

# **The Phase III & IV of Guangzhou College of Applied Science and Technology (GCAST) Zhaoqing Campus**

## **(Draft) Environmental and Social Management Plan**

**April 2026**



# China Education Group Holdings Limited

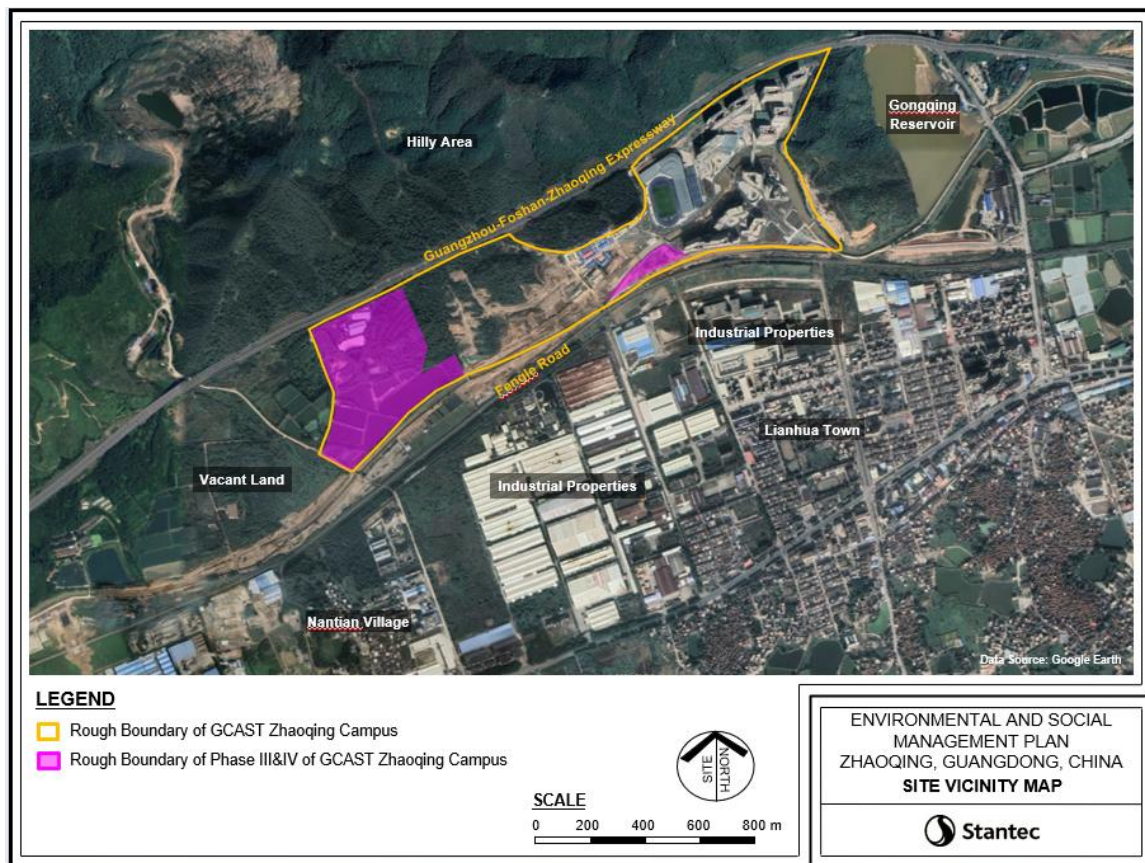
# Environmental and Social Management Plan

## 1. INTRODUCTION

China Education Group Holdings Limited (CEG) is a leading PRC vocational education group with footprints in China, Australia, and the United Kingdom (UK).

CEG intends to secure a corporate loan from the Asian Infrastructure Investment Bank (AIIB) to finance Phase III & IV construction and operation of the Guangzhou Colleague of Applied Science & Technology (GCAST) Zhaoqing Campus, a subsidiary school of CEG.

The GCAST Zhaoqing Campus is located in Lianhua Town, Dinghu District, Zhaoqing City, Guangdong Province, China. The Phase III & IV areas are located in the western part of the GCAST Zhaoqing Campus, and along the southern boundary of the campus, as shown in the figure below.



**Figure 1 Phases III & IV of GCAST Zhaoqing Campus**

The GCAST Zhaoqing Campus is surrounded by public road, hilly areas and vacant land. There are no nature reserves within 1 km of the campus. The nearest surface water body is Fangle Canal, an artificial flood drainage canal, adjacent to the southern boundary of the campus. Fangle Canal flows into Gongqing Reservoir located approximately 400 m east of the campus, which is primarily used for flood control and

irrigation, and is not used as a drinking water source. The closet sensitive receptor to the Phase III&IV areas is Nantian Village located approximately 500 m south of the campus.

The proposed Phase III & IV of GCAST Zhaoqing Campus covers an area spanning 427 mu (approximately 284,666 square meters, m<sup>2</sup>). It will mainly include one student dormitory, six training buildings, one practical center, three teacher's buildings, one canteen, one academic exchange center, one indoor stadium, one culture and arts center, one outdoor stadium and affiliated basements. Among which, the student dormitory has been completed and one training building is under interior decoration. The remaining buildings are planned to be completed within the next five years.

An environmental and social (E&S) screening and categorization of the Phase III & IV of GCAST Zhaoqing Campus was conducted by CEG in October 2024, in accordance with CEG's Environmental and Social Management System (ESMS). The proposed development of Phase III & IV of GCAST Zhaoqing Campus is classified as **Category C** in Environment, **Category B** in Land Acquisition and Involuntary Resettlement, and **Category C** in Indigenous Peoples.

In March 2026, AIBB conducted an environmental and social due diligence (ESDD) for GCAST Zhaoqing Campus against AIBB's Environmental and Social Policy (ESP) and relevant Environmental and Social Standards (ESSs).

On the basis of previous assessment, an Environmental and Social Management Plan (ESMP) is determined as the appropriate instrument for the Phase III & IV of GCAST Zhaoqing Campus.

The key components of ESMP include: 1) E&S management organization and responsibilities; 2) planned E&S impacts mitigation measures; 3) capacity building; and 4) monitoring, evaluation and reporting, as described in the following sections.

## 2. E&S MANAGEMENT ORGANIZATIONS AND RESPONSIBILITIES

The parties involved in the E&S management of the Phase III & IV of GCAST Zhaoqing Campus include: GCAST Zhaoqing Campus, CEG, and AIBB. The main responsibilities of each party are described below:

### GCAST Zhaoqing Campus

GCAST Zhaoqing Campus is the Project Owner and its responsibilities include:

- Carry out various environmental and social management tasks related to the project.
- Implement environmental and social management and other related programs on the Phase III & IV of GCAST Zhaoqing Campus.
- Liaise with the internal/external environmental and social experts (e.g., ESMS Coordinator and third-party consultants) during the project lifecycle.
- Carry out capacity building of staff and contractors who will implement environmental and social management measures during the operational period of the project.
- Implement and monitor the implementation of applicable environmental and social related documents (e.g. Stakeholder Engagement Plan, Environmental and Social Management Plan).

- Prepare and submit E&S performance monitoring reports regularly.

During the construction stage, dedicated project management office will be established to manage all aspects of the project, including E&S matters. During the operation stage, the ESMS Coordinator of GCAST Zhaoqing Campus will be in charge of the management of E&S matters, the relevant departments of GCAST Zhaoqing Campus (e.g., General Affairs Office, Personnel Office, Security Office and Student Affairs Office) will carry out specific management work within their respective jurisdictions.

### **CEG**

GCAST Zhaoqing Campus is a subsidiary school of CEG, and CEG has the responsibility to supervise the operation of the project, and its main responsibilities include:

- Guide and supervise the implementation of the environmental and social management system of GCAST Zhaoqing Campus.
- Oversee the implementation of ESMP.
- Carry out capacity building for the ESMS Coordinator and related functional staff of GCAST Zhaoqing Campus.

### **AIB**

AIB will be responsible for the following duties during the implementation of the project:

- Review environmental and social impact assessment evaluation documents.
- Supervise the environmental and social performance of the project, including the implementation of ESMP.

### 3. PLANNED E&S IMPACTS MITIGATION MEASURES

#### 3.1. Construction Environmental and Social Management Plan

The planned environmental and social impacts mitigation measures for construction stage of the Phase III & IV of GCAST Zhaoqing Campus are summarized in the following table:

**Table 1 E&S Impact Mitigation Measures during Construction Stage**

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
General	<ul style="list-style-type: none"> <li>The contractor should formulate and implement the Contractor Environmental Management Plan (C-EMP) for its responsible site according to this ESMP, and establish an effective Grievance Redress Mechanism (GRM).</li> <li>The construction contractor should develop a specific implementation plan for the pollution prevention and control (including air emission, wastewater, noise, solid waste and hazardous materials), and publicize the pollution control measures, the person in charge, and the supervision and management department at the construction site.</li> <li>The construction contractor should formulate a safety and health management plan (including emergency plans) before starting work and submit it to the project owner unit for approval.</li> <li>At least one full-time employee of the contractor should be appointed for the E&amp;S management at the construction site.</li> <li>ESMP-relevant training should be provided to all onsite workers including subcontractors, prior to starting work.</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee
Air Emission	<ul style="list-style-type: none"> <li>The construction site should be fenced with hard enclosures or walls. Dust prevention measures such as sealing or covering should be taken in the areas that powder or granular building materials (such as cement, ash, sand, and soil) are piled, loading/unloading, and handling.</li> <li>The entrance of the construction site, the construction roads, material processing and storing areas, office areas, and living areas, should be paved with concrete or hard blocks.</li> <li>Vehicle flushing facilities with drainage and sand settling tank must be installed at the entrance of the construction site. A vehicle flushing system should be established and a dedicated person should be appointed to manage it. Unwashed vehicles with muddy materials on the surface or tires road are not allowed to leave the construction site. Vehicles transporting soil and debris must be enclosed or covered tightly.</li> <li>Commercial concrete and pre-mixed mortar shall be used on the construction site, and on-site mixing is strictly prohibited.</li> <li>Cooking fume treatment facilities should be equipped for construction camp canteen, and maintained regularly.</li> <li>Construction site boundary dust emission level monitoring including at least 4 sampling points should be conducted at least once during the construction stage.</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
Wastewater	<ul style="list-style-type: none"> <li>Vehicle flushing wastewater should be collected in onsite sand setting tanks and recycled as much as possible.</li> <li>Domestic sewage should be collected in onsite septic tanks and then discharged into the existing municipal sewer system. The septic tank should be emptied regularly by local licensed vendors.</li> <li>Wastewater monitoring including pH, chemical oxygen demand (COD), biochemical oxygen demand (BOD), ammonia nitrogen, total phosphorus, suspended solids and oil/grease should be conducted at least once during the construction stage.</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee
Noise	<ul style="list-style-type: none"> <li>Low-noise machinery and equipment should be used for construction.</li> <li>Sound insulation barriers for the machinery and equipment should be installed to reduce noise emission, if necessary.</li> <li>Using multiple high-noise equipment at the same time should be avoided.</li> <li>Construction activities should be suspended at night (18:00-6:00) to reduce impacts to impact on the surrounding environment.</li> <li>Construction site boundary noise level monitoring including at least 4 sampling points should be conducted at least once per quarter during the construction stage.</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee
Solid Waste and Hazardous Materials	<ul style="list-style-type: none"> <li>The excavated soil should be temporarily stored at the site and will be used for backfilling mainly. Any left soil that cannot be used for backfilling needs to be collected and transported to a construction waste plant for offsite disposal by local licensed vendors.</li> <li>Construction waste (e.g., cupboards, waste steels and plastics) should be stored temporarily in designated areas at the site, and regularly transported to a construction waste plant for offsite disposal by local licensed vendors.</li> <li>The domestic garbage should be collected in garbage bins, and regularly removed off-site local licensed vendors.</li> <li>Hazardous waste (e.g., waste oil and painting drums) should be disposed of by local licensed vendors.</li> <li>Weather-proof and spill prevention measures should be provided at all solid waste and hazardous materials (e.g., oil and painting) storage areas.</li> <li>During the transportation of solid waste and hazardous materials, a good transportation route should be selected to avoid adverse effects on surrounding residents. The transportation time and routes of construction vehicles should be reasonably arranged to avoid sensitive points in the surrounding environment. In addition, closed measures should be taken during transportation to strictly prohibit overloading, which can effectively avoid the impact of spillage and other phenomena on the urban environment. Finally, transportation should try to avoid urban traffic peaks to reduce the load of vehicle transportation on urban traffic and minimize the impact on traffic.</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
Ecosystem and Biodiversity	<ul style="list-style-type: none"> <li>The excavation of soil should be avoided during the rainy season to prevent the soil erosion by rainwater.</li> <li>The excavated area during construction should be backfilled in time. The temporary soil stacking site should be covered as necessary and fenced to prevent soil erosion caused by rainwater erosion.</li> <li>In the later stage of construction, vegetation planting and greening should be carried out in time to enhance the soil fixing capacity of the surface, which can effectively reduce the occurrence of construction dust and soil erosion.</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee
Energy / Resource Saving	<ul style="list-style-type: none"> <li>The monthly energy / resource consumption data should be monitored and recorded.</li> <li>An energy / resource saving plan (e.g., electricity and water) should be developed and implemented to reduce energy / resource consumption.</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee
Climate Change	<ul style="list-style-type: none"> <li>The warning issued by the meteorological department should be followed up in a timely manner.</li> <li>The rainwater outlets should be checked and cleared regularly to safeguard drainage capacity and avoid internal flooding caused by blockage.</li> <li>The onsite flood prevention and drainage equipment and materials should be regularly inspected and maintained.</li> <li>The outdoor extensions should be reinforced to eliminate the risk of falling objects due to loosening and rusting in a timely manner.</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee
Occupational Health and Safety (OHS)	<ul style="list-style-type: none"> <li>A specific health and safety management team with qualified members should be established for daily OHS management at the construction site.</li> <li>All onsite workers including subcontractors should receive OHS training and pass examinations.</li> <li>Special operation personnel should obtain special operation qualification certificates before they can go to work.</li> <li>Special construction plans should be prepared for subprojects with higher risks that reach a certain scale.</li> <li>All onsite workers should abide by the mandatory standards, rules and regulations and operating procedures for safe construction, and correctly use safety protection equipment, mechanical equipment, etc.</li> <li>A fire safety responsibility system should be established at the construction site, including the person responsible for fire safety; various fire safety management systems and operating procedures for the safe use of fire, electricity, and flammable and explosive materials; fire water sources; firefighting facilities and equipment; evacuation routes and signs at the construction site.</li> <li>The firefighting facilities and equipment equipped at the construction site should meet the requirements of relevant laws and regulations on fire safety.</li> <li>Appropriate personal protective equipment (e.g., earmuffs, gloves, protective hats and safety shoes) should be provided to</li> </ul>	Contractors / GCAST Project Management Office	Included in contract fee

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
	<p>all onsite workers including subcontractors, to reduce occupational health and safety risks.</p> <ul style="list-style-type: none"> <li>• The purchased or leased safety protection equipment, mechanical equipment, construction machinery and accessories should have a production (manufacturing) license and product certificate, and be inspected before entering the construction site.</li> <li>• The safety protection equipment, mechanical equipment, construction machinery and accessories should be regularly inspected and maintained.</li> <li>• Sufficient onsite safety protection equipment, including fire equipment, artificial lighting equipment, evacuation passages, hazard warning signs and first aid kits should be provided at construction site.</li> <li>• Emergency plans should be formulated and emergency drills should be conducted regularly. Necessary emergency equipment and materials should be equipped to deal with emergencies.</li> <li>• Weather forecasts should be closely monitored to take protective measures in a timely manner. When the maximum daily temperature reaches 35°C, shifts and rest breaks should be adopted according to the production and work conditions to shorten the continuous working time of employees; outdoor work should be avoided as much as possible from 12:00 to 15:00; when the maximum daily temperature reaches 40°C, work should be stopped on the same day. A rest shed should be set up at the work site, equipped with heatstroke prevention and cooling medicines/water.</li> <li>• A daily safety log system should be established and implemented during the construction stage.</li> <li>• Health education should be provided to all construction workers including subcontractors, to raise their awareness on public health and prevention and control of infectious diseases.</li> <li>• Temporary drinking water points should be reasonably set up at the construction site and dormitory area according to the number of workers.</li> <li>• Toilets should be set up at the construction site and dormitory area according to the number of construction workers, and the toilets should be cleaned and disinfected regularly: toilet feces are strictly prohibited from being directly discharged into the rainwater pipe network, river or ditch.</li> <li>• Sufficient ventilation, lighting and lighting facilities should be provided at construction site and dormitory area.</li> <li>• The onsite canteen should have a catering service license and a health license, and the cooks should hold a health certificate.</li> <li>• Measures should be taken to eliminate rats, mosquitoes, flies, cockroaches and other pests in the office area and living area.</li> <li>• Medical and first aid supplies with convenient access should be provided at construction sites and dormitory area.</li> </ul>		

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
	<ul style="list-style-type: none"> <li>Indoor air monitoring should be conducted, as part of the completion process, to ensure the indoor air quality meets local standards.</li> </ul>		
Land Acquisition, and Involuntary Resettlement	<ul style="list-style-type: none"> <li>Driving school relocation management: The Project will maintain regular communication with Tongda Driving School to track relocation planning and implementation. The school will ensure that the tenant is provided with adequate time for site clearance and transition arrangements prior to the commencement of construction in the relevant area. Where necessary, the Project will facilitate information sharing on available alternative sites to support voluntary relocation and continuity of operations. Implementation of contractual arrangements and site clearance planning will be monitored, ensuring awareness of the project-level GRM, and addressing grievances through consultation-based resolution for progress reporting to the Bank.</li> <li>Monitoring of transitional commercial facility compensation: The Project will continuously monitor the timely and full payment of rental equivalent compensation provided as transitional compensation for reserved development land, until operable commercial facilities are handed over to the affected village collectives. In addition, to the extent practicable, the Project will monitor the incorporation of such rental equivalent compensation into village collective income and its subsequent distribution to eligible villagers. Relevant records will be retained, and implementation progress will be reported to the Bank through semi annual monitoring reports, to safeguard the long term economic interests of the affected village collectives during the transition period</li> <li>Monitoring of long term livelihood security payments: The Project will continue to monitor the distribution of long term livelihood security subsidies for land acquired farmers, calculated based on grain price equivalence, to verify that payments are made in accordance with the agreed schedule and that funds reach affected households without undue delay. Payment evidence will be retained in periodic monitoring updates to the Bank.</li> <li>Pending compensation for the pig farm: As compensation for the pig farm remains outstanding, the Project will closely track the progress of negotiations and subsequent implementation, ensure that the operator is informed of the Project's grievance redress mechanism, and document any grievances and consultation based resolution outcomes. No construction or site works will proceed within the pig farm area until compensation and resettlement arrangements have been fully agreed and implemented. Progress on this matter will be included in periodic monitoring reports submitted to the Bank.</li> </ul>	GCAST Project Management Office	Management Time
Labor and Working Conditions	<ul style="list-style-type: none"> <li>Strengthen the supervision of the contractor's OHS and labor management, with a focus on verifying PPE compliance, safety training records, the signing of labor contracts, insurance</li> </ul>	Contractor, GCAST Project	Included in contract fee

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
	<p>coverage, and the timely, full payment of wages as well as the effectiveness of the site-level Worker GRM to ensure concerns are addressed promptly and fairly without retaliation.</p> <ul style="list-style-type: none"> <li>Enhance Training and Awareness Programs: Further strengthening induction and periodic training for construction workers, covering OHS operating procedures, labor rights (wages, hours, anti-discrimination), and the Worker GRM.</li> </ul>	Management Office	
Community Health and Safety	<ul style="list-style-type: none"> <li>Establishing site-level community health and safety management plan: The school will follow the requirements of Corporate Community Health And Safety Management Plan, formulating a practical community health and safety management plan to identify, evaluate, and mitigate potential health and safety risks (such as traffic and road safety, pollutant control, hazardous materials management, community health etc) to students and the surrounding community during the school's construction and operation.</li> <li>A notice board shall be set up at the entrance of the construction site, indicating the contractor, construction supervision unit, construction stage, and the hotline number and contact name of the local environmental protection bureau, so as to gain the understanding and consideration of the affected people for the temporary disturbance caused by the project construction, and at the same time facilitate the affected people to contact the relevant departments when they find that the construction unit has violated the regulations.</li> <li>An effective complaint mechanism shall be established. The contractor shall be responsible for receiving and sending people to explain the construction activities, the environmental protection measures that have been taken or will be taken, and listen to the environmental issues and complaints of public concern and respond to them.</li> <li>Measures such as closed transportation and the use of dust nets shall be implemented to reduce the generation of dust during transportation.</li> <li>Low-noise and low-vibration construction techniques shall be adopted to minimize disturbances to the surrounding environment and community.</li> <li>The transportation vehicles should be regularly maintained and inspected to ensure that their emissions meet the environmental protection standards and reduce the emission of harmful substances in the exhaust gas.</li> <li>Regularly maintain the vehicles and use the parts approved by the manufacturer to avoid serious accidents due to equipment failure or premature failure of parts.</li> <li>The transportation time and route should be optimized to reduce the impact of traffic noise on residents' lives.</li> <li>Drivers' safety awareness and skills should be strengthened by training. In addition, driver shifts should be arranged reasonably to limit driving time and avoid excessive fatigue.</li> </ul>	Contractor, GCAST Project Management Office	Included in contract fee

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
Gender Assessment and Development	<ul style="list-style-type: none"> <li>Continued Implementation of Construction Phase Requirements in Gender Equality Management Procedure: the university will strictly implement the "Gender Equality Management Procedure" established by the Corporate. Specifically, the university will mandatorily incorporating gender equality and anti-harassment clauses into construction contracts, requiring contractors to implement gender awareness training, gender-segregated facilities, and equal pay for equal work. The implementation mechanism emphasizes dual safeguards in both physical and institutional aspects, including eliminating security blind spots through enhanced night-time lighting and physical segregation of construction zones, while establishing an on-site grievance mechanism to ensure prompt redress for any gender-based discrimination or harassment incidents involving students, staff, or local female residents.</li> <li>Establishing Rigid Gender-Based Risk Prevention Mechanisms for Contractors: Contractors and subcontractors are required to mandatorily incorporate prohibitions against Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) into worker entry agreements and Codes of Conduct (CoC).</li> </ul>	Contractor, GCAST Project Management Office	Included in contract fee
Vulnerable Groups	<ul style="list-style-type: none"> <li>Optimized the construction vehicle routes and schedules: Construction vehicle routes and schedules shall be optimized to strictly avoid peak commuting hours, particularly school drop-off and pick-up times, to ensure the traffic safety of students and their female caregivers.</li> <li>Elderly-Friendly Information Disclosure for Sensitive Groups: Prior to conducting special construction activities involving high noise levels or heavy traffic volumes (e.g., continuous concrete pouring), the project shall issue proactive notifications to households with elderly via the Village Committee. This notification mechanism shall employ customary, accessible communication channels and traditional methods tailored to the daily habits of these demographics. This ensures that vulnerable groups, who might otherwise be marginalized by the digital divide (such as the infrequent use of online network tools like WeChat), receive timely information, enabling them to make necessary psychological preparations or temporary lifestyle adjustments</li> </ul>	Contractor, GCAST Project Management Office	Included in contract fee

## 3.2. Operational Environmental and Social Management Plan

The planned environmental and social impacts mitigation measures for operation stage of the Phase III & IV of GCAST Zhaoqing Campus are summarized in the following table:

**Table 2 E&S Impact Mitigation Measures during Operation Stage**

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
General	<ul style="list-style-type: none"> <li>The following E&amp;S permits for the new campus should be obtained:               <ul style="list-style-type: none"> <li>Construction completion acceptance inspection approval.</li> <li>Fire protection completion acceptance inspection approval or registration record.</li> <li>Special equipment certificates for elevators.</li> <li>Food business license for canteen.</li> </ul> </li> <li>A qualified ESMS Coordinator should be assigned.</li> <li>ESMP-relevant training should be regularly provided to all students, staff and contractors (e.g., food provider and clean supplier).</li> </ul>	GCAST Zhaoqing Campus / CEG	Management time
Air Emission	<ul style="list-style-type: none"> <li>Cooking fume treatment facilities should be equipped for all canteens, and maintained regularly.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost
Wastewater	<ul style="list-style-type: none"> <li>Domestic sewage should be collected in onsite septic tanks and then discharged into the existing municipal sewer system. The septic tank should be emptied regularly by local licensed vendors.</li> <li>Wastewater monitoring should be conducted at least once per year.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost
Noise	<ul style="list-style-type: none"> <li>Machinery and equipment with noise emission should be regularly inspected and maintained to reduce noise emission level.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost
Solid Waste Hazardous Materials	<ul style="list-style-type: none"> <li>The existing solid waste management procedures should be implemented.</li> <li>Solid waste, including hazardous waste (e.g., waste oil and medical waste) generated during operation of the new campus should be classified and disposed of by local licensed vendors.</li> <li>Chemicals (e.g., pesticides, rodenticides) used during operation of the new campus should be low-toxic or non-toxic products that meet local standards.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost
Ecosystem and Biodiversity	<ul style="list-style-type: none"> <li>The wildlife protection initiative should be implemented to protect wildlife that enters the campus.</li> </ul>	GCAST Zhaoqing Campus	Management time
Energy / Resource Saving	<ul style="list-style-type: none"> <li>The monthly energy / resource consumption data should be monitored and recorded.</li> <li>An energy / resource saving plan (e.g., electricity and water) should be developed and implemented to reduce energy / resource consumption.</li> </ul>	GCAST Zhaoqing Campus	Management time
Climate Change	<ul style="list-style-type: none"> <li>The annual greenhouse gas emissions should be calculated.</li> <li>The warning issued by the meteorological department should be followed up in a timely manner.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
	<ul style="list-style-type: none"> <li>The rainwater outlets should be checked and cleared regularly to safeguard drainage capacity and avoid internal flooding caused by blockage.</li> <li>The onsite flood prevention and drainage equipment and materials should be regularly inspected and maintained.</li> <li>The outdoor extensions should be reinforced to eliminate the risk of falling objects due to loosening and rusting in a timely manner.</li> </ul>		
OHS	<ul style="list-style-type: none"> <li>The existing OHS management procedures should be implemented.</li> <li>The special equipment (e.g., elevators) should be inspected and maintained regularly in line with local regulatory requirements.</li> <li>The special operators (e.g., electricians and welders) should hold relevant professional certificates.</li> <li>Emergency response plans should be formulated, emergency rescue materials and facilities should be equipped, and emergency drills should be organized on a regular basis.</li> <li>The personnel who may be exposed to the hazards of occupational diseases should be informed in line with local regulatory requirements.</li> <li>Personal protective equipment should be provided to the personnel who may be exposed to the hazards of occupational diseases.</li> <li>In toxic and hazardous workplaces where acute occupational injuries may occur, alarm devices on-site first aid supplies, flushing equipment, emergency evacuation routes, and necessary danger relief areas should be set up in line with local regulatory requirements.</li> <li>If necessary, occupational disease hazards testing and evaluation in the workplace should be carried out. Appropriate measures should be taken immediately when occupational disease hazards in the workplace are found to be not in compliance with national occupational health standards and health requirements.</li> <li>Health examinations should be provided to all staff on a regular basis. The relevant examination records should be kept.</li> <li>The underage, pregnant or breastfeeding staff should not be engaged in operations that may expose to the hazards of occupational diseases.</li> <li>Firefighting facilities and equipment should be equipped and regularly tested and maintained in line with local regulatory requirements.</li> <li>Regular safety inspections of buildings, structures, hangings, as well as stadiums, sports equipment and other facilities and equipment on campus should be conducted and recorded.</li> <li>Management on students' daily behavior should be strengthened to prevent and stop students from carrying control knives, fighting, bullying and other undesirable or illegal behaviors on campus.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
	<ul style="list-style-type: none"> <li>Students' parents should be promptly informed of abnormal situations such as students failing to arrive at school on time, leaving school without authorization, or losing contact with them.</li> <li>Measures to deal with the situation mentioned above should be taken in a timely manner, and local public security authorities should be involved when necessary.</li> <li>Special attention should be paid to the students with special physique, specific diseases or other physiological and psychological abnormalities.</li> <li>If internships are organized for students outside the school, internship agreements should be signed with the internship unit in accordance with the regulations, with the guarantee of student safety as a necessary clause of the agreement; the internship unit shall guarantee the student's right to rest and apply for insurance for the student in accordance with the regulations.</li> </ul>		
Labor and Working Conditions	<ul style="list-style-type: none"> <li>Enhance Training and Awareness Programs: Provide training on labor management policies/procedure and labor right/benefit to service providers and subcontractors (e.g., food provider, clean supplier, and security service).</li> <li>Enhance Internal Grievance Mechanism: Further strengthen and operate an effective grievance mechanism to ensure all personnel can raise concerns regarding working conditions. This mechanism shall explicitly apply to third-party contract workers and supplier staff in addition to direct employees.</li> <li>Enhance the life-cycle compliance management of contractors: GCAST will strengthen labor qualification and compliance screening during pre-qualification, mandate adherence to the Service Provider Code of Conduct covering E&amp;S requirements, and establish routine monitoring of recruitment, wages, and social security to ensure full alignment with legal and institutional requirements.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost
Community Health and Safety	<ul style="list-style-type: none"> <li>Ongoing Implementation of Closed-Campus Management: Phases III &amp; IV of GCAST Zhaoqing Campus continues to implement closed management for students and follow the management method of student dormitories in GCAST, and set up access control for student dormitories. In principle, the campus will not allow students to rent rooms off campus.</li> <li>Enforcement of Code of Conduct: Conduct regular awareness programs on civilized behavior for students and faculty to clarify off-campus conduct standards, minimizing potential frictions or social security risks with the local community.</li> <li>A regular communication mechanism with local community representatives should be established to regularly post news about school activities, program progress and community-related news, and provide community residents with channels to give feedback, suggestions or complaints.</li> <li>A person in charge of community liaison should be assigned.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
Gender Assessment and Development	<ul style="list-style-type: none"> <li>Continued Implementation of Group-level Gender Equality and Anti-Harassment Procedures: The university will strictly enforce existing Anti-Sexual Harassment Management Systems and maintain a "zero-tolerance" stance, ensuring female staff enjoy equitable opportunities in professional development through fair recruitment, remuneration, and promotion frameworks. Concurrently, leveraging organizations such as the Women's Federation, the university ensures the full implementation of statutory benefits, including maternity leave and breastfeeding hours and dedicated welfare support, thereby constructing a systematic safeguard network for gender equity.</li> <li>Conducting Regular Gender Equality and Anti-GBV Awareness Training: Regular thematic training sessions covering gender sensitivity, harassment prevention, and Grievance Redress Mechanism (GRM) guidelines will be conducted for all faculty, students, and campus service personnel (e.g., security and logistics). By integrating "Gender Risk Prevention" into the pre-job training for campus patrol officers and surveillance operators, the university aims to enhance the security force's capacity to identify and respond to covert gender-related safety issues, thereby deepening the overall robustness of campus security management.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost
Vulnerable Groups	<ul style="list-style-type: none"> <li>Barrier Free Infrastructure and Mobility Support. GCAST shall ensure all public buildings maintain functional accessible toilets and elevators. Accessible dormitories shall be provided on the first floor with custom low beds and grab bars. Specialized mobility scooters shall be provided or permitted for student use.</li> <li>Inclusive Participation and Specialized Grievance Services. GCAST shall proactively identify disabled representatives during consultations to reflect their interests in decisions. The GCAST GRM must provide free assistance such as braille or sign language to ensure barrier free access to remedies.</li> <li>Sensitive Assessment. GCAST shall conduct student difficulty assessment through dedicated working groups. The evaluation process shall prioritize the dignity of students and avoid public disclosure of personal hardships.</li> <li>Work Study Empowerment and Prioritization. GCAST shall prioritize low-income students for part time positions. Compensation shall meet local minimum hourly wage standards to alleviate financial burdens while building student self-confidence.</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost
Ethnic Minority Students	<ul style="list-style-type: none"> <li>Dietary Security and Cultural Respect. GCAST shall establish specialized Halal food windows and independent stoves in accordance with the Procedures for the Management of Ethnic Minority Students to meet the specific dietary needs of minority students. The university shall organize celebrations and condolences during major ethnic festivals to respect and promote cultural diversity.</li> <li>Dedicated Grievance Channels and Compliance Monitoring. GCAST shall maintain an effective grievance mechanism</li> </ul>	GCAST Zhaoqing Campus	Included in operation cost

Item	Management Requirements	Responsible Party	Estimated Cost (CNY)
	specifically for minority students to receive and deal with concerns regarding cultural respect or living conditions. The Student Affairs Department shall conduct regular audits across all colleges to ensure the strict implementation of minority management procedures.		

## **4. CAPACITY BUILDING FOR E&S MANAGEMENT**

GCAST Zhaoqing Campus, as the project owner, is responsible for the implementation of this project. Through the previous assessment, it was understood that the implementation of the CEG's ESMS at GCAST Zhaoqing Campus was not comprehensive, and the school management and project implementation departments had limited understanding of the AIIB's E&S policies and CEG's ESMS.

Therefore, it is particularly important to strengthen the understanding of the AIIB Environmental and Social Framework and improve the environmental and social risk management capacity of the project owner (i.e., GCAST Zhaoqing Campus). To this end, the following measures and actions have been developed to improve the school's awareness and capacity for environmental and social management during the operational phase of the new campus.

### **Targets**

ESMS Coordinator and other staff involved in E&S management of GCAST Zhaoqing Campus.

### **Main Training Content**

- AIIB Environmental and Social Framework.
- CEG's ESMS.
- Potential environmental and social risks and countermeasures.
- Specific implementation of the social and environmental management plan during different stages of a project.

### **Training Objective**

- Strengthen staff's understanding on E&S management framework and practices.
- Familiarize with the requirements of project ESMP.
- Enhance the environmental and social management capacity.

### **Training Method**

Offline training/online training.

### **Estimated Training Time**

May or June 2026.

## **5. MONITORING, REPORTING AND EVALUATION**

The information related to environmental and social management, as well as the implementation status of ESMP at Phase III & IV of GCAST Zhaoqing Campus will be collected by the ESMS Coordinator on a regular basis (e.g., monthly or quarterly).

An annual monitoring report will be prepared and submitted to AIIB for review. Further corrective action plan will be developed and implemented by GCAST Zhaoqing Campus accordingly, based on AIIB's comments on the monitoring report.