



**The Phase III & IV of Guangzhou College of Applied
Science and Technology (GCAST) Zhaoqing Campus
(Draft) Social Impact Assessment**

Prepared for
Asian Infrastructure Investment Bank

Project Owner: Guangzhou College of Applied Science and Technology
Author: Stantec Environmental Engineering (Shanghai) Co., Ltd.
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EXECUTIVE SUMMARY

China Education Group Holdings Limited (CEG) was established in 2011 with operations in China, Australia and the United Kingdom. CEG plans to obtain corporate loans from the Asian Infrastructure Investment Bank (AIIB) to finance the construction and operation of the phase III + IV of the Zhaoqing Campus of Guangzhou College of Applied Science and Technology (GCAST).

Formerly known as Songtian College of Guangzhou University, GCAST is an independent college approved by the Ministry of Education in 2004. Zhaoqing Campus of GCAST was established and commenced operation in 2021. The campus is located in Lianhua Town, Dinghu District, Zhaoqing City. The project covers a total area of approximately 284,666 square meters (m²), including academic, residential, and supporting facilities, such as student and staff accommodations, sports facilities as well as practical teaching amenities. The site was acquired from the local government in April 2025. The construction is scheduled to commence in 2026. The estimated duration for the construction period is five years.

In April 2026, Stantec team conducted social impact assessment (SIA) and land review through site visits, document review, supplemented by in-depth interviews with the Lianhua Town Government, Liantang and Guyi Villages. While land acquisition is substantially complete, ESS 2 mandates ongoing monitoring of long-term livelihood support and commercial compensation for village collectives throughout the project life cycle. Findings also indicate community support for the project.

The project is in its construction phase. A previous environmental and social due diligence was conducted to assess the gaps between project practices and the Asian Infrastructure Investment Bank's (AIIB) Environmental and Social Framework (ESF). The due diligence identified that there was Social Impact Assessment (SIA) missing. Therefore, this SIA report has been prepared to address this gap and ensure compliance with AIIB's ESF requirements.

Interviews conducted with relevant stakeholders did not indicate material opposition to the Project at the time of assessment. The Project is expected to generate certain environmental and social impacts, which are considered manageable provided that the proposed mitigation and monitoring measures are implemented effectively.

At Chapter 8 of this report, the Social Management Plan, details the social management measures that will need to be carried out during the construction phase and operational phase of the project.



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1. INTRODUCTION

1.1 PROJECT BACKGROUND

China Education Group Holdings Limited (CEG) is a leading vocational and higher education provider with operations in China, Australia and the United Kingdom. As of August 31, 2025, the Group manages 14 educational institutions, including 12 domestic schools with a strategic focus on the Guangdong-Hong Kong-Macao Greater Bay Area. Internationally, the Group operates one higher education institution in Sydney, Australia, and one in London, UK. The total full-time student enrollment is approximately 282,000 students, with higher education serving as the core business segment.

CEG intends to secure corporate financing from the Asian Infrastructure Investment Bank (AIIB) to support the construction and subsequent operation of Phases III & IV of Guangzhou College of Applied Science and Technology (GCAST) Zhaoqing Campus, located in Lianhua Town, Dinghu District, Zhaoqing City, Guangdong Province, China. The Phases III & IV of the campus covers an area of approximately 284,666 square meters and are designed to accommodate a range of academic, residential, and supporting facilities, including residential accommodation for students and staff, sports and recreational facilities, and academic and practical teaching facilities. The site was acquired by the local government in April 2025. The project is currently in the construction phase and is expected to complete construction within the next five years.

GCAST, formerly known as Songtian College of Guangzhou University, was approved by the Ministry of Education as an independent college in 2004. The university has been acquired by CEG in 2018. Following approval by the Ministry of Education, the institution was restructured into an independent private undergraduate university and renamed Guangzhou College of Applied Science and Technology in December 2020. The Zhaoqing Campus was subsequently completed and officially inaugurated on July 10, 2021.

Following an Environmental and Social Due Diligence (ESDD) conducted by AIIB in March 2026, several areas requiring further assessment were identified regarding the potential social impacts and land-related compliance of the proposed GCAST Zhaoqing Campus Phases III & IV. To address these areas and ensure alignment with AIIB's Environmental and Social Framework (ESF), Stantec Environmental Engineering (Shanghai) Co. ("Stantec") was commissioned in April 2026 by AIIB to undertake a social impact assessment (SIA) with a focused review of land-related aspects and prepare an environment and social management plan (ESMP) covering both the construction and operation of the project. This report presents the results of this social impact assessment.

1.2 SOCIAL IMPACT ASSESSMENT METHODOLOGY

The project will have certain impacts on the social aspects during its construction and operation phase, triggering AIIB Environmental and Social Standard 1 (ESS1): Environmental and Social Impact Assessment and Management. The project is located in Lianhua Town, Dinghu District, Zhaoqing City, and is planned as an educational and research site. The project site was rural collective land for many years before construction. The project is expected to commence construction in 2026, with an estimated construction period of five years. The social impacts during the construction phase primarily involve the implementation of compensation following land acquisition and the potential effects on the livelihoods of the affected



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community. The project also entails noise, dust, and changes in traffic flow resulting from construction activities, as well as daily disturbances and safety impacts on both on-site workers and residents of the surrounding community. During the operational phase, social impacts mainly pertain to the teaching, working, and campus life of faculty and students, alongside the long-term operation and maintenance of campus facilities. Daily operation of the campus do not involve high-risk laboratories, resulting in minimal impact on the surrounding ecological environment.

The project uses 427 mu (284,666 m²) of rural collective land of Guyi Village and Liantang Village, Lianhua Town, Dinghu District for construction. All the work related to land acquisition for the project has been completed. Except for one idle pig farm, all other compensation (including that for the affected village collective and Wens Chicken Farm) has been paid in full. Asset assessment for the affected individual business operator (the idle pig farm) was conducted in July 2025. Currently, the local government is actively negotiating a compensation and resettlement agreement with the pig farm operator. As of April 2025, the GCAST obtained the land use certificate. The relevant requirements of AIB Environmental and Social Standard 2 (ESS2) Involuntary Resettlement apply to this project. Additional land review has been conducted. Please refer to Land Review Report for further information.

No Indigenous Peoples communities (as defined under AIB ESS3) were identified within the Project area of influence or neighboring communities during the assessment. Therefore, ESS3-specific requirements are not triggered for this Project. Nevertheless, the campus hosts ethnic minority students, and their culturally appropriate service needs (e.g., dietary arrangements and non-discrimination measures) are addressed under the Project's broader social management and inclusion measures.

Stantec carried out the SIA through the following methods:

A. Document review

By reviewing key technical documents, the study identified significant social impacts and prioritized core evaluation areas and social management objectives. The information synthesized for this assessment is classified into the following three categories:

- Category 1: systems, policies, and regulations. For example, plans and policies formulated by sectors or industries, as well as the AIB Environmental and Social Framework (Revised 2024), to study the gaps between the AIB requirements and the domestic requirements, and to formulate a program for bridging the gaps.
- Category 2: Project documents and related reports, including existing management procedures, environmental and social management system documents, relevant social type license documents (including relevant documents such as resettlement impacts), and other social related documents and records provided by CEG and GCAST.
- Category 3: Social and economic status of the project area.

The above information was collected through survey information questionnaires, some project management documents provided by the management, and the Internet.

Details of the documents consulted are shown in Annex 1.

B. Site Visit



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From April 2 to April 3, 2026, the Stantec team conducted a site visit to investigate the project site, the communities, and other facilities that may be affected by the project during the construction and operation period within 500m, in order to have a more objective understanding of the project site, the site environment, social sensitivities, the target groups, and potential impacts brought by the project.

The photos taken during the site visit are shown in Annex 2.

C. Stakeholder Interviews

Project stakeholders were interviewed, including stakeholders from GCAST, Lianhua Township Government, Liantang Village Committee and Guyi Village Committee, affected villagers and the villagers from the surrounding village. The list of stakeholder interviews is detailed in Annex 3.

1.3 FRAMEWORK

The structure of this report is shown as follows:

- Chapter 1: Brief description of the project, the social impact assessment methodology, and a description of the report structure;
- Chapter 2: Applicable social standards;
- Chapter 3: Project description;
- Chapter 4: Social and economic background description;
- Chapter 5: Project social impacts and mitigation measures;
- Chapter 6: Stakeholder engagement and information disclosure;
- Chapter 7: Grievance mechanism;
- Chapter 8: Social Management Plan
- Chapter 9: Annexes.



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2. POLICY, LEGAL AND REGULATORY FRAMEWORK

2.1 APPLICABLE CHINESE REGULATIONS AND STANDARDS

The applicable Chinese social regulations and standards for this project are listed below:

Table 2-1 Applicable Chinese Social Regulations and Standards

Title of Laws and Regulations	Effective Date
Labor and Working Conditions	
Labor Law of the People's Republic of China	2018
Labor Contract Law of the People's Republic of China	2012
Special Provisions on Labor Protection for Female Workers and Employees	2012
Law of the People's Republic of China on Teachers	1994
Contractor and Supplier Management	
The Government Procurement Law of the People's Republic of China	2002
The Law of the People's Republic of China on Bid Invitation and Bidding	1999
Civil Code of the People's Republic of China	2021
Land Acquisition and Involuntary Resettlement	
Law on Land Administration	2010
Regulations on Implementation of Land Administration Law	2014
Guangdong Provincial Land Management Regulations	2021
Regulations on the Expropriation of Houses on State-Owned Land and Compensation	2011
Notice of the Guangdong Provincial Department of Natural Resources on Further Regulating Land Acquisition	2024
Implementation Measures of Zhaoqing Municipality for the Expropriation of Houses on State-Owned Land and Compensation	2012
Occupational Health and Safety	
Law of the People's Republic of China on Prevention and Control of Occupational Diseases	2018
Risk Classification Management List of Occupational Disease Hazards in Construction Projects	2021
Provisions on Management of Occupational Hygiene in Workplaces	2021
Technical Specification on Occupational Health Surveillance	2014
Regulations on Safety Production Management of Construction Projects	2004
Ethnic Minorities	
Circular on Issues Relating to the Installation of Halal Canteens and Halal Stoves for Students at All Levels and in All Types of Schools	2000
Disadvantaged Groups	
Law of the People's Republic of China on the Construction of Barrier-free Environment	2023
Law of the People's Republic of China on Higher Education	1998
Gender Development	
Law of the People's Republic of China on the Protection of Rights and Interests of Women	1992



2.2 AIIB ENVIRONMENTAL AND SOCIAL STANDARDS

As the Project will be applying for an AIIB loan, the AIIB Environmental and Social Framework (ESF) will be applicable to the Project. Its key elements are listed below:

- Environmental and Social Policy (ESP): environmental and social standards (ESSs) and environmental and social exclusion lists. The ESP sets out the mandatory requirements for the identification, assessment and management of environmental and social risks and impacts by the Bank and its customers in relation to AIIB-supported projects.
- Environmental and Social Standard 1 (ESS 1): aims to ensure that projects are environmentally and socially robust and sustainable, and that environmental and social considerations are integrated into project decision-making processes and implementation. ESS 1 applies if the project is likely to have adverse environmental risks and impacts or social risks and impacts (or both). The scope of environmental and social assessment and management measures is proportional to the risks and impacts of the project. ESS1 provides high quality environmental and social assessment and management of risks and impacts through effective mitigation and monitoring measures during project implementation. ESS1 sets out the detailed requirements for environmental and social assessments to be undertaken for any project in which AIIB invests.
- Environmental and Social Standard 2 (ESS 2): ESS 2 applies if the project's screening process indicates that the project involves involuntary resettlement (including recent or foreseeable involuntary resettlement directly related to the project) Involuntary resettlement includes physical displacement (relocation, loss of residential land or loss of housing) and economic displacement due to (loss of land or access to land and natural resources; assets or access to assets, loss of income sources or livelihoods) a) Involuntary resettlement b) Involuntary restriction of land use or access to legally designated parks and protected areas. It covers such displacement whether such loss and involuntary restriction is total or partial, permanent or temporary. ESS2 establishes detailed requirements for project-based migration plans involving involuntary displacement.
- Environmental and Social Standard 3 (ESS 3): ESS3 applies if there are Indigenous people (ethnic minorities or in a collective dependency relationship with them) in the area proposed for the project and are likely to be affected by the project.



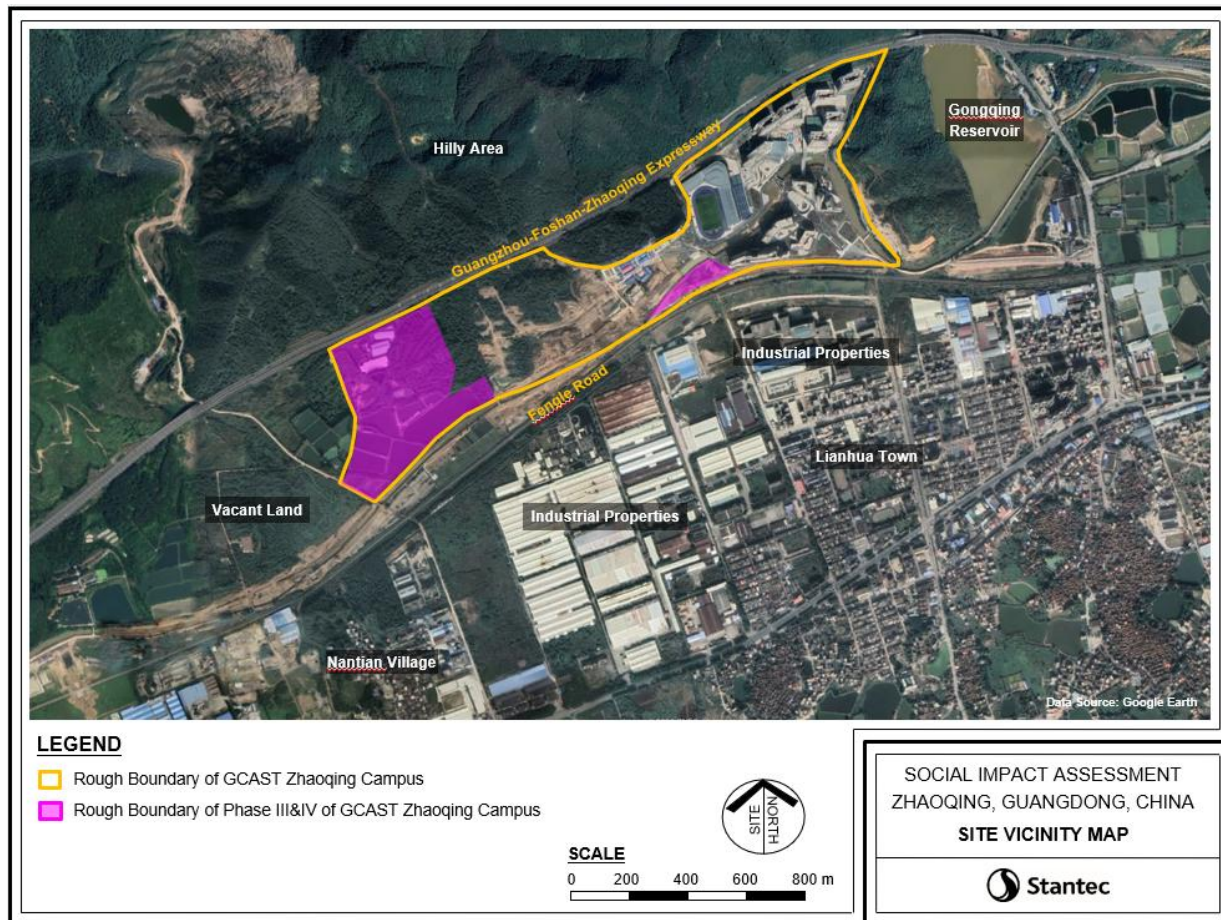
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3. PROJECT DESCRIPTION

3.1 PROJECT LOCATION

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 3-1 Phases III & IV of GCAST Zhaoqing Campus Vicinity



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 closest sensitive receptor to the Phase III&IV areas is Nantian Village located approximately 500 m south of the campus.

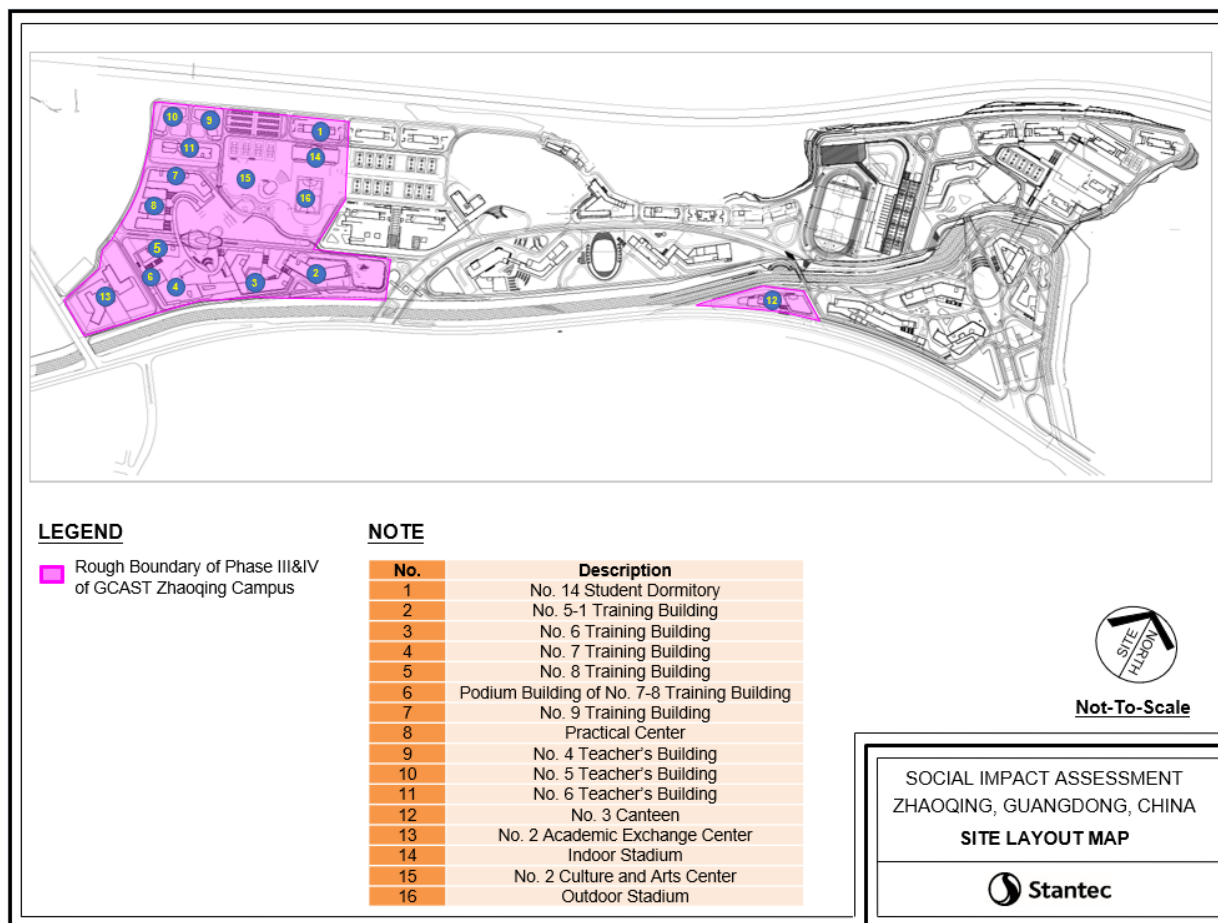


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3.2 MAIN CONSTRUCTION CONTENT

The Phase III & IV of GCAST Zhaoqing Campus mainly consists of 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. The layout of the Phase III & IV GCAST Zhaoqing Campus is shown in the following figure.

Figure 3-2 Layout of Phase III & IV of GCAST Zhaoqing Campus



At the time of the site visit conducted by Stantec in early April 2026, one student dormitory (No. Student Dormitory) has been completed and one training building (No. 5-1 Training Building) is currently under interior decoration. The remaining features are planned to be completed in the next 5 years.

The contents of the Phase III & IV of GCAST Zhaoqing Campus are summarized as follows:

Table 3-1 Project Constructions

No	Building Structure	Building Area (m ²)	Construction Status
1	No. 14 Student Dormitory	27,930	Completed
2	No. 5-1 Training Building	25,993	Under interior decoration
3	No. 6 Training Building	38,778	Not started yet
4	No. 7 Training Building	26,677	Not started yet



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No	Building Structure	Building Area (m ²)	Construction Status
5	No. 8 Training Building	20,369	Not started yet
6	No. 9 Training Building	39,765	Not started yet
7	Podium Building of No. 7-8 Training Building	32,779	Not started yet
8	Practical Center	13,519	Not started yet
9	No. 4 Teacher's Building	27,217	Not started yet
10	No. 5 Teacher's Building	29,269	Not started yet
11	No. 6 Teacher's Building	30,745	Not started yet
12	No. 3 Canteen	20,463	Not started yet
13	No. 2 Academic Exchange Center	55,193	Not started yet
14	Indoor Stadium	3,185	Not started yet
15	No. 2 Culture and Arts Center	4,996	Not started yet
16	Outdoor Stadium	4,784	Not started yet
17	Basements	56,403	Not started yet

3.3 ASSOCIATED FACILITIES

According to the definition of Associated Facilities by AIIB Environmental and Social Framework (Revised 2024), Associated Facilities are those facilities that are not included in the scope of the Project as defined in the Project Legal Agreement but that meet the following definitions, as defined by the Bank after negotiation with the Project Sponsor: 1) are directly and substantially related to the Project; 2) are underway or planned concurrently with the Project; and 3) are necessary for the implementation of the Project and would not be constructed if the Project did not exist. This project is for the construction and operation of a school, and the scope of the project includes the operation of the entire campus. The school relies on external infrastructure to provide utilities and other resources, and will be connected to the existing municipal electric, water, and sewer systems, and discussions with the bank and the customer have confirmed that there are no associated facilities for this project.



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4. SOCIO-ECONOMIC BACKGROUND

The proposed development of Phases III & IV of the GCAST Zhaoqing Campus is located in Lianhua Town, Dinghu District, Zhaoqing City, Guangdong Province. The project involves the permanent land acquisition of collective land belonging to Guyi Village and Liantang Village, which result in direct impact on these communities. Regarding the surrounding social environment, Nantian Village has been identified as a sensitive receptor located within a 500-meter radius of the project boundary. Detailed analysis of the specific socio-economic impacts on these villages is provided in section 5.

4.1 DEMOGRAPHIC PROFILE

Guangdong Province

Guangdong Province, situated in South China, covers a total land area of approximately 179,700 km². It is the leading economic province in China and forms the core of the Guangdong-Hong Kong-Macao Greater Bay Area. Administratively, the province exercises jurisdiction over 21 prefecture-level cities. As of the end of 2024, the permanent resident population of Guangdong reached 127.06 million, with an urbanization rate of 75.42%. The provincial demographic is characterized by a sex ratio of 111.1 males per 100 females. In terms of age structure, the working-age population (15-64 years) remains robust, accounting for approximately 70.5% of the total population, while the segments aged 0-14 and above 65 accounted for 17.5% and 12.0%, respectively.

Zhaoqing City

Zhaoqing City is situated in the central-western portion of Guangdong Province, occupying a total land area of approximately 14,891 km². Administratively, Zhaoqing exercises jurisdiction over three districts, four counties, and one county-level city. As a key node city, Zhaoqing serves as a strategic link between the developed Pearl River Delta and the resource-rich regions of Southwest China. By the end of 2024, the permanent resident population of Zhaoqing was 4.1338 million, comprising an urban population of 2.2202 million and a rural population of 1.9136 million, resulting in an urbanization rate of 53.71%.¹ Regarding the household registration (Hukou) system, the total registered population was 4.5805 million, including 2.3894 million males and 2.1911 million females, reflecting a registered sex ratio of 109.05 males per 100 females. The age composition of Zhaoqing's permanent residents included 19.87% aged 0-14 (821,300 persons), 62.00% aged 15-59 (2,563,000 persons), and 18.13% aged 60 and above (749,500 persons).

Dinghu District

By the end of 2024, the permanent resident population of Dinghu District reached 223,339. The district stands out within the municipality for its high urbanization rate of 76.11%, which is significantly higher than the municipal average of 53.71% and slightly exceeds the provincial average (75.42%). This reflects the



¹ Source: 2024 Statistical Communiqué on National Economic and Social Development of Zhaoqing.

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district's transition from a traditional suburban area to a modernized urban center driven by the development of the Zhaoqing New Area.

The age structure in Dinghu is relatively balanced, with the working-age population (aged 15-59) accounting for 63.40% of the total, providing a solid foundation for local service industries and educational institutional support. The population aged 0-14 and 60+ accounted for 18.25% and 18.35%, respectively. During the SIA field reconnaissance and consultation with local community representatives, it was confirmed that the gender ratio remains stable at approximately 99.63 males per 100 females (based on registered population data), indicating a balanced social structure. No concentrated ethnic minority communities were identified within the project's direct impact zone, and the residents primarily communicate in Cantonese and Mandarin.

Lianhua Town

Lianhua Town is an administrative town under Dinghu District of Zhaoqing City, Guangdong Province, located in the northeastern part of Dinghu District. The town has a total administrative area of approximately 87.22 square kilometers and comprises one residential community and 13 administrative villages. According to the Seventh National Population Census (2020), Lianhua Town has a permanent resident population of about 33,406 people, of which approximately 21.7% are aged 0–14, 67.1% are aged 15–64, 11.2 % are aged above 65. Lianhua Town has a total cultivated land area of approximately 19,170 mu (about 12.8 km²). Local agricultural activities are primarily focused on rice cultivation, vegetables, fruit production and freshwater aquaculture. See table below for population

Table 4-1 Summary of the Population of the Project Area Towns at the End of 2025 (10,000 People)

Demographic Indicators	China	Guangdong Province	Zhaoqing City (only 2024 data is available)	Dinghu District (only 2024 data is available)
Resident Pop.	140,489	12,859	413	22.3
Urban Pop.	95,380	9,847	222	17.0
Rural Pop.	45,108	3,012	191	5.3
Male	71,685	6,766	215	-
Female	68,804	6,093	198	-

Data sources: People's Republic of China 2025 National Economic and Social Development Statistical Bulletin; Guangdong Statistical Yearbook 2025; Zhaoqing Statistical Yearbook 2024; Dinghu District Statistical Yearbook 2024;

Liantang Village

Liantang Village is located in Lianhua Town, Dinghu District, Zhaoqing City, adjacent to National Highway G321. It is the biggest administrative village of Lianhua Town. The village covers an administrative area of approximately 10,000 mu (about 7 km²), with limited arable land resources. The permanent population is about 6,565 people across 1,791 households, organized into 33 villager groups. The cultivable area is approximately 1,300 mu (about 0.9 km²), and fish ponds cover about 4,300 mu (about 0.3 km²) and hillside land accounts for around 300 mu (about 0.2 km²).

Guyi Village

Guyi Village is located in Lianhua Town, Dinghu District, Zhaoqing City, adjacent to National Highway G321. The village covers an administrative area of approximately 6,000 mu (about 4 km²), with limited arable land resources. The permanent population is about 1,174 people across 354 households, organized into 9 villager groups. The cultivable area of the village is approximately 100 mu (about 0.07 km²), and fish ponds cover about 1,000 mu (about 0.7 km²) and hillside land accounts for around 300 mu (about 0.21 km²).



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The project is located to the north of Liantang village and Guyi Village. Within 500m of the project, these two villages will be affected by the project.

Table 4-2 Demography of Affected Villages

No	Town	Village	Households	Population			Low Income
				Male	Female	Total	
1	Lianhua Town	Liantang Village	2123	3910	3663	7573	23 households
2	Lianhua Town	Guyi Village	400	670	630	1300	5 households

Data Source : Liantang Village Guyi Village Committee Interview

4.2 ECONOMIC CONDITIONS

Zhaoqing City

According to the data published by the Zhaoqing Municipal Bureau of Statistics in early 2025, the city achieved a regional Gross Domestic Product (GDP) of 291.785 billion yuan, representing a year-on-year growth of 2.2%. The local economy is characterized by a balanced industrial composition, with the primary, secondary, and tertiary sectors accounting for 17.6%, 38.2%, and 44.2% of the total economic output, respectively. Recent strategic focus has been directed toward the "Industrial Resurgence" initiative, particularly in high-growth sectors such as new energy vehicles, electronic information, and advanced materials. Building on this foundation, the 2025 Zhaoqing Government Work Report outlines an ambitious growth target of approximately 5.0% for the upcoming fiscal year, aiming to surpass the RMB 300 billion GDP threshold.

Dinghu District

According to the data published by the Zhaoqing Dinghu District Municipal Bureau of Statistics in early 2025, the district achieved a GDP of 17.14 billion yuan, representing a year-on-year growth of 5.0%. The local economy is characterized by a balanced industrial composition, with the primary, secondary, and tertiary sectors accounting for 7.3%, 46.5%, and 46.2% of the total economic output, respectively.

Lianhua Town

From an economic perspective, official statistics indicate that in 2019, Lianhua Town achieved an agricultural output value of approximately 450 million yuan, while the total industrial output value reached about 6.523 billion yuan, reflecting the dominant role of industry in the town's economic structure. Based on historical township-level statistics, average annual per capita net income of rural residents was approximately 21,623 yuan in 2019, with collective village income mainly derived from land leasing, property rental and income from agricultural and industrial support facilities. Average annual per capita net income of urban residents was 28,191 yuan in 2019. Although more recent town-level income figures have not been publicly disclosed, overall income levels are considered to have increased in line with Dinghu District's broader economic growth trends.

Liantang Village



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Liantang Village has a mixed rural economy dominated by local light industry, small family-owned business and aquaculture, supported by collective market income. The village's collective economic income is distributed through annual dividend to villagers, approximately 3,000 yuan per person, while villager-group income—mainly from small business and fishponds, resulting in an average per capita income of about 20,000~30,000 yuan per person. For villagers participating in industrial production activities such as electrical, shoe and fabricate manufacturing, the approximate income varies from 30,000 to 50,000 yuan per person each year.

Guyi Village

Guyi village also livelihoods mainly depend on wage employment in nearby industrial and service sectors, supplemented by village collective income from property leasing and limited aquaculture activities. The village's collective economic net income is approximately RMB 3 million per year, while the latest district-level statistics indicate that rural residents in Dinghu District recorded a per capita disposable income of about RMB 28,200 in 2024.

4.3 PHYSICAL CULTURAL RESOURCES

Dinghu District is characterized by a high concentration of historical and cultural heritage sites. Notable resources within the district include national-level protected units such as Dinghu Mountain (noted for its ancient Buddhist temples) and provincial-level sites including the Lingyang Gorge Ancient Road and the Gao Yao Ancient City Wall remnants.

During the social impact assessment, site visit was undertaken to the project area and its surroundings, and a screening was conducted through cross-checking with the official lists of protected cultural relics and cultural heritage inventories in accordance with relevant local regulations. The screening results confirmed that there are no designated cultural relics protection units, registered cultural heritage sites, or known aboveground or underground cultural relics within the proposed project area. In addition, no cultural relics or cultural heritage resources were identified within a radius of 500 meters from the project site. Therefore, the project does not involve impacts on physical cultural resources.

5. ANTICIPATED SOCIAL IMPACTS AND MITIGATION MEASURES

5.1 LAND ACQUISITION AND INVOLUNTARY RESETTLEMENT

The Phases III & IV of the Guangzhou College of Applied Science and Technology (GCAST) Zhaoqing Campus Project involve the permanent acquisition of **427 mu** of rural collective land located in **Guyi Village and Liantang Village**, Lianhua Town, Dinghu District. The land was acquired by the local government as part of a broader, consolidated urban development programme covering a total area of **542.73 mu** across **10 villager groups**. The area acquired for the specific Project site was not administratively separated from the overall acquisition area at the time of land acquisition.



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The land acquisition-related impacts associated with the Project are summarised as follows:

- **Collective land acquisition:**

The land acquisition affected **10 villager groups**, including Groups 1–9 of Guyi Village and Group 7 of Liantang Village. The acquired land consisted primarily of forest land and fishponds, accounting for approximately **95%** of the total area. No cultivated land or land contracted to individual households was affected. Prior to acquisition, village collectives generated income mainly through leasing the land to enterprises or large-scale operators, rather than through household farming activities. **There was no routine individual agricultural cultivation or crop production by villagers on the acquired land parcels.**

- **Impacts on enterprises and individual operators:**

The acquisition affected one enterprise (**Wens Chicken Farm**, involving approximately **25 mu** of land and related production facilities) and one individual business operator (an **idle pig farm**, involving approximately **45 mu** of land and associated structures).

- **Existing tenants within the Project area:**

One existing tenant, **Tongda Driving School**, occupies approximately **27 mu** within the Project boundary. GCAST has entered into a contractual arrangement with the tenant, under which the driving school has committed to voluntary relocation and site clearance prior to commencement of construction on the relevant land parcel.

- **Social and resettlement impacts:**

The Project does not involve demolition of residential houses, nor does it affect standing crops, land contracted to individual households, or residential livelihoods. No adverse impacts on vulnerable groups or ethnic minority communities were identified in relation to land acquisition.

At the time of this assessment, **all land acquisition compensation for the affected villager groups and Wens Chicken Farm has been paid in full**, and the land acquisition process for the Phases III & IV Project site has been completed.

With respect to the **individual business operator (the idle pig farm)**, the compensation and resettlement agreement remains under negotiation, and disbursement has not yet been completed. The outstanding matter relates to compensation arrangements for the pig farm operator and associated above-ground structures, rather than a land tenure dispute. As confirmed through consultations, **no construction activities or site works will proceed within the pig farm area (approximately 45 mu)** until compensation and resettlement arrangements have been fully agreed and implemented.

In addition, the existing tenant (**Tongda Driving School**) has confirmed its commitment to complete relocation and site clearance prior to construction. The Project does not involve physical displacement of residential households, and **no unresolved legacy issues related to collective land acquisition were identified**. GCAST formally obtained the relevant **state-owned construction land use rights in April 2025**. Land due diligence for the Project was completed as part of the SIA process, and detailed findings are presented in **Annex 4: Land Review Report**.

Based on the results of land acquisition due diligence for the GCAST Zhaoqing Campus Phases III & IV Project, **no significant adverse resettlement impacts on the livelihoods of affected villagers or enterprises were identified**, subject to the implementation of the mitigation and monitoring measures



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outlined below. The following measures are proposed in response to the impacts and ongoing matters identified:

- **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.
- **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.
- **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.
- **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.

5.2 LABOR AND WORKING CONDITIONS

1) Labor Categories and Workforce Overview

The GCAST Zhaoqing Campus Phase III & IV project workers include direct workers and contracted workers, while primary supply workers and community workers are not involved. The specific profiles of each worker category are as follows:



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- Direct Workers refer to personnel who directly sign labor contracts with GCAST. At present, GCAST Zhaoqing Campus has 1870 direct workers, including 81 management staff, 1388 faculty members, and 401 administrative staff. Based on the consultation with GCAST management, no increase in direct workers is expected during the construction phase, while an additional 110 staff members are estimated to be recruited when the project enters its operation.
- Contracted Workers refer to individuals employed by third-party entities, such as contractors, subcontractors, and labor agencies, to perform work related to the core functions of the project. During the construction phase, contracted workers predominantly include construction workers. 120 workers were working on-site at present. As consulted with the GCAST management personnel, the peak construction workforce is expected to range from approximately 200 to 300 workers based on the estimated construction workload. During the operation phase, contracted workers will mainly consist of service personnel, including canteen staff, cleaning staff, and security guards, following the existing operational model of the campus. The existing property management contractor will be retained and is expected to recruit approximately 90 additional workers, with other outsourced services adjusted in line with campus operational needs.

At the time of the onsite investigation, interior decoration works were ongoing in the completed teaching and practical training building within the project site. These activities are being carried out by two decoration contractors, with a workforce of approximately 120 workers (38 workers from Guangzhou Zhujiang Architectural Decoration Co., Ltd. and 82 workers from Guangdong Changbo Construction Engineering Co., Ltd.). According to the on-site consultation, The contractors pay wages in full and on time on a monthly basis and arrange the required insurance. In addition, contractors conduct regular occupational health and safety training for workers and provide appropriate personal protective equipment (PPE). Workers are also required to properly wear and use PPE during construction activities. The decoration works are temporary in nature and are expected to be completed in April 2026. Upon completion of the decoration activities, the contractors are expected to demobilize from the site, and no significant overlap with the peak construction workforce is anticipated.

2) Risk and Impact Identification

Based on the nature of project activities and workforce arrangements described above, potential labor risks associated with the Project have been assessed across key aspects including occupational health and safety, labor management, and worker relations.

- Construction Phase

Occupational health and safety risks that are typical of construction activities will arise. These risks mainly relate to hazardous operations such as working at heights or in confined spaces, the use of machinery and tools, exposure to construction noise, and general site safety conditions. In addition, inadequate management of temporary facilities, accommodation, or hygiene conditions could pose health-related risks, including the potential transmission of infectious diseases. Such risks are inherent to construction activities and are primarily dependent on the effectiveness of on-site safety and health management, rather than being project-specific or inherently high-risk in nature.

Labor management risks associated with the project are organizational and administrative. During construction, the involvement of multiple contractors may present challenges in ensuring consistency and coordination in labor management practices, including the clarification of management responsibilities and



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the uniform application of management standards. Furthermore, if relevant labor laws and regulations are not consistently implemented, potential risks may arise in relation to employment conditions, wage payments, and the protection of workers' rights.

- Operation Phase

Based on the characteristics of the education industry and work environment, most staff members, such as teachers and administrators, work in positions that do not pose a risk of occupational hazards (according to Chinese laws, occupational health risks are classified into specific categories and requirements). A small number of employees, such as maintenance technicians and other outdoor workers, are exposed to some, but lower, risks of occupational hazards.

During the operation phase, worker relations risks are mainly associated with outsourced service personnel engaged in routine campus services. These workers operate within established management systems of their respective service providers and have ongoing working relationships with the campus. No history of significant labor disputes has been identified based on existing campus operations. As such, risks related to worker relations and grievance handling during the operation phase are considered low and consistent with normal campus management practice.

3) The existing management measures

GCAST has established the following personnel management and occupational health and safety management systems, including:

- Labor Contract Template of Guangzhou College of Applied Science and Technology
- Salary Scheme for Administrative and Technical Staff of Guangzhou College of Applied Science and Technology
- Attendance Management Measures for Faculty and Staff of Guangzhou College of Applied Science and Technology
- Salary Framework for Faculty and Staff of Guangzhou College of Applied Science and Technology
- Construction Contract Template

By reviewing the aforementioned documents, GCAST has maintained a labor management system. The university legally signs labor contracts with employees and contributes to the five social insurances and one housing fund in accordance with national and provincial regulations. According to the salary management policy, the salary structure is as follows: total monthly salary=base salary + position/performance salary + overtime pay + position allowance + special skill allowance + year-end bonus + benefits, with the base salary indexed to meet or exceed local minimum wage standards.

The working hours of the staff are from 8:00 a.m. to 12:00 p.m. and from 2:00 p.m. to 5:00 p.m., five days per week (7 hours per day), subject to work arrangements and applicable legal requirements. Employees are legally entitled to statutory holidays, paid annual leave, and other leaves. Female employees are entitled to maternity leave, breastfeeding leave, etc., in accordance with the law, please refer to section 5.4 for details. the university has established GRM for teachers. Please refer to section 7 for details.



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In contractor selection, the school primarily relies on the Group's pre-qualified contractor pool, as confirmed by the GCAST management. The construction contract explicitly mandates that the contractor establish and maintain a comprehensive Occupational Health and Safety (OHS) management system in alignment with national standards and AIB requirements. The contractor is required to set up a dedicated safety management organization. The agreement stipulate that the contractor must provide systematic safety training and necessary personal protective equipment (PPE) for all personnel, while also implementing specific measures to prevent occupational hazards such as noise, dust, and vibration.

The contract explicitly requires the contractor to establish a standardized labor management system: in terms of legal compliance, the contractor must sign labor contracts and provide occupational injury insurance in accordance with the law; regarding wage protection, wage arrears are strictly prohibited to ensure timely and full payment; and concerning the prohibition of illegal employment, the use of child labor or forced labor is strictly forbidden.

4) Mitigation Measures

- Construction phase:

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 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.

Enhance Training and Awareness Programs: Further strengthen induction and periodic training for construction workers, covering OHS operating procedures, labor rights (wages, hours, anti-discrimination), and the Worker GRM.

- Operation phase:

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).

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.

Enhance the Life-Cycle Compliance Management of Contractors: GCAST shall strengthen labor qualification and compliance screening during pre-qualification, mandate adherence to the Service Provider Code of Conduct covering E&S requirements, and establish routine monitoring of recruitment, wages, and social security to ensure full alignment with legal and institutional requirements.

5.3 COMMUNITY HEALTH AND SAFETY

1) Risk and Impact Identification

- Construction Phase



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Environmental Disturbance: Within 500 meters of the project site, Nantian Village is recognized as the social sensitive receptor. During the construction, activities such as excavation and mechanical operations typically pose risks of noise, vibration, and dust to the surrounding community. Based on site observations and consultations regarding the construction site, the project has established a solid perimeter hoarding, functioning as a robust physical buffer that effectively mitigates environmental disturbance toward the surrounding community. It is confirmed that no grievances were reported during consultations against past construction activities through consultation with Nantian Village residents.

Community Transportation Safety: As the civil construction involves a high volume of heavy machinery and transport vehicles, the movement of construction traffic throughout the project may impact transportation and road safety in the surrounding community. Furthermore, during the transport of earthwork and construction materials, the failure to implement covering measures or vehicle wheel washing could result in secondary dust on public roads; additionally, the scattering of materials may pose negative risks to the travel safety and environmental health of nearby residents.

Influx of Labor: Approximately 120 workers are on-site for interior decoration. According to contractor interviews, 90% of these personnel reside in on-site dormitories under a closed-site management regime. Through mandatory pre-employment health screenings and regular safety training, the project has recorded no grievances related to social security or public health to date. As the project transitions from renovation to main construction, the mobilization of a new workforce may present potential disturbances to the local community. However, since the majority of the future workforce will continue to be accommodated in the on-site camp and the established closed-site management model will remain in place, the potential impact of the workforce influx on the health and security of Nantian Village is assessed as limited and remains within manageable levels.

- Operation Phase

Community Policing and Security: After the project is operational, the number of students and faculty is expected to increase significantly. Based on observations of the operational Phases I and II of Zhaoqing Campus, the university adopts closed-campus management policy. Meanwhile, by ensuring that essential living and medical services are provided internally, the university reduces the necessity for students to frequently interact with the local community. There have been no recorded security complaints related to student and faculty conduct. Looking ahead, the university will integrate the operations of Phases III & IV into its unified campus security and safety management system and continue to enforce the existing code of conduct. Consequently, the impact of the increased population on local community security is assessed as minor and manageable.

Community Health: The number of students and staff brought by the project will increase in the area, which will have a certain impact on the public safety of the community, such as an increase in the risk of infectious diseases. With the closed-campus management policy and minimal interaction between students and local villagers, the surrounding village has not had any significant endemic diseases, nor has there been any infectious diseases in the past two years. Therefore, the operation of the project will have a low impact on the health and safety of the surrounding community.

2) Existing management measures

GCAST has established external/community GRM. Local villagers can submit project-related grievances through dedicated campus hotlines, email or in-person visits. The Comprehensive Office will complete



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preliminary verification and issue an acceptance notice within 10 days of receipt. Final resolutions and mitigation measures must be formally communicated to the complainant within 30 days.

3) Mitigation measures

- Construction Phase

Construction Technology and Disturbance Control: Low-noise and low-vibration construction techniques will be adopted to minimize disturbances to the surrounding environment and community.

Traffic Routing and Timing Optimization: Establish contractor vehicle management procedures to track the quantity, transport routes, and frequency of transport vehicles; standardize the behavior of vehicle drivers; strengthen the project owner's oversight of contractor vehicles. Management of construction vehicles will be strengthened by establishing dedicated access lanes, clear directional signage, temporary traffic lights, and speed bumps. Additionally, specialized personnel will be deployed to direct traffic and ensure safety.

Community Communication and Grievance Redress: Communication with the surrounding community will be enhanced through the public disclosure and active promotion of the grievance redress mechanism (GRM), ensuring that stakeholders are well-informed of the available feedback channels.

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.

- Operation Phase

Ongoing Implementation of Closed-Campus Management: Phases III & IV 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.

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.

5.4 GENDER ASSESSMENT AND DEVELOPMENT

In alignment with the established Gender Equality Procedure under the CEG ESMS, a gender assessment was conducted to identify potential gender-based disparities and ensure that project-related benefits, risks, and mitigation strategies are fully aligned with the Group's commitment to gender equality.

1) Gender Identification and Analysis



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Four primary stakeholder clusters are identified, including students, faculty and staff, construction workers and the surrounding community (Nantian Village). Each group has

- **Construction workers:** Given the prevailing gender ratio in the construction sector, women in support roles may face structural constraints related to site-level facilities and workplace culture. It is critical to identify and address their specific requirements for dignity and operational safety, ensuring that onsite conditions meet international standards for inclusive labor practices.
- **Surrounding residents:** Within the project's zone of influence, female residents in the local community, particularly those in caregiving or elderly roles—may experience distinct impacts resulting from construction-related activities such as traffic changes and environmental noise. It is vital to proactively identify these sensitivities to mitigate potential disruptions to their daily mobility and safety,
- **Students:** Considering the diverse needs of the student body, female students may face unique requirements related to campus accessibility and perceptions of personal security for their campus life. It is essential to carefully identify these specific needs to ensure that the design of residential and academic infrastructure is gender-responsive, providing an inclusive environment that supports the safety (such as GBV risk), mobility, and academic success of all students regardless of gender.
- **Faculty and staff:** Given the traditional distribution of roles within higher education institutions, women in academic and administrative positions may encounter structural constraints regarding professional progression and visibility in decision-making process.

Gender disparities across these four stakeholder clusters present distinct risk profiles and opportunities for empowerment. Gender-disaggregated data for these clusters has been collected to facilitate further impact analysis. Specific gender distribution of identified stakeholders is detailed in the following table.

Table 5-1 Gender Distribution of Stakeholders

Stakeholders	Total Count	Male (%)	Female (%)
Students	32621	51%	49%
Employees	1870	44%	56%
Contracted workers (campus-wide contracted/service workforce, including operations-related outsourced staff)	920	57%	43%
On-site construction workers	120	97%	3%
Nantian Village	790	52%	48%

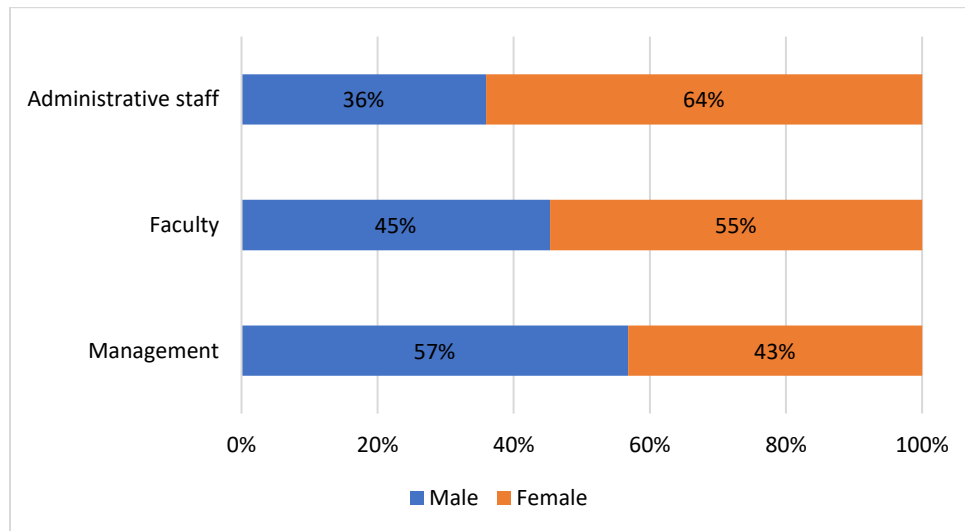
The institutional data demonstrates a balanced gender distribution across management, faculty, and administrative roles. According to the baseline data, women represent 43% of the Management team of GCAST and 54% of the faculty, reflecting a high degree of institutional visibility and gender balance. This distribution indicates that women are not only primary contributors to the university's academic mission but also hold substantial influence in decision-making processes. Consequently, the project's governance is



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well-positioned to remain gender-responsive, as the institution inherently supports professional equity and inclusive leadership.

Figure 5-1 Institutional Governance and Gender Representation



The operational phase workforce comprises both direct institutional employees and contracted service staff. The contracted worker in the Phase I and II of the campus displays a gender distribution of 57% male and 43% female. The operational workforce data of the university indicates a balanced gender distribution across different staff categories, reflecting a relatively inclusive and equal working environment.

As for the construction workers currently on site, the construction workforce consists of 120 personnel, including 116 males (96.7%) and 4 females (3.3%). These 4 female staff are all assigned to cleaning and support roles, reflecting the gendered nature of labor deployment in the construction and renovation industry, which involves a high intensity of manual labor, heavy lifting, and demanding physical tasks.

As the primary users of the campus, students’ gender distribution serves as the fundamental basis for tailoring campus safety strategies and optimizing resource allocation. Detailed distribution is listed as below.

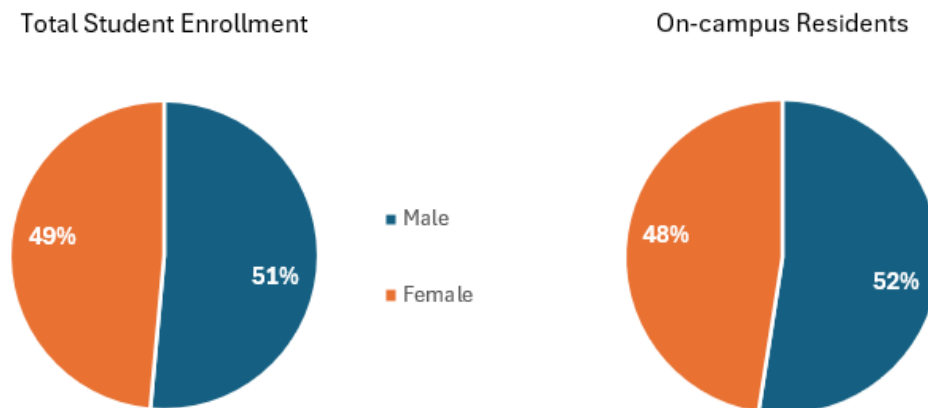
Table 5-2 Student Population and Residential Baseline

Categories	Total Count	Male	Female
Total Student Enrollment	32,621	16780	15841
On-campus Students Residents	21,885	11478	10407

As illustrated in Figure 5-2, the current student population consists of 32,621 individuals, with males accounting for 51% and females for 49%. Among the 21,885 students residing on campus, the gender distribution remains consistent, with males representing 52% and females 48%. The statistical data indicates a near-balanced gender ratio across both total enrollment and residential categories. This natural demographic distribution establishes an objective baseline for campus operations and promotes an equitable academic and living environment, effectively mitigating social isolation risks often associated with significant gender imbalances.



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Figure 5-2 Gender Ratio Analysis of Students

According to the data collected from village consultation, it is estimated that 48% female population (approximately 379 individuals) within Nantian Village represents a key stakeholder group, necessitating that project activities across all phases account for the specific sensitivities of local women, especially female seniors, regarding community health and safety, transportation safety, and environmental stability. This demographic baseline provides the quantitative justification for establishing gender-responsive engagement channels, ensuring that GRM and consultation processes are inclusive and that the voices of female villagers are integrated into social management plans.

2) Differentiated Impact Analysis

Based on the demographic baseline data and project information, the following section presents a Differentiated Impact Analysis tailored to female stakeholders. The analysis is categorized into the construction and operational phases.

- Construction Phase

During the estimated five-year construction period, differentiated impacts are primarily concentrated on the gender risk of the female workforce and the environmental stability for female residents in the neighboring Nantian Village as well as the personal safety risk of female students.

Structural Constraints for Workers: The gender imbalance (3.3% female) within the project workforce places female staff in a position of structural isolation, exposing female workers to potential Gender-Based Violence (GBV) and Harassment (GBVH) risk. Within this male-dominated environment, any lack of gender-segregated private facilities or unmonitored zones acts as a direct catalyst for such risks. On-site verification confirms that the construction camp has been equipped with dedicated female-only facilities. These measures are expected to substantially reduce the identified GBV risks, subject to continued implementation and monitoring.

Community Health and Environment: Nantian Village comprises approximately 379 female residents, including elderly women who exhibit higher sensitivity to environmental changes. Differentiated impacts on the daily mobility, safety, and community health of this demographic are expected due to construction-related noise, dust, and increased traffic volume. Since women in the community often bear disproportionate responsibilities for caregiving and frequent short-distance commuting, alterations in traffic



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patterns or elevated noise levels may result in more significant disruptions to their quality of life compared to their male counterparts.

GBV Risk Avoidance for Students: For the 15,841 female students (49% of enrollment), the primary risk involves unintended spatial overlaps between construction work zones and student residential pathways. Such unmanaged interactions at the project interface are recognized as potential precursors to Gender-Based Violence (GBV) risks or a diminished perception of personal security. Physical segregation has been established between student mobility and construction logistics. There is no spatial or activity overlap between student residential area and construction area. Based on the on-site investigation, one female dormitory building situated in immediate proximity to the Phase III & IV construction boundaries and a series of physical and technical safeguards have been conducted. All entry points and perimeter interfaces are covered by 24-hour video surveillance systems. Continuous high-intensity lighting is maintained along the pathways between these dormitories and academic buildings to eliminate blind spots and enhance the security perception of female students during night-time hours. These comprehensive and verified mitigation measures neutralize the potential gender-related risks during the construction period, making the risk remains under control.

- Operation Phase

Upon transitioning to the operational phase, the campus demographic will shift toward a stable community with a balanced gender ratio. Consequently, the management focus will pivot toward the equitable allocation of resources and the enhancement of spatial security.

GBV/GBVH Risk and Spatial Vulnerability: Due to the inherent physical differences in self-defense capabilities, coupled with highly regular and time-dependent spatial usage patterns (such as commuting between laboratories and dormitories late at night), female students and staff possess a natural security vulnerability within certain physical environments. During the operational phase, if campus planning fails to adequately address gender-differentiated needs—resulting in 'environmental attributes' such as lighting blind spots, gaps in surveillance coverage, or isolated pathways lacking natural surveillance—these factors can act as catalysts for risk. Such conditions increase the exposure of the female population to potential Gender-Based Violence and Harassment (GBV/GBVH), such as verbal harassment, stalking, or physical assault.

Gender Equality: Due to the disproportionate burden of domestic caregiving responsibilities often assigned by social division of labor, female staff exhibit a distinct temporal and energy vulnerability throughout their professional lifecycles. The dual biological and social attribute renders women highly susceptible to the latent risk of workplace marginalization within operational systems that lack explicit gender-equity safeguards. Furthermore, this vulnerability is frequently amplified during the recruitment phase as gender bias; employers may harbor implicit biases based on anticipated commitments to childbirth and family maintenance, leading to higher entry barriers or inequitable contractual terms for female candidates.

3) Existing management measures

The CEG has implemented a formal Anti-Sexual Harassment Management System to ensure a safe, healthy, and respectful environment for all employees and interns. The policy adopts a "zero-tolerance" stance toward discrimination and harassment, establishing a structured framework that includes clear definitions of misconduct, a formal grievance procedure for oral or written complaints, and a rigorous investigation process. Disciplinary measures for confirmed violations range from professional apologies



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and financial compensation to demotion or dismissal. As a member institution, GCAST, including the project, adheres to the system, ensuring that all staff and related personnel are governed by these standardized protective measures and behavioural codes.

The institution strictly executes clear policies for leadership selection, talent recruitment, and remuneration management, ensuring the fairness and transparency of promotion pathways. The promotion mechanism and salary system are based entirely on individual professional skills, core competencies, and comprehensive talent, rather than gender to ensure the equal pay for equal work and equal opportunity.

For female employees, GCAST has established the labor management system of during the operation phase, and female employees will be entitled to maternity leave, maternity leave and maternity allowance during maternity leave according to the law. Female employees who are breastfeeding will be given 2 hours of breastfeeding time per day. Female employees will also be entitled to women's holiday allowance and gifts.

In addition, the Women's Federation of GCAST work has been established to protect the legitimate rights and interests of female groups. The Women's Federation listen to the opinions of female teaching staff, reflect the demands of female teaching staff, closely contact with female workers, and organize activities for female workers.

GCAST has established a comprehensive security system that integrates physical access control, dynamic patrols, and technical monitoring. Regarding gate management, the university enforces a strict identity verification policy. For daily operations, the Security Department maintains 24-hour continuous patrols and ensures personnel arrive at the scene of any emergency within five minutes. In terms of technical prevention, the campus video surveillance system remains operational around the clock.

4) Mitigation Measures

- Construction phase:

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.

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).

- Operation phase:

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-



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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.

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.

5.5 VULNERABLE GROUPS

1) Risk and Impact Identification

- Construction Phase

Elderly, children (including students), and women: Based on site investigations, Nantian Village, located within 500 meters of the project site, is recognized as the primary social sensitive receptor. Within this community, the elderly, children (including students), and women are officially identified as vulnerable groups during the construction phase. Women, in particular, often bear disproportionate responsibilities for family caregiving and frequent short-distance commuting, making them and the dependents they care for highly sensitive to construction-induced environmental and social changes.

These identified groups face disproportionate risks and negative impacts from construction activities. The elderly and children possess higher physiological sensitivity to construction-related noise, vibration, and dust, which may severely disturb their daily rest and well-being. Furthermore, the increase in heavy construction vehicles on the main road elevates traffic safety risks and causes significant mobility disruption. For women acting as primary caregivers, these traffic alterations complicate their daily routines, especially when escorting students to and from school, resulting in disproportionate physical exertion and time burdens compared to other demographics.

- Operation phase:

Disabled Group: During the operational phase, students, faculty, and operational staff with physical disabilities or mobility impairments are identified as a vulnerable group. Without systemic support, this group faces multiple risks: physical isolation due to inaccessible infrastructure, exacerbated financial strain from additional living costs, psychological distress, workplace discrimination, and barriers to utilizing standard grievance channels.

Low-income Students: Students from low-income families are recognized as a highly vulnerable demographic. This includes registered impoverished students, orphans, those relying on minimum living allowances, and students experiencing sudden severe family crises.



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2) Existing management measures

- Construction Phase

To systematically address these identified risks, GCAST has established institutional framework guided by the CEG Community Health and Safety Management Plan and the Stakeholder Engagement Plan (SEP). These existing policies mandate the strict protection of sensitive community members and the maintenance of a safe, inclusive, and accessible environment during all phases of campus infrastructure development.

- Operation phase:

GCAST safeguards disabled individuals through a comprehensive framework, including the CEG Labor Management and Audit Procedure (for workplace equality), the GCAST Financial Aid Measures (for economic support), and the Stakeholder Engagement Plan (SEP) (for inclusive participation).

Students from low-income families are recognized as a highly vulnerable demographic. This includes registered impoverished students, orphans, those relying on minimum living allowances, and students experiencing sudden severe family crises.

3) Mitigation measures

- Construction Phase

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.

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.

- Operation phase:

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.

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.

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.



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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.

5.6 ETHNIC MINORITY STUDENTS

1) Risk and Impact Identification

Currently, the university hosts over 300 minority students. Ethnic minority students face disproportionate social exclusion risks due to cultural and lifestyle differences. If campus services lack cultural sensitivity, such as failing to provide Halal dietary options, these students may face exclusion from basic living support. Furthermore, some minority students may encounter social isolation, academic pressure, and elevated economic vulnerability due to language barriers or coming from remote regions.

2) Existing management measures

To safeguard the rights of this group, GCAST has established and implemented the Procedures for the Management of Ethnic Minority Students. Led by the Student Affairs Department, this framework creates a comprehensive management system covering daily education, residential services, and financial assistance. These efforts are further supported by group level gender equality and financial aid policies.

3) Mitigation measures

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.

Dedicated Grievance Channels and Compliance Monitoring. GCAST shall maintain an effective grievance mechanism 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.



6. STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

6.1 STAKEHOLDER PARTICIPATION

Based on the nature of the project, the results of the field survey, and interviews with relevant organizations, the key stakeholders involved in the project include village collectives affected by land acquisition (Liantang Village and Guyi Village), businesses affected by land acquisition, construction workers during the construction period, contracted workers and direct workers during operational phase, all contractors and subcontractors, the community residents surrounding the project sites (Nantian Village) as well as the GCAST. Other stakeholders of the project include local authorities (such as Natural Resources and Planning Bureau, township government, Human Resources and Social Security Bureau, and Media).

A summary of the stakeholder engagement activities and information disclosure activities that have been carried out for this project are summarized below:

- On August 15, 2019, the Dinghu District People's Government of Zhaoqing City issued a public notice of land acquisition to inform affected village committees and groups of the scope and purpose of the acquisition.
- In March 2020, the Lianhua Town Government and Wen Shi Poultry Breeding Co., Ltd. (the affected enterprise) jointly commissioned a third-party agency to conduct a valuation of the enterprise's assets and potential relocation losses.
- On September 9, 2020, the Lianhua Town Government and Wen Shi Poultry Breeding Co., Ltd. signed a compensation agreement totalling approximately 3.34 million RMB.
- In February 2022, the Dinghu Branch of the Zhaoqing Municipal Bureau of Natural Resources signed formal Land Acquisition Compensation Agreements with the affected village groups.
- In mid-to-late March 2022, the Dinghu District Government paid the land acquisition compensation funds to the affected village group collectives.
- In March 2022, the affected village groups held member representative assemblies to discuss and pass the democratic decision for the distribution of compensation funds among all members.
- By the end of March 2022, the land acquisition compensation funds were fully paid to individual households, with villagers signing for the receipt of payments.
- On December 9, 2022, GCAST (the project owner) signed a cooperation agreement with Tongda Driving School regarding the temporary use of the site until February 2028.
- Around July 2025, the land acquisition department and the pig farm operator jointly commissioned a qualified third-party agency to initiate the on-site physical inventory and asset valuation process.



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- In March 2026, AIIB conducted Environmental and Social Due Diligence (ESDD) to identify potential social impacts and compliance requirements.

For this social impact assessment, Stantec visited the project stakeholders, mainly including:

- Visit relevant government departments, including Lianhua Township Government. The social side mainly understand the opinions of the government departments on the construction and operation of the project and the situation of social complaints.
- Visit the village committee and villager representatives from the Liantang Village and Guyi Village, both of which are affected land acquisition.
- Visit the representative of the existing facility (Tongda Driving School) in the project site to understand the impact of land acquisition on the driving school and the attitude toward the project.
- Visit the project neighbourhood to identify sensitive receptors
- Interviews with residents of the surrounding community to understand the level of knowledge, views and opinions of the surrounding residents on the project and the impact of the project on the surrounding communities, etc.
- Visit the current contractors on-site to understand the existing on-site management system.
- Visit the management team of GCAST to gain more information about the project

As a result of consultation with local villagers, the respondents are fully informed about the project. They have expressed their support for the project implementation and recognized its benefit.

6.2 PUBLIC PARTICIPATION AND DISCLOSURE OF INFORMATION

GCAST has established a project-level stakeholder engagement plan (SEP), covering both the construction and operation phases of Project. The public information disclosure plan for the next phase is as follows:

- Assigning a special community liaison person in charge of disclosing the grievance mechanism to the community during the operation of the project, keeping records of grievances, etc;
- GCAST will publicize the SIA report and ESMP on the company's website and bulletin boards of surrounding communities after the environmental and social management plan has been reviewed and approved;
- Disclosing information about the grievance mechanism established at the new campus to the appropriate stakeholders.
- Disclosing E&S monitoring result, including environmental compliance status (noise, water quality), labor rights protection, and monitoring results of impacts on surrounding communities.



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7. GRIEVANCE MECHANISM

To effectively manage environmental and social risks during the construction and operation phases of the Project (Phase III & IV of the Zhaoqing Campus), the GCAST GRM has been established as a comprehensive and highly responsive framework. The GCAST GRM covers direct employees, students, contractors, and the surrounding community, ensuring that all voices are heard and addressed systematically.

7.1 INSTITUTIONAL AND POLICY FRAMEWORK

The establishment and implementation of the GCAST GRM are strictly guided by the overarching Environmental and Social Management System (ESMS) of the China Education Group (CEG) and the specific operational regulations of the campus.

The mechanism is built upon the following core institutional documents:

- **CEG Internal Staff Grievance Procedure:** This procedure defines the standardized steps, responsible personnel, and mandatory timelines for handling internal staff grievances. It enforces a maximum processing cycle of one month and emphasizes the absolute protection of staff's reasonable rights, interests, and confidentiality.
- **CEG Whistleblowing Policy:** This policy establishes a direct, high-level reporting channel for all stakeholders, including employees and suppliers. It empowers individuals to report severe misconduct, such as corruption, severe discrimination, or critical health and safety hazards, directly to the CEG Internal Control Department without fear of retaliation.
- **GCAST Stakeholder Engagement Plan (SEP):** This plan dictates the overarching strategy for public consultation and information disclosure. It specifically provides the operational framework for how external grievances from the surrounding community and other external stakeholders should be received, recorded, and addressed in alignment with international best practices.
- **GCAST Letters and Visits Work Management Measures:** Issued in 2022, this school-level regulation establishes the Letters and Visits Work Leading Group, headed by the Principal and Party Secretary. It officially designates the Comprehensive Office as the central administrative hub for coordinating, tracking, and resolving all grievance handling processes across the campus.

Based on the policies and institutional frameworks mentioned above, the GCAST GRM operates as a multi-tiered, categorized grievance handling system. Staff and worker issues are handled through human resources and designated headquarters hotlines with a strict four-step escalation process. Simultaneously, external and community complaints are centrally processed by the Comprehensive Office under a mandatory "10-day filing and 30-day resolution" protocol. The detailed operational mechanisms for each stakeholder group are extensively described in the following sections.



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7.2 INTERNAL GRIEVANCE MECHANISM**Staff Grievance Mechanism**

Guided by the CEG Internal Staff Grievance Procedure and the CEG Whistleblowing Policy, the GCAST GRM incorporates a tiered approach for staff grievances, combining prompt school-level interventions with rigorous CEG headquarters supervision.

- **Grievance Channels (Front-end Intake):** To maximize accessibility, staff members are provided with multiple avenues to raise their concerns:
- **Routine Channels:** Direct face-to-face or written communication with respective department heads or the Human Resources Department for daily administrative and operational issues.
- **Online Platforms:** The Enterprise WeChat application and the digital "Principal's Mailbox" accessible on the official GCAST website, providing a secure method for submitting formal written concerns.
- **Face-to-Face Platforms:** The regular "Principal's Afternoon Tea" sessions, which are specifically designed to foster open dialogue and transparent communication between grassroots staff and senior management in an informal setting.
- **CEG Whistleblowing Hotline:** Dedicated reporting channels (hotline: 0791-88102608 or email: Neikongbu@educationgroup.cn) directly connected to the CEG Internal Control Department. This is reserved for severe issues, ensuring confidentiality and bypassing local management if conflicts of interest exist.

Regardless of the intake channel used, all staff complaints are funneled into a standardized four-step handling procedure to ensure transparency, fairness, and efficiency:

- **Step 1: Receipt, Registration, and Initial Review (Within 1 Week):** Upon receiving a grievance from any channel, the designated receiving officer must officially log the case details into the centralized Grievance Registration Form. A preliminary assessment is conducted within one week to classify the grievance, assess its severity, and assign it to the appropriate department.
- **Step 2: Triage and Immediate Response (Within 24 Hours):** The GCAST GRM prioritizes rapid resolution for straightforward issues. If the initial review determines that the grievance is minor or routine, the responsible department is mandated to provide a direct, actionable reply to the complainant within 24 hours.
- **Step 3: Joint Investigation and Processing (Within 10 days):** For highly complex grievances requiring cross-departmental coordination, the case is immediately escalated to the Letters and Visits Work Leading Group. This group forms a joint investigation team to conduct impartial fact-finding. A formal written or verbal reply detailing the investigation results and corrective actions must be communicated to the complainant within exactly one month.
- **Step 4: Feedback, Closure, or Escalation:** Following the proposed resolution, management seeks confirmation from the complainant. If the staff member is satisfied, the case is officially closed and



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documented for future audits. If dissatisfied, the staff member retains the absolute right to escalate the matter directly to the CEG Headquarters via the Whistleblowing channel or seek external legal resolution through local labor arbitration.

Student Grievance Mechanism

The student component of the GCAST GRM is managed primarily by the Student Affairs Office and the respective secondary colleges, focusing on educational equity, living conditions, and student well-being.

Grievance Channels:

- Principal's Reception Day: Held regularly on Tuesdays and Thursdays, providing students with direct access to top-tier school leadership.
- Counselor Network: Counselors serve as the primary, most accessible contact points for daily academic and personal issues, living alongside students in the campus ecosystem.
- Digital and Anonymous Channels: Suggestion boxes and the official Student Union WeChat accounts allow for both real-name and anonymous submission

The school incorporates a unified, multi-tiered review process designed to prevent any student concern from being ignored. Once a student submits a complaint, the receiving department must evaluate and officially decide whether to accept the case within 5 working days. Following acceptance, a detailed investigation is launched, and the school is required to inform the student of the formal decision within 15 working days. To ensure fairness, if the student disagrees with the outcome, they are granted a 10-working-day window to file for an internal reconsideration. Should the internal reconsideration still fail to meet the student's expectations, the GCAST GRM explicitly supports the student's right to pursue an external appeal by escalating the matter to the Student Grievance Handling Committee of the Provincial Department of Education. Additionally, the mechanism features a proactive Parent Liaison Mechanism, wherein counselors maintain consistent contact with the parents of students requiring extra care, ensuring transparent communication regarding any resolved or pending grievances.

7.3 CONTRACTOR AND WORKER GRIEVANCE MECHANISM

In compliance with the CEG Labor Management and Audit Procedure, the GCAST GRM extends its protective framework to all third-party workers, including EPC construction builders, property management staff, and cleaning personnel.

Grievance Channels and Protections:

- Site-Level First Responders: Standardized "Rights Protection Information Notice Boards" are mandatorily erected at all construction site entrances. These boards explicitly list the direct contact details of the EPC contractor's dedicated Labor and Wage Administrator and the Project Manager, establishing them as the designated first-tier responders for any wage or labor-related disputes.
- Direct School Intervention: Through the General Affairs Office and the Infrastructure Department, third-party workers can report grievances directly to the school management. This is particularly



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crucial for severe issues like wage arrears or safety violations, allowing workers to bypass their immediate contractor employers if necessary.

- Government and Digital Appeals: If internal resolution fails, the on-site notice boards actively inform workers of their external rights. In addition to the standard 12345 Mayor's Hotline, the boards provide direct hotlines to specific local authorities, such as the Labor Security Inspection Brigade and the Housing and Urban-Rural Development Bureau, and feature scannable QR codes linking directly to the official provincial WeChat mini-program for labor dispute resolution.

7.4 EXTERNAL / COMMUNITY GRIEVANCE MECHANISM

To manage impacts on the surrounding community and external organizations, the GCAST GRM operates an External Grievance Handling System, heavily anchored in the Stakeholder Engagement Plan (SEP).

Contact Information:

- Zhaoqing Campus Hotline: 0758-2630111 (Room 403, Administration Center)
- Guangzhou Campus Hotline: 020-82850018 (Room 501, Administration Building)
- Designated E-mail: office@gzasc.edu.cn

Irrespective of the submission channel (hotline, email, or in-person visits), the external grievance handling process is rigorously managed through a centralized protocol driven by the Comprehensive Office. Upon receipt, the Comprehensive Office immediately collects and logs the complaint details. Within 10 days, the office completes a preliminary verification and formally issues an "Acceptance Notice" to the community member or external stakeholder. The assigned responsible department then conducts a thorough investigation into the truth of the matter and implements appropriate mitigation measures. The final feedback and resolution must be formally provided to the complainant within 30 days. For highly complex cases, such as those involving extensive land boundaries or long-term environmental monitoring, this processing period may be extended by an additional 30 days, provided it receives formal approval from the school's executive leadership.

To ensure accountability during project construction, the system will integrate contractor community GRM into the school's oversight framework. The EPC contractor must designate specific staff to handle community grievances, providing a direct point of contact during the construction phase. These site-level complaints should be formally synchronized with the school's centralized GRM to ensure consistent oversight, tracking, and quality assurance.

7.5 SPECIAL MECHANISM FOR GENDER-BASED VIOLENCE (GBV/SEA/SH)

In strict accordance with the CEG Anti-Sexual Harassment Management System, the GCAST GRM features a specialized, highly confidential pathway specifically designed for grievances related to sexual harassment, exploitation, or gender-based violence.



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Recognizing the extreme sensitivity of these issues, complaints can be made either verbally or in writing directly to Department Heads or Human Resources, bypassing standard reporting lines. Upon receipt, an independent investigation team—strictly excluding any personnel with potential conflicts of interest—is formed immediately. The school commits to a survivor-centric approach, mandating that such sensitive complaints be addressed and resolved within a rapid 3-day timeframe whenever feasible. Throughout the process, the GCAST GRM ensures the provision of necessary psychological and legal support to the victim, enforces absolute data privacy, and applies a zero-tolerance policy towards any form of retaliation.



8. SOCIAL MANAGEMENT PLAN

8.1 SOCIAL MANAGEMENT ORGANIZATIONS AND RESPONSIBILITIES

The entities involved in the environmental and social management of the Project include the **Project Owner**, **CEG Group**, and **external environmental and social monitoring agencies**. The respective roles and responsibilities are outlined below.

(1) Project Owner (Guangzhou College of Applied Science and Technology, GCAST)

As the Project Owner, GCAST is responsible for the day-to-day implementation of environmental and social management measures. Its key responsibilities include:

- Implementing environmental and social management requirements applicable to the Project in accordance with the approved instruments;
- Supporting the GCAST Environmental and Social Management System (ESMS) Coordinator in overseeing the implementation of environmental and social management programs for the new campus, and facilitating coordination between the ESMS Coordinator and AIIB environmental and social specialists during Project implementation;
- Conducting capacity building and training for staff, contractors, and relevant service providers involved in the implementation of environmental and social management measures;
- Implementing, monitoring, and maintaining compliance with applicable environmental and social management documents, including but not limited to the Stakeholder Engagement Plan (SEP) and the Environmental and Social Management Plan (ESMP);
- Preparing and submitting semi-annual monitoring reports and the final environmental and social completion report to AIIB, as required.

(2) CEG Group

GCAST is a member institution of China Education Group Holdings Limited (CEG). At the group level, CEG provides oversight and technical support to ensure effective environmental and social risk management. Its key responsibilities include:

- Providing guidance and supervision on the implementation of GCAST's environmental and social management system during Project construction and operation;
- Overseeing compliance with group-level environmental and social management policies and procedures;
- Supporting capacity building for the GCAST ESMS Coordinator and relevant functional departments, including training, technical guidance, and internal supervision.

(3) Asian Infrastructure Investment Bank (AIIB)



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During Project implementation, AIIB will perform its supervision and oversight functions in accordance with its Environmental and Social Framework. AIIB's responsibilities include:

- Reviewing environmental and social assessment documents and related management plans submitted by the Project Owner;
- Supervising the environmental and social performance of the Project through implementation monitoring and review of periodic reports;
- Overseeing the implementation of the ESMP and SEP throughout the Project lifecycle;
- Supporting institutional capacity building of the Project Owner and Project Implementation Unit through supervision missions, technical guidance, and engagement with environmental and social specialists.

8.2 PLANNED SOCIAL IMPACT MITIGATION MEASURES

Based on the social impact assessment of the project in Chapters 5 and 6 of this report, the following environmental and social management plan has been developed for the project.



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Table 8-1 Social Management Plan for the Construction Period

Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
Land Acquisition, and Involuntary Resettlement	<ul style="list-style-type: none"> 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. 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 	GCAST Project Management Office	Communication or notification record with the driving school; Payment record of disbursement for transitional commercial facility rents; Payment record of long-term livelihood subsidies; negotiation and relevant implementation document of compensation and relocation of pig farm	Prior to or during the construction period	Management time



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Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
	<ul style="list-style-type: none"> 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. 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. 				
Labor and Working Conditions	<ul style="list-style-type: none"> 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 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. Enhance Training and Awareness Programs: Further strengthen induction and periodic training for construction workers, covering 	Contractor, GCAST Project Management Office and General Affair Department	Monitoring record with labor management and OHS management evidence such as signed labor contract, worker insurance,	Construction period	



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Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
	OHS operating procedures, labor rights (wages, hours, anti-discrimination), and the Worker GRM.		payroll record, PPE receipts and grievance log; Annual labor management and OHS training plan for construction workers and training record		
Community Health and Safety	<ul style="list-style-type: none"> Construction Technology and Disturbance Control: Low-noise and low-vibration construction techniques will be adopted to minimize disturbances to the surrounding environment and community. Traffic Routing and Timing Optimization: Establish contractor vehicle management procedures to track the quantity, transport routes, and frequency of transport vehicles; standardize the behavior of vehicle drivers; strengthen the project owner's oversight of contractor vehicles. Management of construction vehicles will be strengthened by establishing dedicated access lanes, clear directional signage, temporary traffic lights, and speed bumps. Additionally, specialized personnel will be deployed to direct traffic and ensure safety. Community Communication and Grievance Redress: Communication with the surrounding community will be enhanced through the public disclosure and active promotion of the grievance redress mechanism (GRM), ensuring that stakeholders are well-informed of the available feedback channels. 	Contractor, GCAST Project Management Office	Periodic noise level monitoring record (in decibels) at site boundaries; Approved contractor vehicle management procedure; Community communication record on GRM and community grievance log; Approved site-level community health and safety management plan	Construction period	Management time



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Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
	<ul style="list-style-type: none"> 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. 				
Gender Assessment and Development	<ul style="list-style-type: none"> 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. Establishing Rigid Gender-Based Risk Prevention Mechanisms for Contractors: Contractors and subcontractors are required to mandatorily incorporate prohibitions against 	Contractor, GCAST Project Management Office	Construction contract and subcontracts contain standard clauses on gender equality, anti-discrimination; Signed a written Code of Conduct that explicitly prohibits GBV, SEA, and SH.	Construction period	Management time



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Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
	Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) into worker entry agreements and Codes of Conduct (CoC).				
Vulnerable Groups	<ul style="list-style-type: none"> 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. 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. 	Contractor, GCAST Project Management Office	Approved contractor vehicle management procedure, covering the proper routes and schedule to avoid peak commuting hours; Notifications disclosure record and relevant communication record with the surrounding community.	Construction period	Management time



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Table 8-2 Social Management Plan for the Operational Period

Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
Labor and Working Conditions	<ul style="list-style-type: none"> 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). 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. 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&S requirements, and establish routine monitoring of recruitment, wages, and social security to ensure full alignment with legal and institutional requirements. 	General Affair Department	Training record, covering the contracted workers; improved internal GRM procedure covering contracted workers; pre-qualification screening record; labor monitoring record of contractors	Operational Period	
Community Health and Safety	<ul style="list-style-type: none"> Ongoing Implementation of Closed-Campus Management: Phases III & IV 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. 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. 	Security Department, Student Affairs Office and Human Resources Department	On-site photos of installed closed-campus management facility and maintenance record of the facility; Training or promotion record of COC; Community grievance log	Operational Period	Management time



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Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
Gender Assessment and Development	<ul style="list-style-type: none"> 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. 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. 	Human Resources Department, Student Affair Department	HR management monitoring reports with gender-disaggregated data on recruitment, promotion, and welfare log; Training records on gender sensitivity and anti-harassment accessible to and attended by all types of personnel.	Operational Period	Management time



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Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
Vulnerable Groups	<ul style="list-style-type: none"> 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. 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. 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. 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. 	Student Affair Department, Psychological Counselling Center	Site Photos of these barrier-free equipment; communication record and relevant grievance record; Documented records of the financial difficulty assessment process; Payroll records showing hourly rates compared to the latest local government minimum wage standard	Operational Period	Management time
Ethnic Minority Students	<ul style="list-style-type: none"> 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. Dedicated Grievance Channels and Compliance Monitoring. GCAST shall maintain an effective grievance mechanism specifically for minority 	Student Affairs Department and General Affair Department	The photo of halal food window in the canteen; grievance log from ethnic minority students.	Operational Period	Management time



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Item	Management requirements	Implementers	Indicators of achievement	Implementation time	Estimated Cost
	<p>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.</p>				



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8.3 CAPACITY BUILDING

GCAST, as the project owner, is responsible for the implementation of this project. Through interviews, it was understood that GCAST appointed an environmental and social management coordinator, but the implementation of the CEG level environmental and social management system during the construction and operational period of the project still need further enhancement, and the school management and project implementation departments had limited understanding of this environmental and social management standard.

Therefore, it is particularly important to strengthen the understanding of the AIIB ESF as well as Corporate ESMS requirements to improve the environmental and social risk management capacity of the project owner (i.e., GCAST). 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: project owner (GCAST), E&S coordinator of GCAST Zhaoqing Campus

Main training content:

- AIIB ESF;
- CEG ESMS and its updated environmental and social management procedures;
- Potential environmental and social risks and countermeasures;
- Specific implementation of the social and environmental management plan during the operational period of the project.

Training Objective: To strengthen the project implementation unit's understanding of ESF, to familiarize with the requirements of project ESMF, and to enhance the project implementation unit's environmental and social management capacity.

Training method: offline training/online training

The specific capacity building training program is shown in the table below:

Table 8-3 Capacity-building and Training Schedule

Training target group	Training content	Training method	Estimated training time
Group ESMS Senior Managers, Group ESMS Executive Managers, Group ESMS Management Function staff, School ESMS Coordinators, School ESMS Management Function staff	<ul style="list-style-type: none"> • Environmental and social elements to be assessed when conducting due diligence by new project development teams • Land acquisition and resettlement management procedures, and migration monitoring plans • Community health and safety management plan • Gender and Development Management Program 	Offline or online	June 2026 September 2026 December 2026 March 2027



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Training target group	Training content	Training method	Estimated training time
	<ul style="list-style-type: none"> Other updated environmental and social management procedures 		

8.4 MONITORING AND EVALUATION

GCAST Zhaoqing Campus, will appoint a specialized environmental and social management specialist, who is responsible for collecting and organizing information related to environmental and social management in a timely manner, and checking the progress of the implementation of the environmental and social management plan as well as the implementation process. According to the project implementation plan, a monitoring plan has been prepared for Phase III & IV of GCAST Zhaoqing Campus as shown in the table below, which will be adjusted according to the final project implementation plan.

Table 8-4 Monitoring Plan

Category	Monitoring location and content	Monitoring element	Monitoring frequency
Land acquisition, and Involuntary Resettlement	Driving school relocation management, payment of transitional commercial facility compensation, and long-term livelihood subsidies, pending compensation for the pig farm	Communication or notification record with the driving school; Payment record of disbursement for transitional commercial facility rents; Payment record of long-term livelihood subsidies; negotiation and relevant implementation document of compensation and relocation of pig farm	Semi-annual report/final project report
ESMP	Phase III + IV of GCAST Zhaoqing Campus	ESMP implementation	Semi-annual



9. ANNEXES

9.1 ANNEX 1: LIST OF DOCUMENTS

No	Documents
1	CEG Gender Equality Management Procedure
2	CEG Labor Management and Audit Procedure
3	CEG Community Health and Safety Management Procedure
4	Organizational Chart of GCAST
5	Labor Contract Template of Guangzhou College of Applied Science and Technology
6	Salary Scheme for Administrative and Technical Staff of Guangzhou College of Applied Science and Technology
7	Attendance Management Measures for Faculty and Staff of Guangzhou College of Applied Science and Technology
8	Salary Framework for Faculty and Staff of Guangzhou College of Applied Science and Technology
9	Implementation Measures for the Selection, Appointment, and Management of Party and Government Cadres at Guangzhou University of Applied Science and Technology
10	Administrative Measures for the Introduction of High-Level Talents at Guangzhou College of Applied Science and Technology
11	Construction Contract Template
12	GCAST Stakeholder Engagement Plan
13	Safety Patrol and Inspection System of Guangzhou College of Applied Science and Technology
14	Administrative Measures for Campus Video Surveillance System of Guangzhou University of Applied Science and Technology
15	Regulations on Guard Duty Management of Guangzhou University of Applied Science and Technology
16	GCAST Ethnic Minority Management Procedures
17	Student Handbook
18	Counsellor Handbook
19	Regulations on Letters and Visits of GCAST
20	Anti-Sexual Harassment Management Systems



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9.2 ANNEX 2: SITE PHOTOGRAPHS



Photo 1: Completed building in the construction site



Photo 2: Completed building in the construction site



Photo 3: Interview with GCAST management team



Photo 4: Interview with Lianhua Town Government

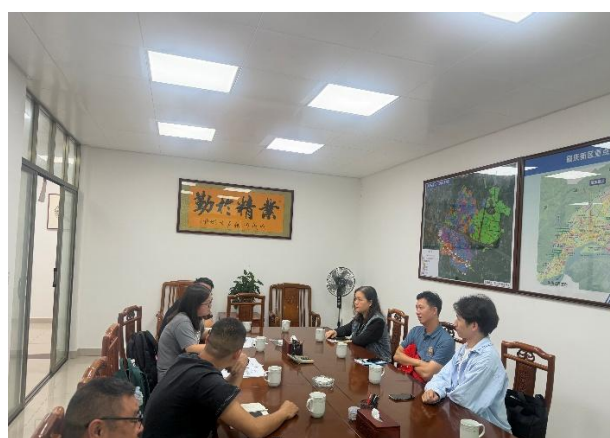


Photo 5: Interview with Liantang and Guyi Village



Photo 6: Surrounding Village- Nantian Village



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Photo 7: Household survey of Nantian Villagers



Photo 8: Household survey of Nantian Villagers



Photo 9: Interview with on-site contractor



Photo 10: Interview with Tongda Driving School



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9.3 ANNEX 3: LIST OF INTERVIEWEES

From April 2 to April 3, 2026, the Stantec team interviewed and consulted with relevant stakeholders for the purpose of completing this Social Impact Assessment, as detailed in the following list of interviewees. Stantec greatly appreciates the cooperation of the following interviewees during this period:

No.	Name	Stakeholders	Position	Contact
1	Mr. Wu	GCAST	President Assistant	135*****
2	Mr. Hu	GCAST	Director	189*****
3	Mr. Liu	GCAST	Director of the General Affairs Office	159*****
4	Mr. Cai	GCAST	Deputy Director of the General Affairs Office	138*****
5	Mr. Yang	GCAST	Project Department Director	138*****
6	Mr. Liu	GCAST	Project Department Employee	180*****
7	Ms. Li	GCAST	Human Resources Department	189*****
8	Mr. Huang	Lianhua Government	Town Deputy Town Mayor	136*****
9	Mr. Su	Lianhua Government	Town Head of Town Planning Office	136*****
10	Mr.Xie	Liantang Village	Village Head	Not provided
11	Mr.Xie	Liantang Village	Villager Representative	Not provided
12	Mr.Xie	Guyi Village	Village Head	Not provided
13	Ms.Xie	Guyi Village	Villager Representative	Not provided
14	Mr. Gang	Nantian Village	Villager	Not provided
15	Mr. Cai	Nantian Village	Villager	Not provided
16	Mr. Liang	Existing Facility	Employee of Tongda Driving School	Not provided
17	Mr. Cai	Contractor	On-site Supervisor	Not provided



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9.4 ANNEX 4: LAND REVIEW REPORT

