**Form TECH-7**

**Code of Conduct**

**Environmental, Social, Health and Safety (ESHS)**

The Consultant shall submit the Code of Conduct that will apply to the Consultant’s Key Experts and Non-Key Experts, to ensure compliance with good Environmental,

Social, Health and Safety (ESHS) practice as may be more fully described in the Term of Reference described in Section 7

The Consultant shall submit an outline of how the Code of Conduct will be implemented.

*Note: Please fill up this form separately for each training event proposed.*

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| **Environmental and Social Screening Checklist Template for Short Term Training Programs** | | | |
| **A. Basic Information** | | | |
| Training and Employment Service Provider: Bheri Rapti Prabidhik Sikshyala Pvt. Ltd. | | | |
| Occupation/Trade of the Training: Mason | | | |
| Venue for Training (Location/ District): ………………. / Dailekh | | | |
| **B. Potential environmental issues/risks associated with training (Tick Yes or No or Not Applicable (NA). Provide justification if necessary.** | | | |
| **B.1 Physical Parameters Issues** | | | |
| a. Does the training venue have sufficient sound, ventilation and lighting system, sitting arrangement? | √ Yes | No | NA |
| b. Does the training venue/field visit area are vulnerable to landslides, floods or erosion? | Yes | √ No | NA |
| c. Does the training venue examine need for gender friendly infrastructure such as toilets, with adequate sanitation facilities (separate toilets for male and female and disposal of Sanitary wastes)? | √ Yes | No | NA |
| d. Does the training provider can supply adequate potable drinking water as per standard during training periods? | √ Yes | No | NA |
| e. Does the institution have security/safety/emergency plans/mitigation measures in case of natural disaster (earthquake, landslides, fire hazards, floods etc.)? If yes, what are they?  i. Insurance of the trainees in case of injury occurs.  ii. Safety equipment’s like, helmets, face masks, gloves, boots are provided to the trainees during training.  iii. Making sure that the first aid safety is always available near the training place.  iv. Proper guidance to the trainees regarding the risk and measures to be applied in case of emergency. | √ Yes | No | NA |
| f. Does the training venue have liquid and solid waste management facilities? If yes, what are the methods of waste treatment?  The pieces of bricks, stone, remaining sands, cement are reused. | √ Yes | No | NA |
| g. Does the training provider institution have adequate plans, policies and guidelines for occupational health and safety? | √ Yes | No | NA |
| h. Is Personal Protective Equipment (PPE) or any other safety equipment required for this training? If yes, explain why it is required and is there adequate safety equipment for all trainees?  PPE and other safety equipment are required because it is risky training so the pre measures are to be applied before starting the training. Anything can happen during the training. So for the safety of trainees there is the adequate safety equipment for all the trainees. | √ Yes | No | NA |
| i. Are you aware about the effects of pesticides in vegetable farming? If yes, what are those:……………………………(Applicable only to agriculture-related training)(Brief note on use of Bio-pesticides) | Yes | No | √ NA |
| i. Does the proposed training program/activities cause any types of air, noise, water and soil pollution? If yes fill up the EMP matrix given below. | Yes | √ No | NA |
| **B.2 Biological Parameters Issues** | Yes | No | NA |
| a. Does the proposed training program/activities have adverse impacts on ecosystem? If yes fill up the EMP matrix below. | Yes | √ No | NA |
| b. Does the proposed training/activities encourage on encroachment into common property (forest, unregistered land, lands of cultural entity, wildlife habitat etc.)? | Yes | √ No | NA |
| **C. Social Parameters Issues (Please provide your institution opinion on following concerns. If necessary, add attachments)** | | | |
| a. Does the training institute have any plan for gender-sensitive messaging and distribution in communications and outreach of the proposed training program/ activities?  Yes, our institute have plan for gender-sensitive messaging and distribution in communications and outreach of the proposed training program/ activities. | | | |
| b. Does the training institute have existing MIS in place or plan to develop one to generate accurate gender disaggregated data?  No, our institute does not have existing MIS in place or plan to develop one to generate accurate gender disaggregated data. | | | |
| c. Does the training institute plan to develop a strategy to ensure any gender equality and inclusion, including universal access (also for people with disability)? If yes, what?  Yes, our institute has a strategy to ensure any gender equality and inclusion also including universal access.   * The policy of 50% women participation in any special occupation. * 33% of women involvement in management level of institution.   Availability of gender focal person. | | | |
| d. Does the training institute have any proactive measures to include women trainees to give them training opportunities?  Yes, our institute has proactive measures to include women trainees to give them training opportunities. | | | |
| e. Does the training institute plan to conduct gender sensitive rapid market appraisal wherever relevant?  Yes, our training institute has planned to conduct gender sensitive rapid market appraisal wherever relevant. | | | |
| **Declaration** | | | |
| We/I, the undersigned, declare and assure that we/I will follow the following best environmental practices during training program under EVENT - II. | | | |
| * Integrated Sustainable Solid Waste Management * Adoption of Environmentally Sound Technologies (energy efficient system design, selection of less polluting technology) * Following of Health and Safety Standards in construction projects * Avoid using hazardous chemicals in construction activities(like lead free paints) * EHS orientation and job specific training to trainer and participants * Adherence with GoN Rules, Regulations, Policies and WB policies * Regular record keeping as per EMP/requirements, maintaining monitoring reports * Correction of shortcomings, periodic review meetings, assigning roles and responsibilities * No or less nuisance to the public/community * No or less impact on local natural resources * In case of impacts, proper mitigation measures should be devised to address it.   Contact Person: Suman Nath Yogi Institution Name: Bheri Rapti Prabidhik Sikhayala Pvt. Ltd.  Signature: Seal:  Date: 21st Jan 2021 | | | |

ESHS Management Plan

|  |  |  |  |  |  |  |  |  |
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| Activity | Potential Adverse Impacts | Impact Evaluation | | | | | Mitigation Measures (MM) | Responsibility for MM |
| Nature | Magnitude | Extent | Duration | Significance |
| 1 |  |  |  |  |  |  |  |  |
| 2 |  |  |  |  |  |  |  |  |
| 3 |  |  |  |  |  |  |  |  |
| 4 |  |  |  |  |  |  |  |  |
| 5 |  |  |  |  |  |  |  |  |

***Note:***

*Nature - D= Direct; IN= Indirect*

*Extent - R= Regional, LC= Local SS= Site specific*

*Duration - LT= Long term (more than 20 years)(20) MT= Medium term (3-20 years)(10) ST= Short term (less than 3 years)(5)*

*Magnitude - H= High (60) M= Moderate(20) L= Low (10)*

*Significance - Impact up to 44; insignificance (INS) 45-74;significance(S) 75 or greater; very significance (VS)*