each part of work sites - Silt curtains and sediment traps properly	Being complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
		- Deploy silt curtains and sediment traps when earthworks are carried out near watercourses			deployed where appropriate	
24. Surface water, groundwater and soils	Contamination from leaks and spills of noxious fluids used in construction process	- Keep all motorized equipment in good repair - Maintain a regiment of systematic daily checks to detect leaks, following up with prompt repair as needed - Strictly require use of drip mats and pans during refueling and servicing to catch spills and drips - Store fuels and other noxious fluids within roofed, rain-exclusive containment structures with capacity at least 115% of the volume of the largest container stored, constructed only in locations with zero probability of flooding during heavy rains - Provide training in spill prevention and spill response to all workers involved in refueling or equipment servicing	Con	MoF, SDCM U-ESFP, PIU, CSC	- Fuels, lubricants and other noxious fluids stored in appropriate structure - Lack of evidence of leaks from construction equipment - Lack of oil patches on soil surface - Lack of oily sheen on site runoff water	Being complied
25. Surface water	Excessive enrichment of surface waters from raw sewage discharged by construction camps lacking adequate septic systems	- Install an adequate number of toilets to accommodate all workers, and septic systems of sufficient capacity for the expected effluent volume, in accordance with Construction Camp Management Plan	Con	MoF, SDCM U-ESFP, PIU, CSC	- At least one working toilet per 10 resident workers installed - Absence of visual evidence of enrichment	Being complied
26. Air quality	Dust from construction works create nuisance and health hazard for residents near work sites and roads	- Implement a regimen of misting all dust-generating surfaces throughout the workday during dry weather - Tightly cover stockpiles of fine materials with tarpaulins whenever they are not in active use to prevent wind erosion - Equip all haul trucks with tightly fitting tarpaulins and enforce their use	Con	MoF, SDCM U-ESFP, PIU, CSC	- Levels of airborne dust are below nuisance level in roadside communities - No significant dust accumulation observed on roadside crops and structures - No complaints from public registered - Ambient air quality at perimeter of work sites and on main road near the NATI site meet the standard indicated in the Air Pollution (control) Rules 2022.	Being complied
27. Air quality	Emissions from equipment and vehicles used in construction degrades local air quality	- Maintain all motorized equipment used in construction to a high standard - Use only fuel-efficient equipment	Con	MoF, SDCM U-ESFP, PIU, CSC	- Absence of black smoke in construction equipment exhaust - No complaints from public - Ambient air quality at perimeter of work sites and on the Police Plaza Road near NATI site meet the standard indicated in the Air Pollution (control) Rules 2022. - Emissions from motorized machinery used in construction should meet the standard indicated in the Air Pollution (control) Rules 2022.	Being complied
28. Soil	Loss of topsoil to erosion	- Implement approved Soil Erosion Prevention Plan, including (inter alia):	Con	MoF, SDCM	- Prescribed soil protection measures	Being complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
		- Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings - Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils - Promptly establish vegetative cover on soil surfaces in locations where construction activity has been completed - Implement approved Site Reinstatement Plan, including (inter alia): - Reserve topsoil and store separately for later use - Promptly prepare soil surfaces for plantings once construction work has been completed in each part of site - Establish vegetative cover in accordance with landscaping plan in detailed site design, Bill of Quantities and Compensatory Tree Planting Plan - Implement a watering and tending regimen to help ensure success of plantings - Monitor progress of vegetation establishment until end of defects period, and implement infill planting as necessary to achieve full coverage		U-ESFP, PIU, CSC	- effectively implemented at all work sites - Lack of evidence of soil erosion - Vegetative cover promptly established when construction activity complete on each part of work sites	
29. Flora and fauna	Damage to trees	- Clearly mark trees that are to be preserved prior to clearing - Establish a fenced buffer around trees that are to be preserved to protect them from damage by equipment, excavation and materials stockpiles	Con	MoF, SDCM U-ESFP, PIU, CSC	- Trees clearly marked prior to site clearing - Fenced buffers established, maintained and observed around preserved trees for duration of works	Being complied
30. Flora and fauna	Aquatic habitat in on-site watercourses degraded	- There is natural water course near the site. The deep ditch adjacent to the site drains toward the main drainage system which is actually a canal. - Establish a 10-m buffer with temporary fencing along any permanent or seasonal watercourses found on site, and enforce a prohibition on any construction-related activity within the buffer for the duration of the works - Deploy silt curtains and temporary sediment traps where runoff from active work areas is directed to creeks	Con	MoF, SDCM U-ESFP, PIU, CSC	10-m buffer established with temporary fencing along any permanent or seasonal watercourses on site - Prohibition on construction-related activities within the buffer enforced - Silt curtains and sediment traps deployed as appropriate to limit silt delivery to on-site watercourses	Being complied
31. Flora and fauna	Loss of trees	- Initiate a tree plantation plan. It is possible that within the NPI campus, more than one hundred trees can be planted. In this case native species should be chosen. - Implement approved Compensatory Tree Planting Plan as soon as schedule of works permits	Con	MoF, SDCM U-ESFP, PIU, CSC	Compensatory Tree Planting Plan implemented as approved	Being complied
(ii) SOCIOECONOMIC AND CULTURAL ENVIRONMENT						
32. Acoustic environment	Noise and vibration from earthworks, pile-driving	Conduct work only during daylight hours	Con	MoF, SDCM	Noise and vibration are below nuisance level	To be complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
	and materials hauling degrade quality of life for local residents	- Impose and enforce low speed limits on haul trucks through the Police Plaza Road - Maintain all motorized equipment and haul trucks to a high standard, and inspect exhaust systems regularly		U-ESFP, PIU, CSC	- for residents and tourism businesses along Police Plaza Road - No construction work or hauling is conducted between dusk and dawn - No complaints from the public registered - Ambient noise levels outside the work sites meet the standard indicated in the Noise Pollution (control) Rules 2006. - Noise emissions from individual pieces of machinery and vehicles meet the standard indicated in the Noise Pollution (control) Rules 2006.	
33. Public safety	Elevated risks to pedestrians on approach road and in the site	- Ensure that the construction sites are adequately fenced and security is provided to prevent members of the public from entering the sites - Establish safe, marked routes for staff and facility users to continue to use the NPI facilities without having to cross active construction zones - Implement approved Construction Traffic Management Plan during hauling periods, including (inter alia): - Impose and enforce low speed limits on haul trucks through Police Plaza Road	Con	MoF, SDCM U-ESFP, PIU, CSC	- Adequate fencing and security maintained at construction sites - Construction zone is configured to maintain safe access for NATI staff during construction works - Construction Traffic Management Plan prepared and observed to be implemented as appropriate - Haul trucks not observed or reported to speed through NATI site or elsewhere along Police Plaza Road near the work site	To be complied
34. Public safety	Construction camps are locus of violence against women and girls	- Give preference to local laborers to avoid the need for, or limit the size of, a construction camp - Implement approved Construction Camp Management Plan, including (inter alia): - Conduct proactive outreach with leaders of nearby communities to educate women and girls about the risks posed by an all-male camp in the neighborhood. - Give resident workers regular training on appropriate behavior in and around the camp - Adopt a zero-tolerance policy around aggression or violence against local women and girls - When women must enter the camp for employment or selling produce, limit their entry to times when resident workers are out at the work site - Prohibit prostitution on the site, and monitor activity in this regard and work with community leaders to address the problem as needed	Con	MoF, SDCM U-ESFP, PIU, CSC	- Lack of reports of worker-involved abuse or harassment - Lack of complaints from public about violence or prostitution at camp - Female access to camp for employment allowed only when workers are out at work sites	To be complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
35. Public safety	Construction camps serve as source of social conflict, possibly leading to violence	- Implement approved Construction Camp Management Plan, including (inter alia): - Provide regular training and enforcement to minimize bad worker behavior off site, including public drunkenness, sexual harassment, and theft of crops/foods	Con	MoF, SDCM U-ESFP, PIU, CSC	- Lack of complaints from public about behavior of resident workers	To be complied
36. Public health	Construction camps act as vectors for spread of pathogens and disease	- Implement approved Construction Camp Management Plan, including (inter alia): - Install and maintain adequate toilet and septic systems to prevent discharge of raw sewage from camps to local water bodies or fields - Educate resident workers about sexually transmitted diseases and responsible sexual behavior - Work with local community leaders to prohibit prostitution in and around construction camps	Con	MoF, SDCM U-ESFP, PIU, CSC	- At least one working toilet per 10 resident workers installed, with septic treatment - Absence of visual evidence of raw sewage discharge - Lack of reports of prostitution around camp - Lack of concerns expressed by local community leaders about workers' off-site behavior	To be complied
37. Worker health and safety	Risks to worker health and safety from improper work site practices	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Provide regular safety training for all workers - Provide task-appropriate PPE to all workers and enforce its use - Closely monitor works at all times to ensure strong worker compliance with safety practices	Con	MoF, SDCM U-ESFP, PIU, CSC	- Low incidence of workplace injuries - Workers observed using appropriate PPE	To be complied
38. Worker health	Risks to workers from viral illness	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Institute temperature checks (at least daily) for all workers and supervisory personnel on site - Provide each worker with appropriate face mask daily or as needed, and require mask use at all times - Position hand washing and sanitizing stations at canteens and other eating areas, kitchens, and near toilets	Con	MoF, SDCM U-ESFP, PIU, CSC	- Temperature check regimen implemented consistently - Workers supplied with facemasks - Workers consistently use facemasks - Hand washing and sanitizing stations provided in appropriate locations and kept stocked at all times	To be complied
39. Worker health and safety	Risks to worker health and safety from poor conditions in construction camps	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Conduct monthly safety audit of camp to identify fire risks, electrocution hazards and other unsafe conditions, and assess adequacy of fire extinguishers and first aid provisions - Institute a regular cleaning and disinfection regimen for camp kitchens, latrines, wash-up areas, eating areas and sleeping sheds - Provide adequate sleeping space for the number of workers to avoid overcrowding and consequent spread of communicable illnesses and infestations - Provide each worker with a raised sleeping platform with mattress or mat, bedding and mosquito netting - Test drinking water supplied to workers on a quarterly basis to ensure safety - Ensure adequate ventilation and light in all camp structures	Con	MoF, SDCM U-ESFP, PIU, CSC	- Safety audit results included in monthly progress reports and quarterly monitoring reports - Lack of outbreaks of infectious illnesses (e.g., influenza, pneumonia, tuberculosis) and ailments associated with unsanitary conditions (e.g., dysentery, lice, scabies) - Living conditions meet standards specified in Construction Camp Management Plan - Drinking water test results meet standards indicated in the Environment	To be complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
					Conservation Rules, 2023	
40. Livelihoods	Damage to property and livelihoods	- Fence perimeter of each work site prior to the start of construction and ensure maintenance of fencing for the duration of works - Prohibit all construction-related activity outside the site fences - Promptly remedy any property damage caused in consultation with the affected landowner(s), even if not formal grievance files	Con	MoF, SDCM U-ESFP, PIU, CSC	- Perimeter of each work site properly fenced prior to the start of construction, and fence maintained for duration of works	To be complied
41. Livelihoods	Employment for local people	- Hire mostly or exclusively local workers on construction sites	Con	MoF, SDCM U-ESFP, PIU, CSC	- Workers from outside Chattagram represent less than 10% of total workforce on site	To be complied
42. Physical cultural resources	Damage to cultural heritage due to inappropriate treatment of unearthed artifacts	- Train all workers and site managers in the use of the chance find procedure specified in the CEMP	Con	MoF, SDCM U-ESFP, PIU, CSC	- Workers are aware of the chance find procedure	To be complied
(iii) WASTE MANAGEMENT						
43. Demolition waste	Impacts from improper removal, processing and disposal of demolished structures	- If there is any reason to suspect presence of asbestos-containing materials (ACM), implement approved ACM Removal and Disposal Plan - Ensure salvage of recyclable and reusable items - Use rubble in site development or dispose of in a site identified and approved in accordance with the Waste Management Plan embedded within the CEMP	Con	MoF, SDCM U-ESFP, PIU, CSC	- Any ACM assessed and removed and disposed of according to approved ACM Removal and Disposal Plan - Recyclable materials salvaged. - Rubble appropriately used as fill on site, or disposed of in accordance with Waste Management Plan embedded in CEMP	To be complied
44. Construction waste	Pollution from improper management of solid waste generated at work sites and construction camp	- Implement all provisions in the Waste Management Plan embedded in CEMP, including (inter alia): - Provide waste receptacles on the work sites and collect their contents daily or weekly as needed - Recycle all recyclables through local providers of this service - Compost organic wastes generated by construction camp kitchens - Dispose of non-recyclable and non-organic wastes based on locally available and approved disposal options	Con	MoF, SDCM U-ESFP, PIU, CSC	- All classes of waste managed in accordance with Waste Management Plan	To be complied
45. Waste oils	Water pollution from waste oils and other fluids generated in maintenance yards	- Recycle waste oils through a reputable business providing this service, as identified in the Waste Management Plan embedded in the CEMP	Con	MoF, SDCM U-ESFP, PIU, CSC	- No evidence of waste oil dumping or burning - Documentation of transfers to identified service provider available	To be complied
C. OPERATION PHASE						
(i) BIOPHYSICAL ENVIRONMENT						

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
46. Water quality	Contamination by noxious fluids used in facility operations and maintenance	- Store fluids only within dedicated indoor storage spaces with secondary containment capacity equaling or exceeding 115% of the volume of the largest container stored - Routinely inspect storage spaces and tanks for leakage, and take immediate corrective action as needed	SOU at NPI	SDCM U at MoF	- Proper storage observed. - Absence of evidence of spills and leaks	To be complied
47. Water quality	Reduced effectiveness of wastewater treatment	- Remove sludge at least once per year from all septic tanks installed, and worked into the soil around on-site tree plantations for fertilization	SOU at NPI	SDCM U at MoF	- Sludge removed from all septic tanks at least annually, and appropriately used to fertilize on-site tree plantations	To be complied
48. Water quality	Spills of hazardous and noxious cargos in the site	- Prepare a Spill Prevention and Response Plan for the site prior to the start of operations. - Provide personnel training necessary for effective implementation of the plan before the start of operations and annually during operations	SOU at NPI	SDCM U at MoF	- Spill Prevention and Response Plan prepared for the site prior to the start of operations. - Personnel training necessary for effective implementation of the Spill Prevention and Response Plan delivered before start of operations and repeated annually during operation phase	To be complied
49. Water quality	Siltation, sedimentation and contamination of local water bodies by runoff from minerals storage area in the site	- Purchase sufficient tarpaulins based on expected stockpiling activity, and make budgetary provision for regular replacement as needed. - Strictly require the use of tarpaulins on all piles of mineral materials at all times, except during active handling of materials - Train personnel assigned to the minerals storage area in competent tarpaulin use - Regularly monitor tarpaulin condition and use	SOU at NPI	SDCM U at MoF	- Thorough, competent use of tarpaulins on all materials stockpiles in minerals storage area observed to be standard procedure - Runoff from minerals storage area is of sufficient quality not to cause violation of surface water standard, as indicated in the Environment Conservation Rules, 2023	To be complied
50. Air quality	Emissions from vehicles using the site	- Ensure adequate staffing at peak times to help ensure that incoming trucks are processed efficiently, and lines do not form - Enforce a strict no-idling policy	SOU at NPI	SDCM U at MoF	- Ambient air quality on site meets standards indicated in the Air Pollution (control) Rules 2022.	To be complied
51. Air quality	Dust from handling of materials in minerals storage area	- Purchase sufficient tarpaulins based on expected stockpiling activity and make budgetary provision for regular replacement as needed. - Strictly require the use of tarpaulins on all piles of mineral materials at all times, except during active handling of materials - Train personnel assigned to the minerals storage area in competent tarpaulin use - Regularly monitor tarpaulin condition and use - Ensure that appropriate basic misting equipment is purchased or purpose-built and kept in good working condition. - Train personnel assigned to the minerals storage area in proper procedure for misting during materials handling	SOU at NPI	SDCM U at MoF	- Ambient air quality on site meets standards indicated in the Air Pollution (control) Rules 2022.	To be complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
		- Strictly require misting as standard procedure during handling of dusty materials - Strictly prohibit stone crushing activity on the site, including the minerals storage area				
52. Air quality	Dust from uncovered or improperly covered trucks hauling dusty materials such as stone, sand and coal	- Strictly require all trucks entering site to be equipped with tightly fitting tarpaulins. - Sweep and spray roadways within site as needed to limit dust	SOU at NPI	SDCM U at MoF	- All trucks entering site observed to be appropriately covered. - Roadways within NATI site swept and sprayed as needed to suppress dust. - Ambient air quality on site meets standards indicated in the Air Pollution (control) Rules 2022	To be complied
53. Soils	Erosion of soils during maintenance works involving excavation and/or deteriorated ground cover	- Protect soils exposed by maintenance works with mulches and other protective coverings during works, and promptly re-establish vegetative cover when works have been completed. - Regularly inspect site vegetation for loss of coverage and evidence of emerging gully erosion	SOU at NPI	SDCM U at MoF	- Lack of evidence of gully erosion	To be complied
(ii) SOCIOECONOMIC AND CULTURAL ENVIRONMENT						
54. Acoustic environment	Excessive noise due to increasing traffic	- Convene a workshop with participation of people living and operating businesses along polytechnic road, local council representatives, WASA, police and other government agencies to discuss feasibility of limiting vehicle horn use in the NPI zone and formulate action as appropriate	SOU at NPI	SDCM U at MoF	- Workshop convened and action plan formulated if consensus for action found	To be complied
55. Acoustic environment	Excessive noise due to stone processing activity within the site	- Strictly prohibit stone crushing activity within the site, including in the minerals storage area	SOU at NPI	SDCM U at MoF	- No stone crushers or crushing activity observed anywhere within the site	To be complied
56. Public safety	Elevated accident risk due to increased truck traffic and inadequate road safety provisions	- Regularly monitor facility operations for emerging public safety issues, and devise appropriate corrective action, as needed. - Proactively coordinate with RHD to ensure that safety features including sidewalks, pullout and turn lanes, road markings, signage and other safety features are planned for and implemented in future approach road upgrades	SOU at NPI	SDCM U at MoF	- Safety features implemented. - Accident risk low	To be complied
57. Public safety	Elevated accident risk due to community and commercial encroachment on approach road Right of Way (RoW) and road surface	- Pursue collaboration with RHD/LGED and local community leaders regarding durable solutions to safety risks from on-road and road-adjacent commerce, such as provision of alternative spaces outside the RoW for commercial and community activity	SOU at NPI	SDCM U at MoF	- Low incidence of encroachment - Smooth traffic flow through settled areas - Low incidence of vehicle-pedestrian collisions	To be complied
58. Worker health and safety	Chronic exposure to vehicle emissions	- Enforce a strict policy against engine idling by trucks within NATI area	SOU at NPI	SDCM U at MoF	- Low incidence of staff complaints about emissions exposure - Ambient air quality on NATI station site meets standards indicated in the Air Pollution (control) Rules 2022	To be complied

Parameter	Potential impacts and/or issues	Mitigation/enhancement measures	Implementing entities	Supervision responsibility	Performance indicators	Compliance Status
59. Worker health and safety	Elevated risk of contracting dangerous viral illnesses	- Integrate pandemic response measures in operations and maintenance manuals and operating protocols for the NATI station, to ensure prompt implementation when emerging threats are identified	SOU at NPI	SDCM U at MoF	- Pandemic response measures integrated in operations and maintenance manuals	To be complied
60. Worker health and safety	Exposure of laboratory technicians and support staff to accidental hazardous releases	- Incorporate Emergency Response Plan in laboratory operating protocols, and provide regular training for technicians and support staff on its activation	SOU at NPI	SDCM U at MoF	- Emergency Response Plan included in laboratory operating protocols. - Regular training provided on activation of Emergency Response Plan	To be complied
61. Livelihoods	Opportunities for employment in facility operations and maintenance	- Give priority to local people and firms in selecting Contractors for maintenance works and selected permanent positions in operations and maintenance	SOU at NPI	SDCM U at MoF	- Local people well represented in local NATI workforce	To be complied
(iii) WASTE MANAGEMENT						
62. Laboratory waste	Environmental contamination and public health risks from improperly managed hazardous wastes	- Integrate detailed laboratory waste management plan (developed by laboratory design specialist engaged during detailed design) into laboratory operations and maintenance manuals. - Provide training to laboratory technicians and maintenance staff on correct implementation of waste management protocols, before the laboratory becomes operational and on an annual basis thereafter. - Specify parameters, measurement, and reporting for annual waste audit in laboratory waste management protocols. - Conduct an annual waste management audit and implement corrective action as needed to address problematic trends	SOU at NPI	SDCM U at MoF	- Discharges of liquid waste from laboratory meet standards indicated in the Environment Conservation Rules, 2023 (only if applicable)	To be complied
63. Solid waste	Pollution from improper management of solid waste from NPI facility operations	- Ensure that appropriate waste management procedures for all components of the solid waste stream are specified in each facility's operations and maintenance manual	SOU at NPI	SDCM U at MoF	- Recyclable solid waste is consistently segregated and picked up by a reputable recycling business. - Non-recyclable solid waste is consistently taken to a legal landfill for disposal. - Lack of evidence of waste dumping or burning on site	To be complied

C) EMP Status of Dormitory building at KWT

Issue	Measured Proposed in the IEE/EMP	Actual Measures Taken	Compliance Status	Recommended Action
Pre-Construction Stage				
Site survey and design of the new building	- All project facilities are to be designed in accordance with the planning and design norms (BNBC) 2006 & relevant provisions in the BNBC 2020. - Earthquake hazard should be considered in the structural design of the dormitory building.		-Complied. - BNBC Code was followed in the design	

	- The building should be developed considering the fact that it should run on low energy demand, - Rainwater harvesting system and use of recycled water system should be developed. - The Materials for building construction should come from environmentally friendly materials. - Sewage waste line should be connected with existing sewage treatment plant to reduce pollution.		Complied. -Energy efficient light, RWHS, Solar system, Septic treatment system included in the design.	
	- Consider in the building design the location of data centers (or student-heavy activities) in the lower floors - Have the firewall in the building and locate the windows accordingly		Complied.	
Lack of environmental specifications	- Prepare relevant environmental sections in the tender documents for bidders. - Prepare a bid evaluations section for environment, according to DoE bid evaluation format.		Complied. EMPs included in the BOQ	
Removal of vegetation	Provide adequate compensation to the owners on time before beginning vegetation clearing.	- No trees need to remove.	complied	
Removal of Utilities	- Drawing from the consultant's visit, there was no utility or services found at the selected location. However, some lamp posts were observed along the boundary wall but those will not be impacted due to the construction. - There is no vegetation within the proposed site. No impact is expected on flora and fauna.		Being complied	
EMP Implementation Training	Training will be required to undergo EMP implementation including waste management, Standard operating procedures (SOP) for construction works; health and safety (H&S), core labor laws, applicable environmental laws, etc.		Being complied	
Construction Stage				
Complete construction management work plan	- Spoils disposal and construction waste management plan - Noise and dust control plan - Drainage and stormwater management plan - Materials management plan - Emergency or disaster preparedness plan - Measures on COVID-19 preparedness - Provide list of contact details during emergency to workers or post on billboards at the construction site		-Being complied -SEMP plan has been prepared and following at site	
Orientation of workers and staff	- Conduct briefing on EMP, records management, compliance, and reporting - Identify areas to be monitored and the required mitigation measures - Explain the Safe Work Procedure during COVID-19 Pandemic (Appendix F) - Introduction of green building concept with low energy - Low water footprint - Environment friendly material use - Rainwater harvesting - Cool roof - Climate and environment friendly building orientation		-Being complied	

Prepare for emergency and potential incidence of COVID-19 infection	• Designate Disaster Coordinator to guide during an emergency • Conduct mock drills regularly • Provide information like emergency hotline, evacuation routes, etc. • Provide training or orientation on proper response during emergency and COVID-19 incidence		-Being complied	
Hiring of project staff and workers	• Contractor will be required to give priority to local labor • Contractors will be required to provide negative results to COVID-19 and will ensure recruited staff and workers have been tested negative to COVID-19 as well • Contractors to keep a record of their contact details such as mobile telephone number, alternate telephone, email (if any) and address		-Being complied	
Site preparation and construction works	• CMP will be strictly implemented • Use of proper safety clothes/personal protective equipment • Provide temporary enclosures (at least 2 meters high or high enough to protect students and staff of KWT) to contain dust and minimize noise		-Being complied	
	• Chance find procedures will be followed (Appendix L)		-Being complied	
	• Provide workers with hard hat, safety shoes, and belts • Set up first aid at construction site • Comply with relevant safety measures required by law and best engineering practices • Provide signs on COVID-19 safety measures to ensure workers are aware and understand the consequences of noncompliance • Workers to observe social/physical distancing at all times • Require workers and staff the mandatory use of non-medical masks and gloves if social distancing is not possible • Daily temperature checks before workers enter work sites • Any worker that shows cough and cold symptoms will not be allowed entry to work sites, and will be advised to stay home and quarantine • Install handwashing and sanitation stations at designated places • Implement H&SP and monitor compliance		-Being complied	
	• Construction vehicles will be maintained to minimize vehicular emissions • Provision of temporary enclosures • Provide space on-site for construction materials to reduce trips of material delivery • Contractor will be required to maintain construction vehicles, equipment, and machineries regularly to reduce emissions, avoid smoke belching, and reduce noise • Spray water in opened land areas or in sources of dust • Transport of dust generating materials will be covered Observance of low speed by vehicles to reduce noise • Noise-generating works will be done between 6 a.m. and 11 p.m. only. • No blowing of horns will be allowed • Comply with traffic management plan		-Being complied	

Clean up of construction sites after completion of construction works	• Restore or reinstate all the areas potentially damaged during construction works • Workers will be provided with proper safety gear and equipment • Dispose remaining waste and debris at designated sites	-Worker are equipped with safety gear. - Wastes are disposed in a designated site.	-complied	
Air Pollution	• Impose speed limits (maximum 20 km/hr) on all vehicle movement at the worksite and through access roads to reduce dust emissions. • Control the movement of construction traffic in the access road. • Water spray to the construction materials (especially sand & boulder/brick chips) prior to loading and transport. • Focus special attention on containing the emissions from generators • Machinery causing excess pollution (e.g., visible smoke) should be banned from construction sites or fixed immediately prior to further usage. • Provide filtering systems, dust collectors or humidification or other techniques (as applicable) to the concrete mixing plant to control the particle emissions at all its stages, including unloading, collection, aggregate handling, cement dumping, circulation of trucks and machinery inside the installations. • Water spray to the material stockpiles, access roads and bare soils as and when required to minimize the potential environmental nuisance due to dust. Increase the watering frequency during periods of high risk (e.g., high winds and dry periods). Stored materials such as boulders and sand should be covered and confined to avoid them being wind-drifted. • Erect dust barriers along the boundary of the land to reduce dust movement to the surrounding areas. • Minimize the extent and period of exposure of the bare surfaces. • Reschedule earthwork activities when practical, if necessary, to avoid during periods of high wind and if visible dust is blowing off-site. • Restore disturbed areas as soon as possible by vegetation/grass-turfing. • Establish adequate locations for storage, mixing and loading of construction materials, in a way that dust dispersion is prevented because of such operations. • The SEMP approved by EPD will include measures to minimize dust levels and emissions from construction vehicles, equipment and machineries. • Work safety procedures will be implemented by the contractors and monitored by SDCMU/SICIP for compliance.	- Road signage is added. Water sprayed.	-partially complied	
Noise and Vibration Management	• Maintain all vehicles in order to keep them in good working order in accordance with manufacturers maintenance procedures. • Make sure all drivers will comply with the traffic codes concerning maximum speed limit, driving hours, etc. (20 km/hr during night time).		-Being complied	

	• Organize the loading and unloading of trucks, and handling operations for the purpose of minimizing construction noise on the work site. • Appropriately site all noise generating activities to avoid noise pollution to local residents. • Maintain all equipment in order to keep it in good working conditions in accordance with manufacturers' maintenance procedures. Equipment suppliers and contractors shall present proof of maintenance register of their equipment. • Install acoustic enclosures around generators to reduce noise levels. • Fit high efficiency mufflers to appropriate construction equipment. • Avoid the unnecessary use of alarms, horns and sirens. • Notify adjacent landowners prior any typical noise events outside of daylight hours. • Educate the operators of construction equipment on potential noise problems and the techniques to minimize noise emissions. • Employ best available work practices on-site to minimize occupational noise levels. • Install temporary noise control barriers where appropriate. • Notify affected people if high noisy activities will be undertaken, e.g., pile driving. • Plan activities on site and deliveries to and from site to minimize impact. • Monitor and analyze noise and vibration results and adjust construction practices as required. • Appropriately site all noise generating activities to avoid noise pollution to workers, KWT, SICIP officials etc. • Install temporary noise barriers by screen, tin, wood around generators to reduce noise levels. • Employ best available work practices on-site to minimize occupational noise levels. Use ear plugs in noisy areas of the construction activities. • Maintain all equipment in order to keep it in good working order in accordance with manufactures maintenance procedures.			
Sewage Pollution/ Sanitation Hazard	• Provide hygienic sanitary facilities and sewerage system. The toilets and domestic waste water will be collected through a common sewerage. Provide separate latrines and bathing places for males and females with total isolation by wall or by location. The minimum number of toilet facilities required is one toilet for every ten persons. • Ensure the sanitary facilities are kept clean and without any odor. • Educate the workers of using the facilities.		-Being complied	
Drainage Congestion	• Temporary drainage congestion (TDC) in the foundation trench due to rainwater to be removed by pumping. Avoid monsoon period for foundation works. • TDC in construction yard & camp of the proposed building area to be removed by temporary earth or RCC drains.	- Temporary drainage are constructed.	-Being complied	

	All vehicle exit points from the construction site shall have a wash down or shakedown area where mud and earth can be removed from a vehicle before it enters the public road system. All wash down areas are to drain to a sediment basin.			
Solid Waste Pollution	- Organize disposal of all wastes generated during construction in an environmentally acceptable manner. This will include consideration of the nature and location of disposal site, so as to cause less offsite environmental impacts. The disposal site should be approved by KWT prior to usage and should be rehabilitated after usage to ensure the land is not exposed to soil erosion, wind and water stagnation. - Minimize the production of waste materials by 3R (Reduce, Recycle and Reuse) approach. - Segregate and reuse or recycle all the wastes, wherever practical. - Prohibit burning of solid waste. - Train and instruct all personnel in waste management practices and procedures as a component of the environmental induction process. - Provide refuse containers at worker camps. - Request suppliers to minimize packaging where practical. - Place a high emphasis on good housekeeping practices. - Maintain all construction sites in a cleaner, tidy and safe condition and provide and maintain appropriate facilities as temporary storage of all wastes before transportation and final disposal by municipality. - Ensure proper collection and disposal of wastes within the construction camps from where municipal will take by their truck and dispose at their dumping area. - Insist on waste separation and store by source; organic wastes, inorganic wastes and recyclables in separate containers. - Clear wastes on daily basis to waste collectors. Establish waste collection, transportation and disposal at the dumping site in adequate sizes of concrete chambers/boxes. - Dispose organic wastes in a designated safe place and should be kept covered so that flies, mosquitoes, dogs, cats, rats, etc. are not attracted. Encourage composting of organic waste that can be used for tree planting purposes. - Locate the garbage pit/waste disposal site away from the residence so that peoples are not disturbed with the odor likely to be produced from anaerobic decomposition of wastes at the waste dumping places. Encompass the waste dumping place by fencing and tree plantation to prevent children from entering and playing. - Do not establish site specific landfill sites. All solid waste will be collected and removed from the work camp and disposed in approved waste disposal sites.		-Being complied	

	Contractors will be required to have a waste management plan covering hazardous waste approved by the PD prior to construction works. The waste management plan will be part of the SEMP.			
Landscape	- Ensure the topography of the construction yard is conducive to enhance natural draining of rainwater at all times. - Parking of construction vehicles and stockpiling of construction materials should be done in systematic way to avoid any drainage blockages, to enhance the aesthetics of the site. - Duration of stockpiling should be minimized as much as possible.		-Being complied	
Access Road/ Traffic Congestion	- Prepare and submit a traffic management plan to the SICIP for approval at least 30 days before commencing work on any project component involving traffic diversion and management. - Include measures in the traffic management plan to ensure uninterrupted traffic movement during construction: detailed drawings of traffic arrangements showing all detours, access roads, necessary barricades, warning signs / lights, road signs, etc. - Install and maintain a display board at each important road intersection on the roads to be used during construction, which shall clearly show the information in Bangla. - Operate construction vehicles to non-peak periods (night) to minimize traffic disruptions. - Enforce on-site and access road speed limits.		-Being complied	
Liquid/ hazardous waste	- Train the relevant construction personnel in handling of fuels and spill control procedures. - Store dangerous goods in enclosed areas with a covering of a sealed plastic sheet away from watercourses. - Refueling shall occur only within enclosed areas. - Provide protective clothing, safety boots, helmets, masks, gloves, goggles, to the construction personnel, to handle construction materials. - Make sure all containers, drums, and tanks that are used for storage are in good condition and are labeled with expiry date. Any container, drum, or tank that is dented, cracked, or rusted might eventually leak. Check for leakage regularly to identify potential problems before they occur. - Put containers and drums in temporary storages in clearly marked areas, where they will not be run over by vehicles or heavy machinery. The project area shall be established in higher ground, if possible, preferably with a slope or drain to a safe collection area in the event of a spill. - Put containers and drums in permanent storage areas on an impermeable floor. - Take all precautionary measures when handling and storing fuels and lubricants, avoiding environmental pollution.		-Being complied	

	• Ensure basic firefighting equipment is in place outside these storage areas in case of a fire.			
Construction Camp Management	• Locate the construction camp inside the proposed construction area. • Consider the location of construction camp away from communities in order to avoid social conflicts in using the natural resources such as water or to avoid other possible adverse impacts such as unsuitable interactions with the surrounding communities. • Submit to the SICIP for approval a detailed layout plan for the development of the construction camp showing the relative locations of all temporary buildings and facilities that are to be constructed together with the location of site roads, fuel storage areas (for use in power supply generators), solid waste management and dumping locations, and drainage facilities, prior to the development of the construction camps. • Local authorities responsible for health, religious and security shall be duly informed on the set up of camp facilities so as to maintain effective surveillance over public health, social and security matters. • Create awareness among the camp users on health and safety requirements to be maintained and code of conduct.		-Being complied	
	• Adequate housing for all workers should be provided avoiding overcrowding. • Provide safe and reliable water supply. • Hygienic sanitary facilities and sewerage system. The toilets and domestic waste water will be collected through a common sewerage. Provide separate latrines and bathing places for males and females with total isolation by wall or by location. The minimum number of toilet facilities required is one toilet for every ten persons. • Treatment facilities for sewerage of toilet and domestic waste. • Storm water drainage facilities.		-Being complied	
	• Ensure proper collection and disposal of solid wastes within the construction camp • Insist on waste separation and store by source; organic wastes, inorganic wastes and recyclables in separate containers. • Store inorganic wastes in a safe place and clear organic wastes on daily basis to waste collector or compost the waste. • Dispose organic wastes in a designated safe place on daily basis. At the organic wastes should be always covered with a thin layer of sand so that flies, mosquitoes, dogs, cats, rats, etc. are not attracted. • Locate the garbage pit/waste disposal site min 500 m away from the resident area so that people are not disturbed with the odor likely to be produced from anaerobic decomposition of wastes at the waste dumping places. • Do not establish site specific landfill sites. All solid waste will be collected and removed from the work camps and		-Being complied	

	disposed in approval waste disposal sites.			
	• Provide adequate health care facilities within the construction site. • Provide first aid facility round the clock. Maintain stock of medicines in the facility and appoint fulltime designated first aider or nurse. • Provide ambulance facility for the labors to be transported to nearest hospitals during emergency. • Conduct an initial health screening of the laborers coming from outside areas. • Train all construction workers in basic sanitation and health care issues and safety matters, and on the specific hazards of their work. • Provide HIV awareness program, including STI (sexually transmitted infections) and HIV information, education and communication for all workers on regular basis. • Establish a code of conduct for the contractor staff. • Provide adequate drainage facilities throughout the camps to ensure that disease vectors such as stagnant water bodies and puddles do not form. • Carry out regular mosquito repellent spraying during monsoon periods.		-Being complied -HS plan developed.	
	• Provide appropriate security personnel (police / home guard or private security guards) and enclosures to prevent unauthorized entry into the camp area. • Maintain register to keep a track on a head count of persons present in the camp at any given time. • Encourage use of flameproof material for the construction of labor housing / site office. Also, ensure that these houses/rooms are of sound construction and capable of withstanding wind storms/cyclones. • Provide appropriate type of firefighting equipment suitable for the construction camps. • Display emergency contact numbers clearly and prominently at strategic places in camps. • Communicate the roles and responsibilities of laborers in case of emergency in the monthly meetings with contractors.		-Being complied	
Worker's Health and Safety	• Implement suitable safety standards for all workers and site visitors which shall not be less than those laid down on the international standards (e.g., International Labor Office guideline on 'Safety and Health in Construction; World Bank Group's 'Environmental Health and Safety Guidelines') and contractor's own national standards or statutory regulations, in addition to complying with the national standards of the Government of Bangladesh (e.g., 'The Bangladesh Labor Code, 2006'). • Provide the workers a safe and healthy work environment, taking into account inherent risks of this particular construction activity and specific classes of hazards in the work areas, • Provide personal protection equipment (PPE) for workers, such as safety boots, helmets, masks, gloves, protective		-Being complied	

	clothing, goggles, full-face eye shields, and ear protection. Maintain the PPE properly by cleaning dirty ones and replacing them with the damaged ones. • Safety procedures include provision of information, training and protective clothing to workers involved in hazardous operations and proper performance of their job. • Appoint an environment, health and safety manager to look after the health and safety of the workers • Inform the local authorities responsible for health, religious and security before commencement of civil works and establishment of construction camps so as to maintain effective surveillance over public health, social and security matters			
	• Not hire children of less than 14 years of age and pregnant women or women who delivered a child within 8 preceding weeks, in accordance with the Bangladesh Labor Code, 2006		-Being complied	
	• Provide health care facilities and first aid facilities are readily available. Appropriately equipped first-aid stations shall be easily accessible throughout the place of work • Document and report occupational accidents, diseases, and incidents and actions taken. • Prevent accidents, injury, and disease arising from, associated with, or occurring in the course of work by minimizing, so far as reasonably practicable, the causes of hazards in a manner consistent with good international industry practice. • Identify potential hazards to workers, particularly those that may be life-threatening and provide necessary preventive and protective measures. • Provide awareness to the construction drivers to strictly follow the driving rules. • Provide adequate lighting in the construction area and along the roads.		-Being complied	
	• Adequate ventilation in all facilities. • Safe and reliable water supply. Water supply from deep tube wells that meets the national standards. • Hygienic sanitary facilities and sewerage system. The toilets and domestic waste water will be collected through a common sewerage. • Treatment facilities for sewerage of toilet and domestic waste before releasing into common systems. • Storm water drainage facilities. • Recreational and social facilities. • Safe storage facilities for petroleum and other chemicals. • Solid waste collection and disposal system. • Arrangement for trainings. • Paved internal roads. • Security fence at least 2 m high. • Sick bay and first aid facilities.		-Being complied	
	• The contractor shall provide portable toilets at the construction sites, if about 25 people are working the whole day for a month. • Contractor shall provide bottled drinking water facilities to the construction workers at all the construction sites.		-Being complied	

	• Liquid Waste Mitigation Measures. • Air Pollution Mitigation Measures. • Noise Mitigation Measures. • Road/Road Traffic Management.		-Being complied	
	• Train all construction workers in basic sanitation and health care issues (e.g., how to avoid malaria and transmission of sexually transmitted infections (STI) and HIV/AIDS).		-Being complied	
Community Health and Safety	• Provide safety signage at construction sites visible to public • Provide safety barriers near any trenches, and cover trenches with planks during non-work hours. • Contractor's activities and movement of staff will be restricted to designated construction areas. • Consult with local authority on the designated areas for stockpiling of, soils, gravel, and other construction materials. • If the contractor chooses to locate the work camp/storage area on private land, he must get prior permission from the environment specialist. • Recycling and the provision of separate waste receptacles for different types of waste shall be encouraged. • A general regard for the social and ecological well-being of the site and adjacent areas is expected of the site staff. Workers need to be made aware of the following general rules: (i) no alcohol/drugs on site; (ii) prevent excessive noise; (iii) construction staff are to make use of the facilities provided for them, as opposed to ad hoc alternatives (e.g. fires for cooking, the use of surrounding bushes as a toilet facility); (iv) no fires permitted on site except if needed for the construction works; (v) trespassing on private/commercial properties adjoining the site is forbidden; (vi) other than pre-approved security staff, no workers shall be permitted to live on the construction site; and (vii) no worker may be forced to do work that is potentially dangerous or that he/she is not trained to do. • Interested and affected parties need to be made aware of the existence of the complaints book and the methods of communication available to them. The contractor must address queries and complaints by: (i) documenting details of such communications; (ii) submitting these for inclusion in complaints register; (iii) bringing issues to the Environmental Safeguard Specialist's attention immediately; and (iv) taking remedial action as per specialist's instruction. • The contractor shall immediately take the necessary remedial action on any complaint/grievance received by him and forward the details of the grievance along with the action taken to the national/regional environmental specialist within 48 hours of receipt of such complaint/grievance.		-Being complied	
Plantation	• Maintenance is the key to the establishment of the plantation and therefore regular monitoring of plantation	Tree plantation plan is under developing.	Will be complied.	

	will be carried out by the executing agency. The compact plantation shall be effective live screens against night glare, dust, noise, and pollutant emissions. These vegetated strips shall develop into a complete ecosystem. Flowering and fruiting shrubs can be planted along the road to beautify the landscape. Planting should however be done keeping in view the principles of landscape designing.			
Operational Stage				
Drainage congestion	- Maintain drains regularly as and when required. - Solid wastes should not be dumped into the drain. - Blocked drains should be cleaned properly and debris disposed at approved sites on a regular basis.	Temporary drainage facility is constructed.	Will be complied.	
Solid Waste Generation and Disposal	- Setting up of separate waste collectors at different points. - Regular cleaning and replacing of waste collectors. - Waste disposal at a safe place. - Encourage waste sorting by the facility users.	Waste storage are separated.	Will be complied.	
Sewage waste	- Maintenance of Septic tanks, soak wells, pipes, etc. as and when required. - Connects the existing sewerage network for sewerage treatment from existing STP inside KWT premises - Regular monitoring of water quality.		Will be complied.	
Traffic Safety	- Extensive barricades of the construction zone will be provided so that pedestrians do not come into direct contact with the machines, tools, material and other accessories; - Provision of barricading will be done so that these do not create traffic safety problems. Supplementary aids / tools such as signboards, reflectors and night lighting will be used to avoid possible accidents.	Traffic signage are added.	Will be complied.	
Socioeconomic Impact	- The community health and safety will be improved - Improved drainage and sanitation facilities		Will be complied.	
Emergency Response and Disaster Preparedness	- Mock drill and training session - Arrangement of fire prevention system maintaining standard operating procedure (SoP)	Mock drill and training is conducted in a routine basis.	Will be complied.	

d) Environmental Management and Monitoring Matrix for Sylhet TTC

Activity	Environmental Impact	Mitigation/Benefit Enhancement Measures	Responsibility	Monitoring Agency	Compliance Status
Construction Phase					
Construction work/use of equipment/ materials	Impact on air quality	Regular watering should be done.	Contractor	TTC authority, CSC, EO and contractor, Env. Expert (EE)-SICIP will monitor mitigation measures	Will be complied.
	Noise/vibration hazard	All soil, sand, and aggregate piles should be covered (whether on the site or on trucks).	Contractor		Will be complied.
	Waste management	The sand and other such dispersible material must be removed after completion of work.	Contractor		Will be complied.
Influx of workers	Impact on health and safety	The workers should wear PPE (Personal Protective Equipment), safety goggles, and other necessities.	Contractor		Will be complied.
	Sanitation hazard and impact on drinking water	Set up warning signs, signals and provide helmets for workers in accordance with relevant accident prevention and work safety procedure.	Contractor		Will be complied.
		Restrict access to the construction site.			Will be complied.
		Supply good quality drinking water to the workers by installing tube well. Provide well-planned sanitary facilities. Provide regular health inspection among workers. Promote health education campaign among workers.			Will be complied.
	Impact on employment and family finance	Employ local people wherever possible. Ensure child labor is not employed.	Contractor		Will be complied.
Increased vehicle and pedestrian traffic	Traffic congestion, impact on safety	Avoid carrying of materials in peak hours of road traffic. Provide adequate parking for vehicles. Raise awareness among all users to follow traffic rules.	Contractor		Will be complied.
Climate extremities due to geographic location	Impact on design consideration	Raise the plinth level of building to prevent from flood.Use appropriate materials in design.	Contractor		Will be complied.
Increased demand of electricity and water	Impact on water and electricity supply	Install solar PV panels for electricity generation. Introduce “Rain water Harvesting” system. Energy efficient lights can be used. Electric fan, light and other appliances should be checked periodically and if problem is found, it should be fixed immediately.	Principal/ TTC management	SICIP	Will be complied.
Generation of more consumables	Impact due to Solid Waste	Collect all solid wastes properly, recycle where possible and dispose in proper place.			
	Impact due to liquid discharge	Dispose all domestic waste water through existing septic tank or sewer.			
Increased vehicle and pedestrian traffic	Additional need for parking, impact on safety	Provide adequate parking for vehicles. Raise awareness among all users to follow traffic rules.			
Need for proper sanitation and drinking water	Impact on sanitation and drinking water	Supply good quality drinking water to the staffs. Check the quality of drinking water. Provide well-planned sanitary facilities. Separate washrooms for boys' and girls' should be available maintaining proper privacy.			

Activity	Environmental Impact	Mitigation/Benefit Enhancement Measures	Responsibility	Monitoring Agency	Compliance Status
Socioeconomic impact	Impact on skilled training	Training programs should be reported and continuously monitored	Principal/ TTC management	SICIP	Will be complied.
	Impact on employment & family finance	Employ local people wherever possible. Avoid child labor employment.			
Landscaping	Enhancing visual aesthetics and environmental quality	Plant trees around the project site.			
	Enhancing visual aesthetics and environmental quality	Plant trees around the project site.			
Emergency management	Fire hazard or any medical emergency	First aid facilities should be available. Firefighting equipment must be present. Fire safety management training and mock drill should be practiced periodically			

3.2 Compliance with ADB SPS 2009 policies

36. The compliances including IEE, CEMP and OHS plans of the civil works under SICIP program are being listed and updated in the following table.

Table 3-2: The compliance status of SICIP with respect to ADB SPS 2009

ADB Safeguard Policy Statement	Contract Package Status			
	NATI	STTL	Syl TTC	KWT
(i) Environmental Assessment (Category B: Requires IEE) done and disclosed	Complied	Complied	Complied	Complied
	IEE done for all packages			
(ii) Environmental Management Plan drafted	Complied	Complied	Complied	Complied
	EMP plan drafted for all the above packages.			
(iii) Information disclosed	Complied	Complied	Complied	Complied
	EMR will be disclosed in SICIP website			
(iv) Consultation and participation have been done and public opinion has been used in project design phase.	Complied	Complied	Complied	Complied
	Consultations were done during IEE development.			
(v) Establishment of GRC and notes of grievances	Will be Complied	Complied	Will be Complied	Complied
	GRCs established for each package.			
(vi) Monitoring and reporting: client will document regular monitoring results, in case of adverse significant affects external NGO will be involved as third party monitoring	Will be Complied	Complied	Will be Complied	Complied
	Semi-annual environmental monitoring report is being submitted for July to December 2024.			
(vii) Unanticipated environmental impacts	Will be Complied	Complied	Will be Complied	Complied
	Unanticipated environmental impacts not found yet			
(viii) Biodiversity Conservation and Sustainable Natural Resource Management: The borrower/client will assess the significance of project impacts and risks on biodiversity and natural resources as an integral part of the environmental assessment process	Will be Complied	Complied	Will be Complied	Complied
	The assessment was done during the development of IEE. The project does not impact any critical habitat.			
(ix) Pollution presentation: During the design, construction, and operation of the project the borrower/client will apply pollution prevention and control technologies and practices consistent with international good practice, as reflected in internationally recognized standards such as the World Bank Group's Environment, Health and Safety Guidelines.	Will be Complied	Complied	Will be Complied	Complied
	Contractors yet to develop their own site-specific CEMPs			
(x) Health and safety: The	Will be Complied	Complied	Will be Complied	Complied

ADB Safeguard Policy Statement	Contract Package Status			
	NATI	STTL	Syl TTC	KWT
borrower/client will provide workers with a safe and healthy working environment, taking into account risks inherent to the particular sector and specific classes of hazards in the borrower's/client's work areas, including physical, chemical, biological, and radiological hazards.	Contractors has developed OHS plan in the respective site.			
(xi) Physical and cultural resources: The borrower/client is responsible for siting and designing the project to avoid significant damage to physical cultural resources	Will be Complied	Complied	Will be Complied	Complied
	The project design considered the important cultural and physical resources in the project sites			

3.3 Compliance with loan covenants

37. The compliance with loan covenants with status are presented in the following table.

Table 3-3: The compliance status with respect to loan covenants

Sched-ule	Para No.	Description	Compliance Status	Time frame for CAP, if any
4	1	Implementation Arrangements The Borrower shall ensure, or cause the Program Executing Agency to ensure, that the Program is implemented in accordance with the detailed arrangements set forth in the PID. Any subsequent change to the PID shall become effective only after approval of such change by the Borrower and ADB. In the event of any discrepancy between the PID and this Loan Agreement, the provisions of this Loan Agreement shall prevail.	Being ensured and will continue to be ensured	Project period
4	2	Implementation Arrangements The Borrower shall ensure that the aggregate amount of Eligible Expenditures under the Program is equal to or exceeds the Loan proceeds withdrawn by the Borrower for the Program. Such Eligible Expenditures are part of the expenditures incurred under SDF, but they exclude any expenditures for (a) procurement of works, goods and services from countries which are not members of ADB; (b) procurement of works, goods and services from persons or entities debarred or suspended by ADB; (c) procurement involving High-Value Contracts; (d) any activities which are classified as category A for environmental impact under the SPS; (e) any activities assessed as likely to have significant adverse impacts that are sensitive, diverse, or unprecedented on environment and/or affected people; and (f) any activities which are prohibited investment activities provided in Appendix 5 of the SPS.	Will be ensured	Project period
4	3	DLI Compliance and Program Dialogue The Borrower shall ensure that all DLIs achieved under the Program continue	Will be complied	Project period

Sched- ule	Para No.	Description	Compliance Status	Time frame for CAP, if any
		to be complied with for the duration of SDF.		
4	4	DLI Compliance and Program Dialogue The Borrower shall keep ADB informed of discussions with other multilateral or bilateral aid agencies that may have implications for the implementation of SDF and the Program and shall provide ADB with an opportunity to comment on any resulting proposals. The Borrower shall give due consideration to ADB's views before finalizing and implementing any such proposal.	ADB will be kept informed whenever required	Project period
4	5	DLI Compliance and Program Dialogue Within 9 months of the Effective Date, the Borrower shall appoint an independent verification agency with qualifications, experience, and expertise acceptable to ADB to provide independent verification of the achievement of the DLIs.	Appointment of IVA is in process and will be completed soon.	Project period
4	6	Technical Requirements The Borrower shall ensure that all Program Actions in the area of technical requirements are implemented in a timely and efficient manner.	Will be ensured	Project period
4	7	Financial Management The Borrower shall ensure that all Program Actions in the area of financial management are implemented in a timely and efficient manner.	Will be ensured	Project period
4	8	Procurement The Borrower shall ensure that each contract under the Program is awarded on the basis of the Program's procurement system, having due regard for principles of competition, economy and efficiency, transparency, and fairness and equal opportunity.	Being ensured and will continue to be ensured	Project period
4	9	Procurement The Borrower shall ensure that all Program Actions in the area of procurement are implemented in a timely and efficient manner.	Being ensured and will continue to be ensured	Project period
4	10	Environmental and Social Safeguards The Borrower shall ensure that all Program Actions in the area of environmental and social safeguards are implemented in a timely and efficient manner.	Being ensured and will continue to be ensured	Project period
4	11	Environmental and Social Safeguards (a) The Borrower shall ensure, or cause the Program Executing Agency to ensure that no construction or rehabilitation works under the Program involve significant adverse environmental impacts that may be classified as category A under the SPS. Prior to commencing any construction or rehabilitation works under the Program, the Borrower shall conduct, or cause the Program Executing Agency to conduct, a screening to ensure that any works that may be classified as category A for environment	Being ensured and will continue to be ensured	Project period

Sched- ule	Para No.	Description	Compliance Status	Time frame for CAP, if any
		impacts within the meaning of SPS are excluded from the Program.		
4	11	Environmental and Social Safeguards (b) The Borrower shall ensure, or cause the Program Executing Agency to ensure, that the preparation, design, construction, implementation, operation and decommissioning of all activities under the Program comply with: (i) all applicable laws, regulations and guidelines of the Borrower relating to environment, health and safety; (ii) the Environmental Safeguards; and (iii) all measures and requirements, including monitoring requirements set forth in the Program Action Plan.	Being ensured and will continue to be ensured	Project period
4	12	Environmental and Social Safeguards The Borrower shall ensure, or cause the Program Executing Agency to ensure, that the Program does not involve any resettlement risks or impacts within the meaning of the SPS. If due to unforeseen circumstances, the Program involves any such impacts, the Borrower shall ensure that the Program complies with (a) all applicable laws and regulations of the Borrower relating to resettlement; (b) Involuntary Resettlement Safeguards; and (c) all measures and requirements, including monitoring requirements set forth in the Program Action Plan.	Will be ensured	Project period
4	13	Environmental and Social Safeguards The Borrower shall ensure, or cause the Program Executing Agency to ensure, that the preparation, design, construction, implementation, operation and decommissioning of all activities under the Program comply with: (a) all applicable laws and regulations of the Borrower relating to tribes, minor races, ethnic sects and communities; (b) Indigenous Peoples Safeguards; and (c) all measures and requirements, including monitoring requirements set forth in the Program Action Plan.	Will be ensured	Project period
4	14	Gender and Social Equality The Borrower shall ensure that all Program Actions in the area of gender and social equality are implemented in a timely and efficient manner.	Will be ensured	Project period
4	15	Governance and Anticorruption The Borrower shall ensure, or cause the Program Executing Agency to ensure that the Program complies with the Anticorruption Guidelines and that all appropriate and timely measures are taken to prevent, detect and respond to allegations of fraud, corruption or any other prohibited activities relating to the Program in accordance with the Anticorruption Guidelines.	Being ensured and will continue to be ensured	Project period
4	16	Governance and Anticorruption The Borrower shall, or cause the Program Executing Agency to (a) promptly inform ADB of any allegations of fraud, corruption or any other prohibited activities relating to the Program; and (b) cooperate fully with any investigation by ADB on such allegations and extend all necessary assistance, including providing access to	Will be ensured	Project period

Sched- ule	Para No.	Description	Compliance Status	Time frame for CAP, if any
		all relevant records, for satisfactory completion of such investigation.		
4	17	Governance and Anticorruption Within 90 days of the Effective Date, the Borrower shall, or cause the Program Executing Agency to, update its public website to (a) provide information on bidding procedures, bidders, contract awards and physical progress of the Program; (b) post the audited annual financial statements for the Program, as such financial statements become available; and (c) disseminate other relevant information on Program implementation.	Being complied	Project period
Article IV		4.02 (a) The Borrower shall (i) maintain separate accounts and records for the Program; (ii) prepare annual financial statements for the Program in accordance with financial reporting standards acceptable to ADB; (iii) have such financial statements audited annually by independent auditors whose qualifications, experience and terms of reference are acceptable to ADB, in accordance with auditing standards acceptable to ADB; (iv) as part of each such audit, have the auditors prepare a report, which includes the auditors' opinion(s) on the financial statements and the use of the Loan proceeds, and a management letter (which sets out the deficiencies in the internal control of the Program that were identified in the course of the audit, if any); and (v) furnish to ADB, no later than 9 months after the end of each related Fiscal Year, copies of such audited financial statements, audit report and management letter, all in the English language, and such other information concerning these documents and the audit thereof as ADB shall from time to time reasonably request.	Being complied and will continue to be complied	Project period
Article IV		4.02 (b) ADB shall disclose the annual audited financial statements for the Program and the opinion of the auditors on the financial statements within 14 days of the date of ADB's confirmation of their acceptability by posting them on ADB's website.	Agreed	Project period
Article IV		4.02 (c) The Borrower shall enable ADB, upon ADB's request, to discuss the financial statements for the Program and the Borrower's financial affairs where they relate to the Program with the auditors appointed pursuant to subsection (a)(iii) hereinabove, and shall authorize and require any representative of such auditors to participate in any such discussions requested by ADB. This is provided that such discussions shall be conducted only in the presence of an authorized officer of the Borrower, unless the Borrower shall otherwise agree.	Agreed	Project period

4 STRATEGY FOR COVID-19 PANDEMIC AND H&S GUIDELINE

38. In the COVID-19 pandemic, the DSC expert has completed all design, drawings, technical specifications and BoQ through using different virtual meetings, site visit, analysis after allowing International Flight following safety guidelines as suggested by GoB and ADB. Safeties' included hand hygiene, respiratory hygiene & physical distancing. Individual transports were used during the site visits and virtual media were used for communications.

Table 4-1: The compliance status of SICIP with respect to COVID-19

SL	COVID-19 Response questions	NATI	STTL-CTG	Kum Dorm	Sylhet TTC
1	Site re-opening and entry protocol				
	Locate the closest medical establishment equipped with COVID -19 response facilities.	Will be complied	Being complied	Being complied	Will be complied
	Engage a full time EHS professional at site	Will be complied	Being complied	Being complied	Will be complied
	Purchase thermometer gun, soap, hand sanitizer, disinfectants and PPEs (mask, hand gloves, hard shoes etc.) and keep it at worksite office.	Will be complied	Being complied	Being complied	Will be complied
	Establish site entrance protocol. Redesign the site safety notices/signboards/protocol according to the ADB guidelines	Will be complied	Being complied	Being complied	Will be complied
	Arrange washbasin, soap and clean water at the entrance of every worksite/campsite. Also keep either a disinfectant tub for shoes or keep disinfectant spray that must be sprayed under the boots/hard shoes of the persons entering worksite.	Will be complied	Being complied	Being complied	Will be complied
	Provide every personnel working in the site with mask, hand gloves and hard shoes for their personal use.	Will be complied	Being complied	Being complied	Will be complied
	Everyone entering the worksite must wear a mask, gloves and hard shoes	Will be complied	Being complied	Being complied	Will be complied
2	Daily worksite protocol				
	A designated EHS and medical person should stay all time during work. The EHS/Medical person should also monitor campsite. He/she will be in charge of ensuring physical distances (minimum 1m) among workers, disinfecting surfaces that are commonly used and investigate workers/site personnel health and safety.	Will be complied	Being complied	Being complied	Will be complied
	At the start and end of the day disinfect the total worksite.	Will be complied	Being complied	Being complied	Will be complied
	Encourage site personnel/camp dwellers to not touch their eyes, mouth or nose if not washed thoroughly with soap recently. Also discourage hand shaking or hugs.	Will be complied	Being complied	Being complied	Will be complied
	Arrange a mandatory site brief on COVID awareness in the morning. The session must be conducted by the EHS/medical professional.	Will be complied	Being complied	Being complied	Will be complied
	While worksites are commonly well ventilated (if not make sure the work sites are well ventilated), ensure that the camp sites including the rooms designated for the camp dwellers are well ventilated and spacious.	Will be complied	Being complied	Being complied	Will be complied
	Before sharing common tools/machines at worksite, ensure to disinfect.	Will be complied	Being complied	Being complied	Will be complied

SL	COVID-19 Response questions	NATI	STTL-CTG	Kum Dorm	Sylhet TTC
	Discourage site personnel to gather and gossip at any time, rather encourage physical distance while chatting/discussing.	Will be complied	Being complied	Being complied	Will be complied
	Restrict worksite personnel to go outside unnecessarily. Also restrict campsite personnel to go outside without any valid cause.	Will be complied	Being complied	Being complied	Will be complied
	If any person related at worksite/campsite fall victim to COVID-19 or being kept isolated for pre-caution, consider paid leave with no exception allowed.	Will be complied	Being complied	Being complied	Will be complied
3	Every day training				
	Train workers on how to properly put on, use/wear, and take off protective clothing and equipment. The on-site EHS/Medical person should be in-charge of these trainings. These trainings must maintain the WHO's social distancing protocol. Make these trainings mandatory at worksites. Provide 10-15 minutes of a workday for such 'training and encouragement' activities.	Will be complied	Being complied	Being complied	Will be complied

5 CONCLUSION AND RECOMMENDATION

39. The civil works under SICIP are being implemented in the premises of the respective institutions and have the very minor environmental impacts which are insignificant. According to the ADB's SPS 2009 the civil works fall into the Category B and Category "Orange" under DoE where have at least some negative impacts requiring mitigation measures. SDCMU has taken several steps to ensure the mitigation measures and environmental compliances during the construction works. The EMPs along with environmental costs have been incorporated in the bidding and contract documents for and those are implementing by the contractors. Following the country system, an environmental clearance certificate for the eligible subprojects will be obtained from the Department of Environment with necessary documentation. Although there is no threat of hampering resettlement of small ethnic community people, or agricultural land due to projects in academic institute premises, SDCMU will also ensure all applicable laws and regulations, relating to environment, health and safety, involuntary resettlement and small ethnic communities' safeguards as stated in the SPS 2009. A separate GRM system has been established both in SDCMU level and site level to ensure the grievances occurred in the construction site. In accordance with ADB and DoE rules, construction workers, contractors, and their personnel received occupational health safety orientations as well as COVID-19 safety practice orientations. In accordance with ADB COVID-19 interim recommendations, respective contractors are keeping up-to-date health and safety policies on preventing COVID-19 for construction workers. . In addition, SDCMU also take care of the issues relating to the IEE and EMP, EARF and any other corrective or preventative actions outlined in Environmental Monitoring Report during implementation of civil works. Till now no significant health hazard or negative impacts observed in the construction sites and no accidents occurred in the construction sites.

40. Both the STTL, Chattogram project and the student dormitory project at KWT, Tangail have outlined corrective action plans to address the partial and complete noncompliant issues with a timeline and accountability that will be tracked over the upcoming monitoring period. The corrective action plans are written below.

Table 5-1: Corrective action plan of STTL, Chattogram Project for Jan-Jun 2025

Sl.	Environmental Issues	Recommended Corrective Measures	Responsibility	Timeline
1	Drainage System	Proper drainage system will be ensured to prevent water pollution.	SEL	December, 2025
2	Tree plantation plan	Tree plantation plan will be prepared	SEL	December, 2025
3	Air pollution	Keep air pollution within limit and maintain air pollution control measures	SEL	December, 2025
4	Water management plan	Water pollution control measures will be taken	SEL	December, 2025
5	Noise pollution	Noise barrier will be installed	SEL	November, 2025
6	Climate change and carbon footprint	Rainwater harvesting, or renewable energy source will be implemented	SEL	February, 2026
7	Complaint boxes	Complaint boxes will be installed	SEL	November 2025

Sl.	Environmental Issues	Recommended Corrective Measures	Responsibility	Timeline
8	Stakeholder Consultation Meeting on GRM	Stakeholder consultation meetings will be conducted with the surrounding community	SEL	October and December 2025

Table 5-2: Corrective action plan of Student dormitory project at KWT, for Jan-Jun 2025

Sl.	Environmental Issues	Recommended Corrective Measures	Responsibility	Timeline
1	Drainage System	Proper drainage system will be ensured to prevent water pollution.	SEL	December, 2025
2	Tree plantation plan	Tree plantation plan will be prepared	SEL	December, 2025
3	Air pollution	Keep air pollution within limit and maintain air pollution control measures	SEL	December, 2025
4	Water management plan	Water pollution control measures will be taken	SEL	December, 2025
5	Noise pollution	Noise barrier will be installed	SEL	November, 2025
6	Climate change and carbon footprint	Rainwater harvesting, or renewable energy source will be implemented	SEL	February, 2026
7	Complaint boxes	Complaint boxes will be installed	SEL	November 2025
8	Stakeholder Consultation Meeting on GRM	Stakeholder consultation meetings will be conducted with the surrounding community	SEL	October and December 2025

41. ADB has provided several recommended actions for both the STTL and KWT sites in the most recent previous EMR, which are intended to be implemented during this reporting period (January - June 2025). Table 5-3 and Table 5-4 show the implementation status with corrective action plans of the previous EMR of the STTL, Chattogram Project, and Student Dormitory Project in KWT, Tangail, respectively.

Table 5-3: Implementation status with Corrective Action Plans of previous EMR for STTL Project Site

Sl.	Environmental Issues	Recommended Corrective Measures	Actual Action taken	Targeted Date	Compliance Status
1.	Tree plantation Plan	Must need Tree plantation plan.	Site selection and, making a tentative plan is ongoing. Planted many trees along side the project.	December, 2025	Partially Complied.
2.	Surface water	A proper drainage system should be made.	Planning to make a proper drainage system.	December, 2025	Non-complied
3.	Noise	Noise barrier should be used.	Implement cover where construction work is going on.	January, 2026	Partially complied.

Sl.	Environmental Issues	Recommended Corrective Measures	Actual taken Action	Targeted Date	Compliance Status
4.	Fuel storage	A separate storage tank should be present.	Separate fuel storage area is established.		Complied
5.	Sanitation Facility	Hygienic sanitation facility should be built.	Sanitation is present with proper hygienic condition.		Complied
6.	Solid waste	A solid waste management plan must be adopted.	- Plan for solid waste management is under development. - Solid wastes are collected and kept separately in a store house.	December, 2025	Partially complied
7.	Biodiversity conservation	No harm can be done in local flora and fauna.	Biodiversity conservation training is given.		Complied
8	GRM	All party should practice the GRM	GRM and GRC are made and follow up continuously		Complied

Table 5-4 : Implementation status with Corrective Action Plans of previous EMR for Student Dormitory Project in KWT, Tangail

Sl.	Environmental Issues	Recommended Corrective Measures	Actual taken Action	Targeted Date	Compliance Status
1.	Tree plantation Plan	Must need Tree plantation plan.	Site selection and, making a tentative plan is ongoing. Planted many trees alongside the project.	December, 2025	Partially Complied.
2.	Surface water	A proper drainage system should be made.	Planning to make a proper drainage system.	December, 2025	Non-complied
3.	Noise	Noise barrier should be used.	Implement cover where construction work is going on.	January, 2026	Partially complied.
4.	Fuel storage	A separate storage tank should be present.	Separate fuel storage area is established.		Complied
5.	Sanitation Facility	Hygienic sanitation facility should be built.	Sanitation is present with proper hygienic condition.		Complied
6.	Solid waste	A solid waste management plan must be adopted.	Plan for solid waste management is under development. Solid wastes are collected and kept	December, 2025	Partially complied

Sl.	Environmental Issues	Recommended Measures	Corrective Action	Actual taken	Targeted Date	Compliance Status
				separately in a store house.		
7.	Biodiversity conservation	No harm can be done in local flora and fauna.		Biodiversity conservation training is given.		Complied
8	GRM	All party should practice the GRM		GRM and GRC are made and follow up continuously		Complied

Annex-1: Site Pictures



1.Site Picture-NATI



Narsingdi Auto Tech Institute(Proposed)



2.Site Picture-STTL Chattogram



STTL- Chattogram(Proposed)



3.Site Picture- KWT



Kumudini Nursing Dormitory (Proposed)



4.Site Pic-Sylhet TTC



Sylhet TTC(Proposed)



5.Site picture-Gazipur



STTL Gazipur(Proposed)



Tool box training picture at Kumudidni site



Tool box training picture at STTL(Chottogram))



Safety Training in STTL Site, Chittagong



Safety Training in STTL Site, Chittagong



Safety Training in Kumudini Site, Tangail

Annex-2: Environmental monitoring checklist

Environmental monitoring checklist

Date: 15.06.2025

Name of site: STTL in Textile College
Location: Chhattogram

Inspection Items	Implemented?		NC	Remarks
	FC	PC		
1. Air Pollution Control				
1.1. Are the construction sites watered to minimize dust generated?	✓			
1.2. Are stockpiles of dusty materials (size with more than 20 bags cement) covered or watered?		✓		Temporary stock then sell
1.3. Cement debagging process undertaken in sheltered areas		✓		
1.4. Are all vehicles carrying dusty loads covered/watered over prior to leaving the site?	✓			
1.5. Are demolition work areas watered? (e.g. trimming activities by using breaker)	✓			
1.6. Are dusty roads paved and/or sprayed with water?	✓			
1.7. Are dust controlled during percussive drilling or rock breaking?	✓			
1.8. Are plant and equipment well maintained? (any black smoke observed, please indicate the plant/equipment and location)	✓			
1.9. Is dark smoke controlled from plant?	✓			No Dark smoke are produce
1.10. Are there enclosures around the main dust-generating activities? (e.g. grout mixing)	✓			Almost zero dust generation.
1.11. Hoarding (not <2.4m) provided along boundaries and properly maintained (any damage / opening observed, please indicate the location).	✓			
1.12. Are speed control measures applied? (e.g. speed limit sign)	✓			All Safety Signed are included.
1.13. Others (please specify)				
2. Water Pollution Control				




Inspection Items	Implemented?		NC	Remarks
	FC	PC		
2.1 Are water discharge licenses valid?				N/A
2.2 Are conditions of the license complied with? (check the monitoring records and observe physically)				N/A
2.3 Are wastewater treatment system being used and properly maintained on site? (e.g. desilting tank)				N/A
2.4 Are there any wastewater discharged to the stormdrains? Is the wastewater being treated?				N/A
2.5 Are measures provided to properly direct effluent to silt removal facilities? (e.g. provide earth bunds / U-channels)				N/A
2.6 Are U-channels and manholes free of silt and sediment?				N/A
2.7 Are sedimentation traps and tanks free of silt and sediment?				N/A
2.8 Are all manholes on-site covered and sealed?				N/A
2.9 Are sandbags/earth bund adopted to prevent washing away of sand/silt and wastewater to drains, catchpit, public road and footpath?				N/A
2.10 Are vehicles and plants cleaned before leaving the site?	✓			
2.11 Are wheel washing facilities well maintained to prevent overflow, flooding sediment?				N/A
2.12 Is sand and silt settled out in wheel washing bay and removed?				N/A
2.13 Is the public road/area around the site entrance and site hoarding kept clean and free of muddy water?	✓			
2.14 Is domestic water directed to septic tanks or chemical toilets?	✓			
2.15 Others (please specify)				
3. Noise Control				
3.1. Is the CNP (Construction Noise Permit) valid for work during restricted hours?	✓			


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Inspection Items	Implemented?		NC	Remarks
	FC	PC		
3.2. Are copies of the valid Construction Noise Permits posted at site entrance/exit?				N/A
3.3. Do air compressors and generators operate with doors closed?			✓	
3.4. Is idle plant/equipment turned off or throttled down?	✓			
3.5. Do air compressors and hand-held breakers have valid noise emission labels (NEL)?	✓			
3.6. Any noise mitigation measures adopted (e.g. use noise barrier / enclosure)?				N/A workers use ear bud during noise activity.
3.7. Are silenced equipments utilized?				N/A
3.8. Others (please specify)				
4. Waste Management				
4.1. Is the site kept clean and tidy? (e.g. litter free, good housekeeping)	✓			
4.2. Are separate chutes used for inert and non-inert wastes?			✓	
4.3. Are separated labelled containers / areas provided for facilitating recycling and waste segregation?			✓	
4.4. Are construction wastes / recyclable wastes and general refuse removed off site regularly?		✓		
4.5. Are construction wastes collected and disposed of properly by licensed collectors?			✓	
4.6. Are chemical wastes, if any, collected and disposed of properly by licensed collectors?				N/A
4.7. Does chemical waste producer license covers all major chemical wastes produced on site?				N/A
4.8. Are chemical wastes properly stored and labelled?				N/A
4.9. Are oil drums and plants/equipments provided with drip trays?			✓	
4.10. Are drip trays free of oil and water?			✓	


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Inspection Items	Implemented?		NC	Remarks
	FC	PG		
4.11. Is there any oil spillage? Clean-up the contaminated soil immediately?	✓			
4.12. Is litter, foam or other objectionable matters in nearby water drain/sewer cleaned?				N/A
4.13. Are asbestos wastes handled by registered professionals?				N/A
4.14. Others (please specify)				
5. Storage of Chemicals and Dangerous Goods				
5.1. Are chemicals stored and labelled properly?				N/A
5.2. Does storage of DG comply with license conditions (include types and quantities if DG store is available, check the DG store license)?				N/A
5.3. Are proper measures to control oil spillage during maintenance or to control other chemicals spillage? (e.g. provide drip trays)				N/A
5.4. Are spill kits / sand / saw dust used for absorbing chemical spillage readily accessible?				N/A
5.5. Others (please specify)				
6. Protection of Flora, Fauna and Historical Heritage				
6.1. Are disturbance to terrestrial flora minimized (e.g. plants to be preserved)?	✓			
6.2. Are disturbance to terrestrial fauna minimized (if rare species identified)?				N/A
6.3. Any historical heritage exists on site? If yes, ensure appropriate measures taken to preserve it				N/A
6.4. Others (please specify)				
7. Resource Conservation				
7.1. Is water recycled wherever possible for dust suppression?			✓	N/A


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Inspection Items	Implemented?		NC	Remarks
	FC	PC		
7.2. Is water pipe leakage and wastage prevented?	✓			
7.3. Are diesel-powered plants and equipments shut off while not in use to reduce excessive use?	✓			
7.4. Are energy conservation practices adopted?	✓			
7.5. Are metal or other alternatives used to minimize the use of timber?	✓			
7.6. Are materials stored in good condition to prevent deterioration and wastage (e.g. covered, separated)?	✓			
7.7. Are pesticides used under the requirement of Agriculture, Fishers and Conservation Department?				N/A
7.8. Others (please specify)				
8. Emergency Preparedness and Response				
8.1. Are fire extinguishers / fighting facilities properly maintained and not expired? Escape not blocked / obstructed?	✓			
8.2. Are accidents and incidents reported and reviewed, and corrective & preventive actions identified and recorded?	✓			
8.3. Others (please specify)				

Name of contractor:

Sign:

Md. Mahbubul Alam

Name of consultant:

Sign:

Md. Saiful Islam Shakil
(Site Engineer)
Skills for Industry Competitiveness
and Innovation Program (SICIP)
Finance Division, Ministry of Finance

Environmental monitoring checklist

Name of site: Construction of Student Dormitory at Kumudini.
Location: Kumudini Hospital, Mirzapur, Tangail.

Inspection Items	Implemented?		NC	Remarks
	FC	PC		
1. Air Pollution Control				
1.1. Are the construction sites watered to minimize dust generated?	✓			
1.2. Are stockpiles of dusty materials (size with more than 20 bags cement) covered or watered?	✓			
1.3. Cement debagging process undertaken in sheltered areas	✓			
1.4. Are all vehicles carrying dusty loads covered/watered over prior to leaving the site?	✓			
1.5. Are demolition work areas watered? (e.g. trimming activities by using breaker)	✓			
1.6. Are dusty roads paved and/or sprayed with water?	✓			
1.7. Are dust controlled during percussive drilling or rock breaking?	✓			
1.8. Are plant and equipment well maintained? (any black smoke observed, please indicate the plant/equipment and location)	✓			
1.9. Is dark smoke controlled from plant?	✓			Zero dark smoke
1.10. Are there enclosures around the main dust-generating activities? (e.g. grout mixing)		✓		
1.11. Hoarding (not <2.4m) provided along boundaries and properly maintained (any damage / opening observed, please indicate the location).	✓			
1.12. Are speed control measures applied? (e.g. speed limit sign)			✓	
1.13. Others (please specify)				
2. Water Pollution Control				
2.1. Are water discharge licenses valid?				N/A
2.2. Are conditions of the license complied with? (check the monitoring records and observe physically)				N/A


 12.06.25
 Md. Hamidul Islam
 Deputy Executive Engineer
 ID: 1362-21

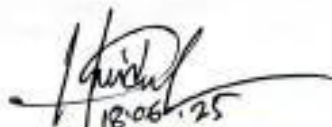

 18.06.25
 Md. Robul Islam
 (Site Engineer)
 Skills for Industry Competitiveness
 and Innovation Program (SICIP)
 Planning Division, Ministry of Finance

Inspection Items	Implemented?		NC	Remarks
	FC	PC		
2.3. Are wastewater treatment system being used and properly maintained on site? (e.g. desilting tank)				N/A
2.4. Are there any wastewater discharged to the stormdrains? Is the wastewater being treated?				N/A
2.5. Are measures provided to properly direct effluent to silt removal facilities? (e.g. provide earth bunds / U-channels)				N/A
2.6. Are u-channels and manholes free of silt and sediment?				N/A
2.7. Are sedimentation traps and tanks free of silt and sediment?				N/A
2.8. Are all manholes on-site covered and sealed?				N/A
2.9. Are sandbags/earth bund adopted to prevent washing away of sand/silt and wastewater to drains, catchpit, public road and footpath?				N/A
2.10. Are vehicles and plants cleaned before leaving the site?	✓			
2.11. Are wheel washing facilities well maintained to prevent overflow, flooding sediment?				N/A
2.12. Is sand and silt settled out in wheel washing bay and removed?				N/A
2.13. Is the public road/area around the site entrance and site hoarding kept clean and free of muddy water?	✓			
2.14. Is domestic water directed to septic tanks or chemical toilets?	✓			
2.15. Others (please specify)				
3. Noise Control				
3.1. Is the CNP (Construction Noise Permit) valid for work during restricted hours?				
3.2. Are copies of the valid Construction Noise Permits posted at site entrance/exit?				
3.3. Do air compressors and generators operate with doors closed?	✓			
3.4. Is idle plant/equipment turned off or throttled down?	✓			
3.5. Do air compressors and hand-held breakers have valid noise emission labels (NEL)?	✓			


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 Finance Division, Ministry of Finance

Inspection Items	Implemented?		NC	Remarks
	FC	PC		
3.6. Any noise mitigation measures adopted (e.g. use noise barrier / enclosure)?	√			Ear plug, Ear muff are used
3.7. Are silenced equipments utilized?				N/A
3.8. Others (please specify)				
4. Waste Management				
4.1. Is the site kept clean and tidy? (e.g. litter free, good housekeeping)	√			
4.2. Are separate chutes used for inert and non-inert wastes?			√	
4.3. Are separated labelled containers / areas provided for facilitating recycling and waste segregation?			√	
4.4. Are construction wastes / recyclable wastes and general refuse removed off site regularly?	√			
4.5. Are construction wastes collected and disposed of properly by licensed collectors?		√		No licensed organization is Available, we do it ourself
4.6. Are chemical wastes, if any, collected and disposed of properly by licensed collectors?				N/A
4.7. Does chemical waste producer license covers all major chemical wastes produced on site?				N/A
4.8. Are chemical wastes properly stored and labelled?				N/A
4.9. Are oil drums and plants/equipments provided with drip trays?			√	
4.10. Are drip trays free of oil and water?				N/A
4.11. Is there any oil spillage? Clean-up the contaminated soil immediately?	√			No Accident
4.12. Is litter, foam or other objectionable matters in nearby water drain/sewer cleaned?	√			
4.13. Are asbestos wastes handled by registered professionals?				N/A
4.14. Others (please specify)				


 18.06.25
 Md. Hamidul Islam

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Inspection Items	Implemented?		NC	Remarks
	FC	PC		
5. Storage of Chemicals and Dangerous Goods				
5.1. Are chemicals stored and labelled properly?				N/A
5.2. Does storage of DG comply with license conditions (include types and quantities if DG store is available, check the DG store license)?				N/A
5.3. Are proper measures to control oil spillage during maintenance or to control other chemicals spillage? (e.g. provide drip trays)				N/A
5.4. Are spill kits / sand / saw dust used for absorbing chemical spillage readily accessible?				N/A
5.5. Others (please specify)				
6. Protection of Flora, Fauna and Historical Heritage				
6.1. Are disturbance to terrestrial flora minimized (e.g. plants to be preserved)?	√			
6.2. Are disturbance to terrestrial fauna minimized (if rare species identified)?	√			
6.3. Any historical heritage exists on site? If yes, ensure appropriate measures taken to preserve it	√			
6.4. Others (please specify)				
7. Resource Conservation				
7.1. Is water recycled wherever possible for dust suppression?				N/A
7.2. Is water pipe leakage and wastage prevented?	√			
7.3. Are diesel-powered plants and equipments shut off while not in use to reduce excessive use?	√			
7.4. Are energy conservation practices adopted?	√			
7.5. Are metal or other alternatives used to minimize the use of timber?	√			
7.6. Are materials stored in good condition to prevent deterioration and wastage (e.g. covered, separated)?	√			
7.7. Are pesticides used under the requirement of Agriculture, Fishers and Conservation Department?	√			


 12.06.25
 Md. Hamidul Islam
 Deputy Executive Engineer
 101-1002-21


 18.06.25
 Md. Robiul Islam
 (Site Engineer)
 Skills for Industry Competitiveness
 and Innovation Program (SICIP)

Annex-3: Office Order for GRM committee, Function and Complaint Handling Process under SICIP

[Replaced by the same number and date]

Government of the Peoples' Republic of Bangladesh

Finance Division, Ministry of Finance

Skills for Industry Competitiveness and Innovation Program (SICIP)

Probashi Kallyan Bhaban (14 - 15th Floor)

71-72 Eskaton Garden, Ramna, Dhaka-1000

www.sicip.gov.bd

No. FD/SICIP/GRM/103/2024-2141

Date: 24 Bhadra 1432
08 September 2025

Office Order

In order to address grievances, complaints and concerns of the affected person (s) arising from program activities in a fair, transparent and easily accessible manner in a stipulated time frame SICIP is forming the following two layers of GRM committee. These committees will operate across Public Training Institutes (PTIs), Industry Associations (IAs), and Non-Government Organizations (NGOs) in both training and construction related activities. The composition of the committees along with their general and specific functions and the complaint-handling process are outlined below.

Layer 1: Program-Level GRM Committee:

SL	Designation	Position in Committee
1	Deputy Executive Program Director (PM-2), SICIP	Convenor
2	Internal Control Specialist, SICIP	Member
3	Concerned Assistant Executive Program Director, SICIP	Member
4	Gender Specialist, SICIP	Member
5	Md. Shahin-Uz-Zaman, Program Officer (QA), SICIP (for Training), Mobile No: 01700706492	Member
6	Md. Sultan Al Maruf, Program Officer (QA), SICIP (for Construction), Mobile No: 01700706488	Member
7	Assistant Executive Program Director (PM-1), SICIP	Member Secretary

Functions of the Committee:

- Review and investigate escalated grievances;
- Coordinate with relevant stakeholders for grievances resolution;
- Ensure documentation and follow-up;
- Communicating significance and implementation of GRM procedure with partner organizations, trainers, trainees and other stakeholders;
- Finalizing resolution approach and therefore, resolving complaints;
- Settling the issues and provide feedback to the complainant(s) or affected person(s);
- The committee will prepare GRM form, GRM register/Complainant status log, GRM contact list (Email/hotline), GRM tracking system/Database, etc;
- Prepare both monthly & quarterly GRM reports;
- Refer unresolved cases to EPD, SICIP, or Finance Division's relevant person; and
- If necessary, the committee may include any official of SICIP in this committee.

Complaint Handling Process:

- **Acknowledgement:** Escalated complaint must be acknowledged within 03 working days;
- **Investigation & Resolution:** Issue must be investigated and resolved within 10 working days;
- **Communication:** Resolution must be communicated to the complainant within 15 working days; and
- **Final Escalation:** If unresolved, refer to NPD, SICIP, or Finance Division's relevant person for final decision.

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Layer-2: Site-Level GRM Sub-Committee for Training Activities:

Sl.	Designation	Position in Committee
1.	Center In-Charge/Principal	Convenor
2.	SEC Representative (if found available)	Member
3.	A trainer nominated by PIU	Member Secretary

Layer-2: Site-Level GRM Sub-Committee for Construction Activities:

Sl.	Designation	Position in Committee
1.	Local Focal Person/Director/Appropriate Representative	Convenor
2.	Contractor's Representative	Member
3.	SEC Representative (if found available)	Member
4.	Site Engineer, SICIP	Member Secretary

Functions of the Layer-1 and Layer-2 Committee:

- Receive complaints from trainees, staff, community people, workers;
- Maintain a complaint register at the site;
- Investigate site-specific issues (e.g., noise, safety, access, admission, enrollment);
- Coordinate with contractors, site engineers, and training administrators for resolution;
- Prepare both monthly & quarterly reports on GRM activities;
- Refer unresolved complaints to the Program-Level GRM Committee;
- In case of construction sector, orienting site engineers, contractors, labors about labor right and safety issue, awareness building on using sub-standards materials (rod, cement, sand, tiles etc.) and fitting and fixtures, non-maintaining of proper ratio of cement and sand, etc.; and
- If necessary, the committee may include any with the permission from PIU.

Complaint Handling Process of the Layer-1 and Layer-2 Committee:

- **Acknowledgement:** Complaint must be acknowledged within 3 working days;
- **Investigation & Resolution:** Issue must be investigated and resolved within 10 working days;
- **Communication:** Resolution must be communicated to the complainant within 15 working days; and
- **Escalation:** If unresolved, escalate to the Program-Level GRM Committee.

General Functions for Committees of all level:**Channels for Receiving Complaints:**

- **Online:** SICIP's existing GRM form (to be enhanced for clarity and accessibility);
- **Offline:** Complaint registers at each site;
- **Mobile:** Contact numbers of GRM focal persons displayed at site level mentioning the mobile no of program level contact persons; and

Monitoring and Reporting Requirements:

- Maintain sex-disaggregated data for all complainants, including those from Small Ethnic Communities (SECs);
- Track and categorize types of grievances (e.g., safety, access, inclusion, gender-based, SEC-specific); and
- Record and monitor resolution timelines for each complaint to ensure compliance with the GRM process.

Maintain a complaint status log showing:

- Total number of complaints received;
- Number of complaints resolved;
- Number of unresolved or pending complaints; and
- Status of each complaint (e.g., under review, resolved, escalated).

Include a summary of GRM performance in quarterly progress reports, covering:

- Number and types of complaints received;
- Resolution rates and average resolution time; and
- Actions taken to address systemic or recurring issues.

Clearly report:

- Use a centralized GRM tracking system or database to consolidate data from both site-level and program-level committees for easier monitoring and reporting.

02. The concerned Chief Coordinator will formulate full committees following this order for Layer-2 GRM Sub-Committees and will communicate these to SDCMU within 15 days.

03. This order was issued with the approval of the appropriate authority. **In this regard, the office order issued on FD/SICIP/GRM/103/2024-564, dated: 15 September 2024 and FD/SICIP/GRM/103/2024-2012, dated: 28 August 2025 have been canceled.**


 13.09.2025
(Noor Uddin Al Faruk)
 Assistant Executive Program Director
 (Deputy Secretary)
 Phone: 02-55138753-55
 E-mail: faruk@sicip.gov.bd

Distribution (not accordingly to seniority):

1. Deputy Executive Program Director (All), SICIP, Finance Division
2. Internal Control Specialist, SICIP, Finance Division
3. Assistant Executive Program Director (All), SICIP, Finance Division
4. Gender Specialist, SICIP, Finance Division
5. Additional Director, SME Wing, Bangladesh Bank, Dhaka
6. Program Director, SICIP-EDC-BUTEX/ SICIP-EDC-EWU/SICIP-BIGM, SICIP-BITAC/ SICIP-BRTC, SICIP-BMET, SICIP-DTE, Dhaka
7. Director, EDC-BracU-SICIP/ SICIP-BUFT/ SICIP-ATTC, Dhaka
8. Chief Coordinator, SICIP-EDC-IBA/ SICIP-BGMEA/SICIP-BKMEA/SICIP-BWCCI/ SICIP-REHAB/ SICIP-BACI, SICIP-BEIOA/ SICIP-LFMEAB/ SICIP-KWT/ SICIP-T&H ISC/ SICIP-PKSF/ SICIP-WEAB, Dhaka
9. Chief Coordinator, SICIP-AEOSIB, Chattogram
10. Md. Shahin-Uz-Zaman, Program Officer (QA), SICIP
11. Md. Sultan Al Maruf, Program Officer (QA), SICIP

CC to:

1. PS to National Program Director, SICIP, Finance Division
2. PO to Executive Program Director, SICIP, Finance Division
3. Office Copy

Annex-4: Progress of SEMP plans for STTL and KWT Dormitory

a) SEMP plan for STTL site (Chattogram)

Parameter	Environmental Aspect/Issue	Mitigation Measure	Time frame	Estimated Cost /funding source (\$)	Implemented by:	Status
Construction Phase						
1. Surface water	Siltation and sedimentation of watercourses from soil erosion and entrainment of fine materials, blockage of the surface drains near the STTL site	Implement approved Soil Erosion Prevention Plan: - Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings - Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils and materials stockpiles - Install and regularly maintain sediment traps in site runoff channels - Promptly establish vegetative cover on soil surfaces in locations where construction activity has been completed - Deploy silt curtains and sediment traps when earthworks are carried out near watercourses	During Project work	Included in construction contract	SEL	Being complied
	Excessive enrichment of surface waters from raw sewage discharged by construction camps lacking adequate septic systems	- Install an adequate number of toilets to accommodate all workers, and septic systems of sufficient capacity for the expected effluent volume, in accordance with - Construction Camp Management Plan	During Project work	Included in construction contract	SEL	Being complied
2. Surface water, groundwater and soils	Contamination from leaks and spills of noxious fluids used in construction process	- Keep all motorized equipment in good repair - Maintain a regiment of systematic daily checks to detect leaks, following up with prompt repair as needed - Strictly require use of drip mats and pans during refueling and servicing to catch spills and drips - Store fuels and other noxious fluids within roofed, rain-exclusive containment structures with capacity at least 115% of the volume of the largest container stored, constructed only in	During Project work	Included in construction contract	SEL	Being complied

Construction Phase						
		locations with zero probability of flooding during heavy rains • Provide training in spill prevention and spill response to all workers involved in refueling or equipment servicing				
3. Air Quality	Dust from construction works create nuisance and health hazard for residents near work sites	• Implement a regiment of misting all dust-generating surfaces throughout the workday during dry weather • Tightly cover stockpiles of fine materials with tarpaulins whenever they are not in active use to prevent wind erosion • Equip all haul trucks with tightly fitting tarpaulins and enforce their use	During Project work	Included in construction contract	SEL	Being complied
	Emissions from equipment and vehicles used in construction degrades local air quality	• Maintain all motorized equipment used in construction to a high standard • Use only fuel-efficient equipment	During Project work	Included in construction contract	SEL	Being complied
4. Noise	Nuisance noise from construction activities, heavy machines, generators and construction vehicle movement.	• A pollution prevention plan will be prepared in accordance with national standards • The equipment and vehicles used during the construction process will comply with the national Guidelines on noise. • The construction activities near the settlements will not be carried out during night time. • Regular noise monitoring will be carried out near the sensitive receptors	During Project work	Included in construction contract	SEL	Being complied
5. Soil erosion	Loss of topsoil to erosion	Implement approved Soil Erosion Prevention Plan, including (inter alia): • Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings • Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils • Promptly establish vegetative cover on soil surfaces in locations where construction activity has been completed • Reserve topsoil and store separately for later use	During Project work	Included in construction contract	SEL	Being complied

Construction Phase						
		Monitor progress of vegetation establishment until end of defects period, and implement infill planting as necessary to achieve full coverage				
6. Demolition waste	Impacts from improper removal, processing and disposal of demolished structures	- Ensure salvage of recyclable and reusable items - Use rubble in site development or dispose of in a site identified and approved in accordance with the Waste Management Plan embedded within the CEMP	During Project work	Included in construction contract	SEL	Being complied
7. Construction waste	Pollution from improper management of solid waste generated at work sites and construction camp	- Implement all provisions in the Waste Management Plan embedded in CEMP, including (inter alia): - Provide waste receptacles on the work sites and collect their contents daily or weekly as needed - Recycle all recyclables through local providers of this service - Compost organic wastes generated by construction camp kitchens - Dispose of non-recyclable and non-organic wastes - based on locally available and approved disposal options	During Project work	Included in construction contract	SEL	Being complied
8. Worker health and safety	Risks to worker health and safety from improper work site practices	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Provide regular safety training for all workers - Provide task-appropriate PPE to all workers and enforce its use - Closely monitor works at all times to ensure strong worker compliance with safety practices	During Project work	Included in construction contract	SEL	Being complied
	Risks to worker health and safety from poor conditions in construction camps	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Conduct monthly safety audit of camp to identify fire risks, electrocution hazards and other unsafe conditions, and assess adequacy of fire extinguishers and first aid provisions - Institute a regular cleaning and disinfection regimen for camp kitchens, latrines, wash-up areas, eating areas and sleeping sheds - Provide adequate sleeping space for the number of workers to avoid overcrowding and consequent spread of communicable illnesses and infestations	During Project work	Included in construction contract	SEL	Being complied

Construction Phase						
		• Provide each worker with a raised sleeping platform with mattress or mat, bedding and mosquito netting • Test drinking water supplied to workers on a quarterly basis to ensure safety • Ensure adequate ventilation and light in all camp structures				
9. Community Health and Safety	Construction camps serve as source of social conflict, possibly leading to violence	• Implement approved Construction Camp Management Plan, including (inter alia): • Provide regular training and enforcement to minimize bad worker behavior off site, including public drunkenness, sexual harassment, and theft of crops/foods	During Project work	Included in construction contract	SEL	Being complied
	Construction camps act as vectors for spread of pathogens and disease	• Implement approved Construction Camp Management Plan, including (inter alia): • Install and maintain adequate toilet and septic systems to prevent discharge of raw sewage from camps to local water bodies or fields • Educate resident workers about sexually transmitted diseases and responsible sexual behavior • Work with local community leaders to prohibit prostitution in and around construction camps	During Project work	Included in construction contract	SEL	Being complied
10. Flora and fauna	Loss of trees	• Initiate a tree plantation plan. It is possible that within the CTEC campus, more than one hundred trees can be planted. In this case native species should be chosen. • Implement approved Compensatory Tree Planting Plan as soon as schedule of works permits	During Project work	Included in construction contract	SEL	Being complied
11. Livelihoods	Damage to property and livelihoods	• Fence perimeter of each work site prior to the start of construction and ensure maintenance of fencing for the duration of works • Prohibit all construction-related activity outside the site fences				

Construction Phase						
	Employment for local people	Hire mostly or exclusively local workers on construction sites				
Operation Phase						
1. Worker health and safety	Exposure of laboratory technicians and support staff to accidental hazardous releases	Incorporate Emergency Response Plan in laboratory operating protocols, and provide regular training for technicians and support staff on its activation	During operation	Included in maintenance costs	SEL	Will be complied
2. Laboratory waste	Environmental contamination and public health risks from improperly managed hazardous wastes	- Provide training to laboratory technicians and maintenance staff on correct implementation of waste management protocols, before the laboratory becomes operational and on an annual basis thereafter. - Conduct an annual waste management audit and implement corrective action as needed to address problematic trends	During operation	Included in maintenance costs	SEL	Will be complied
3. Solid waste	Pollution from improper	Ensure that appropriate waste management procedures for all components of the solid waste stream are specified in each facility's operations and maintenance manual	During operation	Included in maintenance costs	SEL	Will be complied

b) SEMP plan for KWT Dormitory

Parameter	Environmental Aspect/Issue	Mitigation Measure	Time frame	Estimated Cost /funding source (\$)	Implemented by:	Status
Construction Phase						
1. Surface water	Siltation and sedimentation of watercourses from soil erosion and entrainment of fine	Implement approved Soil Erosion Prevention Plan: Protect disturbed soil from rain by keeping exposed areas covered with	During Project work	Included in construction contract	SEL	Being complied

Parameter	Environmental Aspect/Issue	Mitigation Measure	Time frame	Estimated Cost /funding source (\$)	Implemented by:	Status
Construction Phase						
	materials, blockage of the surface drains near the project site	mulches, fiber mats and other temporary coverings • Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils and materials stockpiles • Install and regularly maintain sediment traps in site runoff channels • Promptly establish vegetative cover on soil surfaces in locations where construction activity has been completed • Deploy silt curtains and sediment traps when earthworks are carried out near watercourses				
	Excessive enrichment of surface waters from raw sewage discharged by construction camps lacking adequate septic systems	• Install an adequate number of toilets to accommodate all workers, and septic systems of sufficient capacity for the expected effluent volume, in accordance with • Construction Camp Management Plan	During Project work	Included in construction contract	SEL	Being complied
2. Surface water, groundwater and soils	Contamination from leaks and spills of noxious fluids used in construction process	• Keep all motorized equipment in good repair • Maintain a regiment of systematic daily checks to detect leaks, following up with prompt repair as needed • Strictly require use of drip mats and pans during refueling and servicing to catch spills and drips • Store fuels and other noxious fluids within roofed, rain- exclusive containment structures with capacity at least 115% of the volume of the largest container stored, constructed only in locations with zero probability of flooding during heavy rains • Provide training in spill prevention and spill response to all workers involved in refueling or equipment servicing	During Project work	Included in construction contract	SEL	Being complied

Parameter	Environmental Aspect/Issue	Mitigation Measure	Time frame	Estimated Cost /funding source (\$)	Implemented by:	Status
Construction Phase						
3. Air Quality	Dust from construction works create nuisance and health hazard for residents near work sites	- Implement a regimen of misting all dust-generating surfaces throughout the workday during dry weather - Tightly cover stockpiles of fine materials with tarpaulins whenever they are not in active use to prevent wind erosion - Equip all haul trucks with tightly fitting tarpaulins and enforce their use	During Project work	Included in construction contract	SEL	Being complied
	Emissions from equipment and vehicles used in construction degrades local air quality	- Maintain all motorized equipment used in construction to a high standard - Use only fuel-efficient equipment	During Project work	Included in construction contract	SEL	Being complied
4. Noise	Nuisance noise from construction activities, heavy machines, generators and construction vehicle movement.	- A pollution prevention plan will be prepared in accordance with national standards - The equipment and vehicles used during the construction process will comply with the national Guidelines on noise. - The construction activities near the settlements will not be carried out during night time. - Regular noise monitoring will be carried out near the sensitive receptors	During Project work	Included in construction contract	SEL	Being complied
5. Soil erosion	Loss of topsoil to erosion	Implement approved Soil Erosion Prevention Plan, including (inter alia): - Protect disturbed soil from rain by keeping exposed areas covered with mulches, fiber mats and other temporary coverings - Arrange work site drainage to prevent concentration of surface runoff in the vicinity of exposed soils - Promptly establish vegetative cover on soil surfaces in locations where construction activity has been completed - Reserve topsoil and store separately for later use - Monitor progress of vegetation establishment until end of defects	During Project work	Included in construction contract	SEL	Being complied

Parameter	Environmental Aspect/Issue	Mitigation Measure	Time frame	Estimated Cost /funding source (\$)	Implemented by:	Status
Construction Phase						
		period, and implement infill planting as necessary to achieve full coverage				
6. Demolition waste	Impacts from improper removal, processing and disposal of demolished structures	- Ensure salvage of recyclable and reusable items - Use rubble in site development or dispose of in a site identified and approved in accordance with the Waste Management Plan embedded within the CEMP	During Project work	Included in construction contract	SEL	Being complied
7. Construction waste	Pollution from improper management of solid waste generated at work sites and construction camp	- Implement all provisions in the Waste Management Plan embedded in CEMP, including (inter alia): - Provide waste receptacles on the work sites and collect their contents daily or weekly as needed - Recycle all recyclables through local providers of this service - Compost organic wastes generated by construction camp kitchens - Dispose of non-recyclable and non-organic wastes - based on locally available and approved disposal options	During Project work	Included in construction contract	SEL	Being complied
8. Worker health and safety	Risks to worker health and safety from improper work site practices	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Provide regular safety training for all workers - Provide task-appropriate PPE to all workers and enforce its use - Closely monitor works at all times to ensure strong worker compliance with safety practices	During Project work	Included in construction contract	SEL	Being complied
	Risks to worker health and safety from poor conditions in construction camps	- Implement approved Occupational Health and Safety Plan, including (inter alia): - Conduct monthly safety audit of camp to identify fire risks, electrocution hazards and other unsafe conditions, and assess adequacy of fire extinguishers and first aid provisions - Institute a regular cleaning and disinfection regimen for camp kitchens, latrines, wash-up areas, eating areas and sleeping sheds - Provide adequate sleeping space for the number of workers to avoid overcrowding and consequent	During Project work	Included in construction contract	SEL	Being complied

Parameter	Environmental Aspect/Issue	Mitigation Measure	Time frame	Estimated Cost /funding source (\$)	Implemented by:	Status
Construction Phase						
		spread of communicable illnesses and infestations • Provide each worker with a raised sleeping platform with mattress or mat, bedding and mosquito netting • Test drinking water supplied to workers on a quarterly basis to ensure safety • Ensure adequate ventilation and light in all camp structures				
9. Community Health and Safety	Construction camps serve as source of social conflict, possibly leading to violence	• Implement approved Construction Camp Management Plan, including (inter alia): • Provide regular training and enforcement to minimize bad worker behavior off site, including public drunkenness, sexual harassment, and theft of crops/foods	During Project work	Included in construction contract	SEL	Being complied
	Construction camps act as vectors for spread of pathogens and disease	• Implement approved Construction Camp Management Plan, including (inter alia): • Install and maintain adequate toilet and septic systems to prevent discharge of raw sewage from camps to local water bodies or fields • Educate resident workers about sexually transmitted diseases and responsible sexual behavior • Work with local community leaders to prohibit prostitution in and around construction camps	During Project work	Included in construction contract	SEL	Being complied
10. Flora and fauna	Loss of trees	• Initiate a tree plantation plan. It is possible that within the project site, more than one hundred trees can be planted. In this case native species should be chosen. • Implement approved Compensatory Tree Planting Plan as soon as schedule of works permits	During Project work	Included in construction contract	SEL	Being complied
11. Livelihoods	Damage to property and livelihoods	• Fence perimeter of each work site prior to the start of construction and ensure maintenance of fencing for the duration of works • Prohibit all construction-related activity outside the site fences	During Project work	Included in construction contract	SEL	Being complied

Parameter	Environmental Aspect/Issue	Mitigation Measure	Time frame	Estimated Cost /funding source (\$)	Implemented by:	Status
Construction Phase						
	Employment for local people	Hire mostly or exclusively local workers on construction sites	During Project work	Included in construction contract	SEL	Being complied
Operation Phase						
1. Drainage congestion	Local drainage system may get clogged due to improper management of Solid waste, and other materials.	- Maintain drains regularly as and when required. - Solid wastes should not be dumped into the drain. - Blocked drains should be cleaned properly and debris disposed at approved sites on a regular basis.	During operation	Included in maintenance costs	SEL	Will be complied
2. Sewage waste	Prohibition of water uses for intended purposes; Water borne diseases	- Maintenance of Septic tanks, soak wells, pipes, etc. as and when required. - Connects the existing sewerage network for sewerage treatment from existing STP inside KWT premises - Regular monitoring of water quality.	During operation	Included in maintenance costs	SEL	Will be complied
3. Solid waste	Pollution from improper	Ensure that appropriate waste management procedures for all components of the solid waste stream are specified in each facility's operations and maintenance manual	During operation	Included in maintenance costs	SEL	Will be complied
4. Socioeconomic Impact	Deterioration of community health and safety; Loss of aesthetic view	- The community health and safety will be improved - Improved drainage and sanitation facilities	During operation	Included in maintenance costs	SEL	Will be complied
5. Emergency Response and Disaster Preparedness	Loss of business; Loss of life; Environmental deterioration	- Mock drill and training session - Arrangement of fire prevention system maintain standard operating procedure (SoP)	During operation	Included in maintenance costs	SEL	Will be complied

Annex-5: Test reports for STTL and KWT Dormitory

a) Air Quality test reports



Ref: ECIL/2025/51-07/AAQM

Test Results of Ambient Air Quality Analysis

Name of Project	: Smart Textile Technology Living Lab (STTL) at Chittagong Textile Engineering College (CTEC)
Description of Sample	: Ambient Air Quality (AAQ)
Sample Collector	: EnviroCare Technical Team
Monitoring Date	: 30.06.2025-01.07.2025
Date of Analysis	: 01.07.2025-05.07.2025
Reporting Date	: 05.07.2025

SN	Monitoring Locations	Monitoring Frequency	Concentration of different parameters in ambient air			
			PM _{2.5}	PM ₁₀	SO _x	NO _x
1	AAQM-1, STTL, Mirshorai, Chittagong	Baseline, April 2025	25.25	44.31	14.73	16.85
2	22.86106683N, 91.52380709	Semiannual, June 2025	13.04	30.08	10.91	11.42
Unit			µg/m ³	µg/m ³	µg/m ³	µg/m ³
Monitoring Principle			Light scattering technique		High precision Electrochemical sensor	
Bangladesh Standard			65	150	80	80
International Standard (IFC EHS Guidelines' 30 Apr 2007)			25	50	20	200

*Standard: Air pollution Control Rules (APCR) On 26th July 2022; Vide S.R.O. NO. 255-Law/ 2022

*Note: This ambient air monitoring report was usually accomplished by- portable OCEANUS AQM-09 Machine; NYS-Not Yet set

☐ Comply with both APCR & IFC standard

☐ Doesn't Comply with BD standard (APCR 2022)

☐ Doesn't Comply with IFC standard (IFC EHS APRIL 2007)



Ref: ECIL/2025/70-07/AAQM

Test Results of Ambient Air Quality Analysis

Name of Project	: Establishment of a Modern Well-Equipped Nursing & Caregiving Student Dormitory Under Kumudini Welfare Trust of Bengal (BD) Ltd.
Description of Sample	: Ambient Air Quality (AAQ)
Sample Collector	: EnviroCare Technical Team
Monitoring Date	: 28.06.2025
Date of Analysis	: 29.06.2025-04.07.2025
Reporting Date	: 04.07.2025

SN	Monitoring Locations	Monitoring Frequency	Concentration of different parameters in ambient air			
			PM ₁₀	PM _{2.5}	SO _x	NO _x
1	AAQM-1, Kumudini, Tangail	Baseline, April 2025	23.96	36.23	9.81	15.22
2	24.09994443N, 90.09119218E	Semiannual, June 2025	10.86	22.80	7.28	5.57
Unit			µg/m ³	µg/m ³	µg/m ³	µg/m ³
Monitoring Principle			Light scattering technique		High precision Electrochemical sensor	
Bangladesh Standard			65	150	80	80
International Standard (IFC EMS Guidelines' 30 Apr 2007)			25	50	20	200

*Standard: Air pollution Control Rules (APCR) On 26th July 2022; Vide S.R.O. NO. 255-Law/ 2022

*Note: This ambient air monitoring report was usually accomplished by- portable OCEANUS AQM-09 Machine; NYS=Not Yet set

☐ Comply with both APCR & IFC standard

☐ Doesn't Comply with BD standard (APCR 2022)

☐ Doesn't Comply with IFC standard (IFC EHS APRIL 2007)

b) Noise Quality test reports



Ref: ECIL/2025/57-07/ANLM

Test Results of Noise Level Analysis

Name of Project	: Smart Textile Technology Living Lab (STTL) at Chittagong Textile Engineering College (CTEC)
Description of Sample	: Ambient Noise Level (ANL)
Sample Collector	: EnviroCare Technical Team
Monitoring Date	: 30.06.2025
Date of Analysis	: 30.06.2025-05.07.2025
Reporting Date	: 05.07.2025

Location	Monitoring Frequency	Analyzed Value (Decibel)						Category	
		Day			Night				
		L _{eq}	L _{max}	L _{min}	L _{eq}	L _{max}	L _{min}		
ANLM-01-STTL, Inside Project Site, Mirshorai, Chittagong 22.86105228N, 91.52382725E	Baseline, April 2025	57.97	70.0	38.2	48.74	60.8	31.1	Mixed	
ANLM-02-STTL, Project Site, Mirshorai, Chittagong 22.86132222 N, 91.52394444 E	Semiannual, June 2025	54.86	66.9	35.1	45.68	57.7	33.4		
	Baseline, April 2025	52.63	64.7	32.9	45.50	57.5	31.2	Mixed	
	Semiannual, June 2025	59.97	72.0	40.2	49.48	61.5	37.2		
Bangladesh Standard, Noise Pollution Control Rules 2006								Day Time	Night Time
Industrial area								75	70
Commercial								70	60
Mixed area								60	50
Residential area								55	45
Silent Area								50	40
World Bank / IFC Standard									
Industrial area								70	70
Residential; Intitutional; Educational								55	45

☐ Comply with BD standard (NPCR 2006)

☐ Doesn't Comply with BD standard (NPCR 2006)



Ref: ECIL/2025/60-07/ANLM

Test Results of Noise Level Analysis

Name of Project	: Establishment of a Modern Well-Equipped Nursing & Caregiving Student Dormitory Under Kumudini Welfare Trust of Bengal (BD) Ltd.
Description of Sample	: Ambient Noise Level (ANL)
Sample Collector	: EnviroCare Technical Team
Monitoring Date	: 28.06.2025
Date of Analysis	: 29.06.2025-04.07.2025
Reporting Date	: 04.07.2025

Location	Monitoring Frequency	Analyzed Value (Decibel)						Category	
		Day			Night				
		L_{eq}	L_{max}	L_{min}	L_{eq}	L_{max}	L_{min}		
ANLM-01- North Side of Project Site, Kumudini, Tangail 24.09930000N, 90.09131667E	Baseline, April 2025	48.81	60.8	31.2	39.68	51.6	30.7	Silent	
	Semiannual, June 2025	43.94	55.9	33.1	38.24	49.8	32.1		
ANLM-02- South Side of Project Site, Kumudini, Tangail 24.09994341N, 90.09119537E	Baseline, April 2025	47.26	59.3	32.5	38.66	50.5	30.2	Silent	
	Semiannual, June 2025	44.84	56.8	34.0	36.80	47.9	33.1		
Bangladesh Standard, Noise Pollution Control Rules 2006								Day Time	Night Time
Industrial area								75	70
Commercial								70	60
Mixed area								60	50
Residential area								55	45
Silent Area								50	40
World Bank / IFC Standard									
Industrial area								70	70
Residential; Intentional; Educational								55	45

☐ Comply with BD standard (NPCR 2006)

☐ Doesn't Comply with BD standard (NPCR 2006)


a) Water Quality test reports(Surface)



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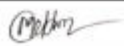
Physical/ Chemical/ Bacteriological Analysis of Surface Water Sample

Name of the Project	: CONSTRUCTION of SMART TEXTILE TECHNOLOGY LIVING LAB (STTL) AT CHITTAGONG TEXTILE ENGINEERING COLLEGE (CTEC)
Name of the Client	: Sheltech Engineering Ltd
Description of sample	: Surface Water
Location	: Mirsharai, Chittagong
Sample Collector	: Collected by EnviroCare Technical Team
Analyzed By	: BEETLSL Laboratory
Sample Collection Date	: 30.06.2025

LABORATORY TEST RESULTS

SN	Parameters	Unit	Analysis Method	Concentration	BD Standard ECR '2023	IFC EHS Standard '2007
				SW-1		
1	Ammonia	mg/L	UVS	0.21	NYS	NYS
2	Arsenic (As)	mg/L	AAS	0.005	NYS	NYS
3	Biochemical Oxygen Demand (BOD ₅)	mg/L	5 days incubation	3.6	≤12	30
4	Chemical Oxygen Demand (COD)	mg/L	CRM	43	100	125
5	Coliform (Total)	CFU/100	MFM	27	<5,000	400*
6	Dissolved Oxygen (DO)	mg/L	Multimeter	5.18	>5	NYS
7	Iron (Fe)	mg/L	AAS	0.79	NYS	NYS
8	Manganese (Mn)	mg/L	AAS	0.22	NYS	NYS
9	Nitrate	mg/L	UVS	1.6	5	NYS
10	pH	-	pH Meter	7.1	6.5-8.5	6.0-9.0
11	Phosphate	mg/L	UVS	<2	2.0	NYS
12	Total P	mg/L	UVS	<2	NYS	2
13	Total N	mg/L	UVS	1.3	NYS	10
14	Total Dissolved Solid (TDS)	mg/L	Multimeter	188	1000	NYS
15	Total Suspended Solid (TSS)	mg/L	Gravimetric Method	4	NYS	NYS
16	Turbidity	NTU	Turbidity Meter	26.3	NYS	NYS

*NOTE: ECR =Environmental Conservation Rules, IFC= International Finance Cooperation, NYS =Not Yet Set, AAS=Atomic Absorption Spectrophotometer, CRM= Closed Reflex Methods, MFM=Membrane Filtration Method, UVS=UV-Visible Spectrophotometer

Lab Test Performed by	Reviewed and checked by	Approved By
		
Mahadi Hasan Executive (Environmental Lab), BEETLSL	Md. Nasim Reza Environmental Monitoring Officer (Executive), BEETLSL	Dr. Fatima Akter Director, BEETLSL
06.07.2025	06.07.2025	06.07.2025



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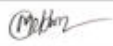
Physical/ Chemical/ Bacteriological Analysis of Surface Water Sample

Name of the Project	: ESTABLISHMENT OF A MODERN WELL-EQUIPPED NURSING & CAREGIVING STUDENT DORMITORY UNDER KUMUDINI WELFARE TRUST OF BENGAL (BD) LTD.
Name of the Client	: Sheltech Engineering Ltd
Description of sample	: Surface Water
Location	: Kumudini, Tangail
Sample Collector	: Collected by EnviroCare Technical Team
Analyzed By	: BEETLSL Laboratory
Sample Collection Date	: 28.06.2025

LABORATORY TEST RESULTS

SN	Parameters	Unit	Analysis Method	Concentration	BD Standard ECR '2023	IFC EHS Standard '2007
				SW-1		
1	Ammonia	mg/L	UVS	0.18	NYS	NYS
2	Arsenic (As)	mg/L	AAS	0.015	NYS	NYS
3	Biochemical Oxygen Demand (BOD ₅)	mg/L	5 days incubation	1.8	≤12	30
4	Chemical Oxygen Demand (COD)	mg/L	CRM	3.5	100	125
5	Coliform (Total)	CFU/100	MF	48	<5,000	400*
6	Dissolved Oxygen (DO)	mg/L	Multimeter	6.24	>5	NYS
7	Iron (Fe)	mg/L	AAS	0.04	NYS	NYS
8	Manganese (Mn)	mg/L	AAS	0.01	NYS	NYS
9	Nitrate	mg/L	UVS	0.07	5	NYS
10	pH	-	pH Meter	7.7	6.5-8.5	6.0-9.0
11	Phosphate	mg/L	UVS	<2	2.0	NYS
12	Total P	mg/L	UVS	<2	NYS	2
13	Total N	mg/L	UVS	1.2	NYS	10
14	Total Dissolved Solid (TDS)	mg/L	Multimeter	202	1000	NYS
15	Total Suspended Solid (TSS)	mg/L	Gravimetric Method	3	NYS	NYS
16	Turbidity	NTU	Turbidity Meter	34	NYS	NYS

*NOTE: ECR =Environmental Conservation Rules, IFC= International Finance Cooperation, NYS =Not Yet Set, AAS=Atomic Absorption Spectrophotometer, CRM= Closed Reflex Methods, MF=Membrane Filtration Method, UVS=UV-Visible Spectrophotometer

Lab Test Performed by	Reviewed and checked by	Approved By
 Mahadi Hasan Executive (Environmental Lab), BEETLSL 06.07.2025	 Md. Nasim Reza Environmental Monitoring Officer (Executive), BEETLSL 06.07.2025	 Dr. Fatima Akter Director, BEETLSL 06.07.2025

b) Ground water quality test reports



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Email: info.beetls@gmail.com

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Physical/ Chemical/ Bacteriological Analysis of Groundwater Sample

Name of the Project	: CONSTRUCTION of SMART TEXTILE TECHNOLOGY LIVING LAB (STTL) AT CHITTAGONG TEXTILE ENGINEERING COLLEGE (CTEC)
Name of the Client	: Sheltech Engineering Ltd
Description of sample	: Groundwater
Location	: Mirsharai, Chittagong
Sample Collector	: Collected by EnviroCare Technical Team
Analyzed By	: BEETLSL Laboratory
Sample Collection Date	: 30.06.2025

LABORATORY TEST RESULTS

SN	Parameters	Unit	Analysis Method	Concentration	BO Standard ECR '2023	WHO Standard '2024
				GW-1		
1	Arsenic (As)	mg/L	AAS	0.003	0.05	0.01
2	Ammonia	mg/L	UVS	0.09	1.5	NYS
3	Coliform (Fecal)	CFU/100	MFM	0	0	0
4	Coliform (Total)	CFU/100	MFM	0	0	NYS
5	Iron (Fe)	mg/L	AAS	0.28	0.3-1.0	NYS
6	Manganese (Mn)	mg/L	AAS	0.04	0.4	0.08
7	Nitrate	mg/L	UVS	1.0	45	50
8	pH	-	pH Meter	7.2	6.5-8.5	6.5-8.5
9	Phosphate	mg/L	UVS	0.32	NYS	NYS
10	Total Dissolved Solid (TDS)	mg/L	Multimeter	163	1000	NYS

*NOTE: ECR=Environmental Conservation Rules, WHO= World Health Organization, NYS=Not Yet Set, AAS=Atomic Absorption Spectrophotometer, MFM=Membrane Filtration Method, UVS=UV-Visible Spectrophotometer

Lab Test Performed by	Reviewed and checked by	Approved By
 Mahadi Hasan Executive (Environmental Lab), BEETLSL	 Md. Nasim Reza Environmental Monitoring Officer (Executive), BEETLSL	 Dr. Fatima Akter Director, BEETLSL
06.07.2025	06.07.2025	06.07.2025



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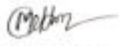
Physical/ Chemical/ Bacteriological Analysis of Groundwater Sample

Name of the Project	: ESTABLISHMENT OF A MODERN WELL-EQUIPPED NURSING & CAREGIVING STUDENT DORMITORY UNDER KUMUDINI WELFARE TRUST OF BENGAL (BD) LTD.
Name of the Client	: Sheltech Engineering Ltd
Description of sample	: Groundwater
Location	: Kumudini, Tangail
Sample Collector	: Collected by EnviroCare Technical Team
Analyzed By	: BEETLSL Laboratory
Sample Collection Date	: 28.06.2025

LABORATORY TEST RESULTS

SN	Parameters	Unit	Analysis Method	Concentration	BO Standard ECR 2023	WHO Standard 2024
				GW-1		
1	Arsenic (As)	mg/L	AAS	0.005	0.05	0.01
2	Ammonia	mg/L	UVS	0.1	1.5	NYS
3	Coliform (Fecal)	CFU/100	MFM	0	0	0
4	Coliform (Total)	CFU/100	MFM	0	0	NYS
5	Iron (Fe)	mg/L	AAS	0.06	0.3-1.0	NYS
6	Manganese (Mn)	mg/L	AAS	0.11	0.4	0.08
7	Nitrate	mg/L	UVS	0.08	45	50
8	pH	-	pH Meter	7.4	6.5-8.5	6.5-8.5
9	Phosphate	mg/L	UVS	0.55	NYS	NYS
10	Total Dissolved Solid (TDS)	mg/L	Multimeter	189	1000	NYS

*NOTE: ECR = Environmental Conservation Rules, WHO = World Health Organization, NYS = Not Yet Set, AAS = Atomic Absorption Spectrophotometer, MFM = Membrane Filtration Method, UVS = UV-Visible Spectrophotometer

Lab Test Performed by	Reviewed and checked by	Approved By
		
Mahadi Hasan Executive (Environmental Lab), BEETLSL	Md. Nasim Reza Environmental Monitoring Officer (Executive), BEETLSL	Dr. Fatima Akter Director, BEETLSL
06.07.2025	06.07.2025	06.07.2025

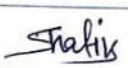
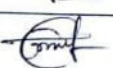
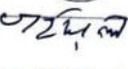
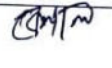
Annex-6: List of participants

	TRAINING ATTENDANCE SHEET	Ref. No.	SEL/EAP/F-14
		Rev. No.	00

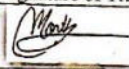
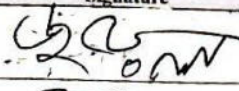
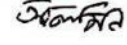
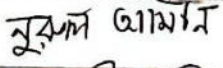
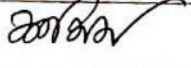
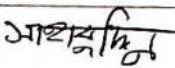
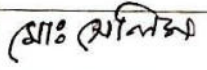
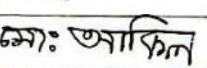
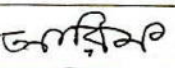
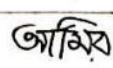
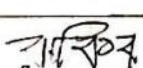
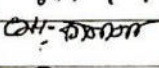
Title of Training		Date of Training	
Training on Environmental Awareness Program		28.06.2025	
Name of Trainer		Signature of Trainer	Venue
Mr. Md. Mehrab Hossain			Project site, STTL, Chittagong
SN	Name	Designation	Signature
01	মো: জাহিদ খান	DRIVER	
02	মো: জাহিদ	E.L.E	
03	মো: জাহিদ	ড্রাইভার	জাহিদ
04	মো: জাহিদ	ড্রাইভার	জাহিদ
05	মো: রাসু	ড্রাইভার	রাসু
06	মো: জাহিদ	ড্রাইভার	জাহিদ
07	মো: জাহিদ	ড্রাইভার	জাহিদ
08	মো: জাহিদ	ড্রাইভার	জাহিদ
09	মো: জাহিদ	ড্রাইভার	জাহিদ
10	মো: জাহিদ	ড্রাইভার	জাহিদ
11	মো: জাহিদ	ড্রাইভার	জাহিদ
12	মো: জাহিদ	ড্রাইভার	জাহিদ
13	মো: জাহিদ	ড্রাইভার	জাহিদ
14	মো: জাহিদ	ড্রাইভার	জাহিদ
15	মো: জাহিদ	ড্রাইভার	জাহিদ

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		Rev. No.	00

Title of Training		Date of Training	
Training on Environmental Awareness Program		28.06.2025	
Name of Trainer		Signature of Trainer	Venue
Mr. Md. Mehrab Hossain			Project site, STIL, Chittagong
SN	Name	Designation	Signature
01	MD. SAIFUL ISLAM SHAKIL	Site Engineer (SICIP)	
02	MD. Mahibul Alam,	Sr. Executive Engineer	
03	MD. Mahibul Nah	Executive	
04	MD. Sabbir hossen	site Engineer	
05	MD. Safikul Islam	Surveyor	
06	MD. Amrun Hossain	br. Assistant Engineer	
07	MD. Al-Mercuf	plant operator	
08	MD. Khairul Islam	19d-OP	
09	MD. Balal Hossen	P.H	
10	MD. Khairul Bosar	P.H.P	Bosar
11	MD. Shafiqul	P. Driver	MD. Shafiqul
12	MD. Shafiqul	Ex-OP	Shafiqul
13	MD. Shafiqul	Dr. 5/16	Shafiqul
14	MD. Evaluation	C. m	Evaluation
15	MD. Abdul Razaf	A. ELE	Razaf

	TRAINING ATTENDANCE SHEET	Ref. No.	SEL/EAP/F-14
		Rev. No.	00

Title of Training		Date of Training	
Training on Environmental Awareness Program		28.06.2025	
Name of Trainer		Signature of Trainer	Venue
Mr. Md. Mehrab Hossain			Project site, KWF, Kumudini
SN	Name	Designation	Signature
01	Md. Juwel	operator	
02	Al-Amin	Pump Operator	
03	Nurul Hossain	Plant operator	
04	Shamim Ali	Electrician	
05	Shabuddin	Curing man	
06	Salim	Welder	
07	Sumon	Welder	
08	Akil	helper	
09	Ariful	helper	
10	Robin	helper	
11	Rana	Rod mistri	
12	Amin	Rod mistri	
13	Rakib	helper	
14	Kamal	helper	
15	Raju	helper.	

Annex-7: Received copy of Request Letter to DoE to issue No Objection Certificate (NOC) in favor of 10 construction works of “SICIP” Program

Received Copy

Government of the People's Republic of Bangladesh
Finance Division, Ministry of Finance
Skills for Industry Competitiveness and Innovation Program (SICIP)
Probashi Kallyan Bhaban (Level-16), 71-72 Old Elephant Road
Eskaton Garden, Ramna, Dhaka-1000.
www.sicip.gov.bd

Memo No: FD/SICIP/MCM/PM-07/111/2024/ 2173

Date: 11 September 2025

Subject: Request for issuing No Objection Certificate (NOC) in favor of 10 construction works of “SICIP” program under Finance Division, Ministry of Finance.

Skills for Industry Competitiveness and Innovation Program (SICIP) is being implemented by the Finance Division of the Ministry of Finance with financial assistance from the Asian Development Bank (ADB) and Government of Bangladesh (GOB). The program aims to develop a skilled workforce through advanced technical and competency-based training programs across the country. It is expected to benefit approximately 220,000 new and existing workers during its implementation period. In addition to the training programs, SICIP will establish new training centers and renovate existing ones in selected technical institutions at various locations across Bangladesh. The list of planned civil works is provided below.

Sl.	Package Name	Location	Building Type	Storey	Build up Area
1	Construction and Renovation of Narsingdi Automotive Training Institute (NATI)	Narsingdi	Renovation of existing academic building	3 Storey	870 m ²
			New technical training Building	3 Storey	372 m ²
2	Construction of STTL in textile college in Chattogram	Chattogram	Academic building	5 Storey	820 m ²
			Technical training testing laboratory	4 Storey	1295 m ²
			Trainees' dormitory	5 Storey	350 m ²
3	Construction of STTL in new textile college in Gazipur	Gazipur	Academic building	5 Storey	820 m ²
			Technical training testing laboratory	4 Storey	1295 m ²
4	Construction of EDC building at East West University (EWU)	Dhaka	Academic building	8 Storey	210 m ²
5	Construction of EDC building at IBA	Dhaka	Academic building	11 Storey	872 m ²
6	Construction of EDC building at BUTEX	Dhaka	Academic building	12 Storey	1015 m ²
7	Construction and Renovation of Sylhet TTC	Sylhet	New Technical raining Building	3 Storey	900 m ²
			Renovation of existing training building	3 Storey	1674 m ²
8	Construction of Approach Road, Cafeteria and other Ancillary works at Khulna TTC	Khulna	Tin shed Cafeteria	1 Storey	180 m ²
			Internal periphery road	500 m	1600 m ²
9	Construction of Student Dormitory at Kumudini	Tangail	Trainees' hostel building	6 Storey	2900 m ²
10	Construction of Academic Building at Kumudini	Tangail	Nursing academic building	2 Storey	6,000 m ²

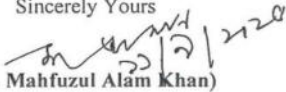
PA

02. All proposed buildings are technical training facilities to be constructed within the premises of their respective institutions. These buildings are expected to have a minimal environmental impact, which is considered insignificant, and they are not categorized under any specific heading of the Environmental Conservation Rules-2023 of Department of Environment (DoE).

03. However, in accordance with ADB requirements, it is necessary to obtain a No Objection Certificate (NOC) from the DoE.

04. Considering the building types and sizes, you are requested to issue a NOC for the SICIP program. This certificate should state that the proposed training facilities do not fall under any specific category per DoE rules and are therefore exempt from the standard environmental clearance process.

Sincerely Yours


(Md. Mahfuzul Alam Khan)

Additional Secretary &
Executive Program Director (In charge)
SICIP, Finance Division, Ministry of Finance

Dr. Md. Kamruzzaman *ndc*
Director General
Department of Environment
Paribesh Bhaban, E/16, Agargaon, Sher-e-Bangla Nagar
Dhaka-1207

Copy: (for kind information, not according to seniority)

1. Secretary, Ministry of Environment, Forest and Climate Change, Dhaka
2. Ms Unika Shrestha, Social Sector Economist Human and Social Development Sector Office, Asian Development Bank
3. PA to Executive Program Director, SICIP, Finance Division, Dhaka (for kind information to Executive Program Director, SICIP)
4. Office Copy.



Annex-8: Corrective Action Plan to obtain NOC in favor of 10 Construction Works of “SICIP” Program

SI		Responsibility	Date
1	Request Letter to DoE to issue No Objection Certificate (NOC) in favor of 10 construction works of “SICIP” Program	SICIP	11/09/2025
2	Reply from From DoE (Accept or Reject NOC)	DoE	01/10/2025
3	Apply for SCC if DoE rejects NOC for full or partial list of civil works	Respective Institution	15/10/2025
4	Approval for SCC	DoE	15/01/2026
5	Renewal of SCC	Respective Institution	15/01/2027
6	Apply for ECC	Respective Institution	15/01/2028
7	Approval of ECC	DoE	15/02/2028

Annex-9: Sample Grievance Redress Mechanism (GRM) Form

Skills for Industry Competitiveness and Innovation Program

Probashi Kallyan Bhaban (14 - 15th Floor)
71-72 Eskaton Garden, Ramna, Dhaka-1000

Grievance Redress Mechanism (GRM) Form

Section A: Complainant Information

(Complainant may remain anonymous if preferred, but contact details will help in providing feedback)

Name: _____

Gender: ☐ Male ☐ Female ☐ Other ☐ Prefer not to say

Age (optional): _____

Contact Number: _____

Email Address: _____

Address/Location: _____

Section B: Grievance Details

1. Date of Submission: _____

2. Grievance Received By (Name/Position): _____

3. Preferred Language of Communication: _____

4. Type of Grievance (check one):

- ☐ Environmental Issue
☐ Social/Community Issue
☐ Workplace/Staff Issue
☐ Health & Safety Concern
☐ Other (please specify): _____

5. Grievance Description:

(Please describe the problem/concern in detail, including what happened, where, when, and persons involved if any)

Skills for Industry Competitiveness and Innovation Program

Probashi Kallyan Bhaban (14 - 15th Floor)
71-72 Eskaton Garden, Ramna, Dhaka-1000

6. Supporting Evidence (if any):

☐ Photos ☐ Documents ☐ Witness Statement ☐ Other: _____

Section C: Resolution Request

1. What outcome do you expect or suggest to resolve this grievance?

2. Preferred Method of Response:

☐ Phone ☐ Email ☐ In-person Meeting ☐ Written Response ☐ Other:

Section D: For Official Use Only

Grievance Reference Number: _____

Date Received: _____

Recorded By (Name/Position): _____

Action Taken: _____

Status: ☐ Resolved ☐ In Progress ☐ Escalated ☐ Closed

Date of Resolution: _____

Feedback Provided To Complainant: ☐ Yes ☐ No