

## **Environmental and Social Management Plan (ESMP) – Overview**

### **1. Purpose and Objectives**

The Environmental and Social Management Plan (ESMP) outlines the measures to manage environmental and labor-related risks associated with the project.

The Environmental Management Plan (EMP) specifically aims to:

- Minimize adverse environmental impacts
- Ensure compliance with applicable environmental laws and regulations
- Promote waste reduction, recycling, and pollution prevention
- Identify and mitigate environmental risks

The Labour Force Management Procedure complements this by establishing labour-related terms and conditions, including fair employment practices, safe working conditions, and grievance mechanisms.

### **2. Scope and Applicability**

The ESMP applies to project activities undertaken by the Project Proponent and contractors, particularly during the planning and construction phases, as described in the EMP.

The EMP covers:

- Project planning and setup
- Construction activities and associated environmental controls

The Labour Procedure applies to all employees (full-time, part-time, and contract) throughout their employment period.

### **3. ESMP Structure and Key Components**

#### **3.1 Environmental Management**

The Environmental Management Plan (EMP) establishes measures to avoid, minimize, and mitigate environmental impacts during construction.

Key components include:

- **Impact mitigation measures:** erosion and sediment control, pollution prevention (P2M2), and waste management.
- **Monitoring programs:** monthly monitoring of air quality, noise levels, and water quality with reporting to regulatory authorities.
- **Organizational structure:** defined roles for Project Director, Project Manager, and Environmental Officer responsible for implementation and compliance.
- **Waste management:** segregation of scheduled and non-scheduled waste, disposal via licensed contractors, and regulatory tracking (eSWIS).
- **Training programs:** environmental awareness, induction, and compliance-related training for workers.

These measures support compliance with laws such as the Environmental Quality Act.

### **3.2. Social Management.**

The project addresses social aspects related to labor conditions, worker welfare, and workplace safety. The project addresses:

- Fair employment practices
- Worker health and safety
- Workplace conduct and grievance handling

Environmental controls in the EMP (e.g., noise, air, and waste management) also contribute to reducing potential impacts associated with construction activities.

#### **3.2.1. Land Acquisition and Resettlement.**

Not applicable.

#### **3.2.2. Gender and Vulnerable Groups.**

The Labour Procedure includes commitments to:

- Equal employment opportunities regardless of gender, race, or religion
- Equal pay for employees performing the same roles

These provisions support a non-discriminatory workplace environment.

#### **3.2.3. Labor and Working Conditions.**

The Labour Force Management Procedure establishes:

- Compliance with Malaysian laws (e.g., Employment Act 1955, OSHA 1994)
- Minimum employment age of 18 years
- Standard working hours (8 hours/day, 45 hours/week) and rest days

- Pre-employment medical examinations
- Requirements for foreign workers (valid passport, work visa, CIDB registration)
- Provision of a safe and healthy working environment

#### **3.2.4. Community Health and Safety.**

The EMP includes measures that indirectly support community health and safety, such as:

- Monitoring of air quality, noise, and water quality
- Control of runoff, waste, and pollution during construction
- Implementation of site-level environmental controls

These measures reduce potential impacts from construction activities on surrounding areas.

#### **3.2.5. Stakeholder Engagement and Information Disclosure.**

The EMP includes:

- Communication and reporting to regulatory authorities
- Internal communication through training and induction activities

No detailed stakeholder engagement plan is described in the documents.

#### **3.2.6. Grievance Redress Mechanism (GRM).**

A structured GRM is established for workers, including:

- Accessible grievance submission (informal and formal)
- Acknowledgment, investigation, and resolution procedures
- Defined steps including follow-up and appeal
- Principles of confidentiality, impartiality, and non-retaliation

#### **3.2.7. Mitigation Measures.**

Key mitigation measures include:

- **Environmental:** erosion and sediment control, pollution prevention (P2M2), waste segregation and proper disposal, and environmental monitoring.
- **Labour and workplace:** compliance with employment laws, safe working conditions, and worker grievance mechanisms.
- **Training:** environmental awareness and competency training.

These measures are implemented throughout the construction phase.

### **4. Project Phases Covered**

<b>Project Phase</b>	<b>ESMP Focus</b>
Pre-Construction	Planning information, regulatory framework and workforce requirements
Construction	Environmental management, monitoring and labour practices
Operation & Maintenance	–
Decommissioning (if applicable)	–

## **5. Implementation and Supervision**

Implementation is carried out by the Project Proponent and contractors, with:

- Oversight by the Project Manager and Environmental Officer
- Regular site inspections and environmental monitoring
- Coordination with regulatory authorities

## **6. Reporting**

Environmental monitoring results (air, noise, water) are compiled and submitted to relevant authorities on a regular basis. Records are maintained for compliance, inspection, and audit purposes.

## **7. PMX EMP Plan**

[Click to download](#)

## **8. PMX EHS Plan**

[Click to download](#)

## **9. PMX Labour Force Management Procedure**

[Click to download](#)