

# Environmental and Social Compliance Audit Report

Project Number: 53027-001

June 2019

## PRC: New Hope Liuhe Integrated and Sustainable Livestock Value Chain Project (Cooperl Meat Processing Plant)

Prepared by New Hope Liuhe for the Asian Development Bank.

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# 1 ENVIRONMENTAL AND SOCIAL AUDIT OF COOPERL MEAT PROCESSING PLANT

## 1.1.1 Details of Site Visit

Site visit to Cooperl Meat Processing Plant was carried out on 17 June 2019. The due diligence team interviewed the General Manager of the NHL-Cooperl Joint Venture Limited Company.

## 1.1.2 Subproject Background

**Location.** Cooperl Meat Processing Plant (“Cooperl subproject”) is located in the Xinggu Industrial Zone, Pinggu District, Beijing. It is located in a decommissioned factory building within an operating meat processing complex owned by Beijing Kinghey Food Company Limited (“Kinghey”), a subsidiary of New Hope Liuhe. The site is mainly surrounded by factories. The sensitive receivers listed in the EIA report are summarized as follows.

**Figure 3.1** below shows the location and the surrounding facilities of the subproject site.

No.	Sensitive Receivers	Location	Distance from Site Boundary (m)
1.	Duxin Village	NW	650
2.	Pinggu Town Centre	SE	670
3.	Shangzhizhai Village	S	1010
4.	Xilijin	E	1070
5.	Houluo Village	W	1580
6.	Ju River	SE	1900

**Figure 3.1 Location Map of the Cooperl Meat Processing Plant**



Source: Tianditu map

**Subproject Description.** Cooperl Meat Processing Plant is managed by the NHL-Cooperl JV, a joint venture by New Hope Liuhe and Cooperl Arc Atlantique, the largest pork processing company in France. The total investment was 160 million RMB, where environmental protection investment accounted for 8 million RMB. The production line is part of an antibiotic-free production chain that only processes antibiotic-free meat, and can be used to process non-antibiotic free products, based on market demand. The annual production capacity of ham, bacon, and sausage is designed to be 4,500 tons, 3,000 tons, and 2,500 tons, respectively.

### 1.1.3 Audit Findings (Environment)

**Table 3.1 Summary of Environmental Issues of Cooperl Meat Processing Plant**

No.	Aspects	Relevant Regulation(s) and/or Standard(s)	Findings / Gaps Identified
1.	Environmental Impact Assessment	<ul style="list-style-type: none"> <li>ADB SPS 2009</li> <li>Environmental Impact Assessment Law of PRC</li> <li>Catalogue for the Classified Administration of Environmental Impact Assessments for Construction Projects (2017)</li> </ul>	<p>According to the Catalogue for the Classified Administration of Environmental Impact Assessments for Construction Projects (2017), an EIA Registration Form (登记表) is required for the subproject.</p> <p>The EIA Registration Form, a one-page summary of project environmental impacts, was provided to the Consultant. The EIA Registration Form was approved by local EPB on 6 June 2018.</p>

			<p>An Initial Environmental Examination (IEE) in line with ADB's requirements has been prepared in August 2019.</p> <p><i>Gaps identified:</i> None.</p>
2.	Environmental Acceptance	<ul style="list-style-type: none"> <li>Environmental Impact Assessment Law of PRC</li> <li>Measures for the Administration of Recordation of Registration Forms of Environmental Impact of Construction Projects</li> </ul>	<p>According to the Measures for the Administration of Recordation of Registration Forms of Environmental Impact of Construction Projects, project which requires an EIA Registration Form is not required for environmental acceptance. Hence, the environmental acceptance for Cooperl subproject is not needed.</p> <p><i>Gaps identified:</i> None.</p>
3.	Operation Permits and Licenses	<ul style="list-style-type: none"> <li>Environmental Protection Law of PRC</li> <li>Food Safety Law of PRC</li> </ul>	<p>The subproject building is currently under modification. It is planned to commence trial operation in January 2020 once the construction work is completed. Therefore, the operation license and food production license have not yet been obtained. According to the interview with the General Manager, any related permits and licenses will be obtained before the commencement of operation.</p> <p><i>Gaps identified:</i> None.</p>
4.	Noise	<ul style="list-style-type: none"> <li>WBG General EHS Guidelines</li> <li>Law of the People Republic of China on the Prevention and Control of Environmental Noise Pollution</li> <li>the Environmental Quality Standard for Noise (GB3096-2008)</li> <li>Emission Standard of Environment Noise for Boundary of Construction Site (GB12523-2011)</li> <li>Emission Standard for Industrial Enterprises Noise at Boundary (GB12348-2008)</li> </ul>	<p><b>Construction phase</b> – According to the IEE, construction noise is primarily due to equipment installation and renovation. The noise level at source is between 70-90dB(A). Mitigation measures are proposed, which include: 1) use quieter equipment; 2) strengthen traffic management (e.g. use of horn); 3) strengthen equipment maintenance to reduce construction noise level, etc. The project manager is responsible for the implementation of such measures.</p> <p>According to the Construction Environmental Management Plan (CEMP), the subproject should carry out a noise monitoring during construction phase. The construction noise level should comply with the Emission Standard of Environment Noise for Boundary of Construction Site (GB12523-2011). The Pinggu Ecology and Environment Bureau is responsible for local inspection.</p> <p><b>Operation phase</b> – According to estimation in the IEE, noise level complies with the Emission Standard for Industrial Enterprises Noise at Boundary (GB12348-2008) Class 3 standard. There is no residential area within 200m of the subproject,</p>

			<p>therefore, the noise impact during operation phase is insignificant.</p> <p>According to the Operation Environmental Management Plan (OEMP), the subproject should carry out noise assessment quarterly in accordance with the Emission Standard for Industrial Enterprises Noise at Boundary (GB12348-2008) Class 3 standard.</p> <p><i>Gaps identified:</i> None.</p>
5.	Waste management	<ul style="list-style-type: none"> <li>• WBG General EHS Guidelines: Hazardous and Non-hazardous Waste</li> <li>• WBG EHS guidelines for Food and Beverage Processing</li> <li>• Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste</li> <li>• Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Wastes (GB18599-2001)</li> <li>• Management Measure for Municipal Waste of Beijing</li> </ul>	<p><b>Construction waste</b> - According to the IEE and the Site Diary provided by NHL-Cooperl JV, construction waste is transported and disposed to designated construction waste landfill regularly by the constructor.</p> <p>Per CEMP, the constructor should record all the waste disposed. It should be supervised by Cooperl and local Environmental Protection Bureau.</p> <p><b>Domestic waste</b> – According to the IEE, domestic waste will be collected by the municipal sanitation services of the local Environmental Sanitation Department.</p> <p><b>Packaging material waste</b> generated during the packaging process will be collected by recycling company.</p> <p><b>Production waste</b> - According to the IEE, the production waste (e.g. leftover raw meat) will be sold as raw materials of animal feed. No hazardous waste will be generated during the production process.</p> <p>Per OEMP, Cooperl shall record the amount of waste generated.</p> <p><i>Gaps identified:</i> None.</p>
6.	Wastewater inflow and discharge	<ul style="list-style-type: none"> <li>• WBG EHS guidelines for Food and Beverage Processing</li> <li>• Water Pollution Prevention and Control Law of PRC (2008)</li> <li>• Discharge Standard of Water Pollutants for Meat Packing Industry (GB13475-1992)</li> </ul>	<p><b>Production wastewater</b> - According to the interview with the General Manager, IEE and the EIA Registration Form, wastewater generated during production (e.g. defrosting, cooking) will be collected and treated by Kinghey's wastewater treatment plant which locates in the meat processing complex. The IEE indicates that treated water is discharged to the municipal drainage network and will then be treated by the municipal wastewater treatment plant. In accordance with the IEE and the Technical Guidelines for Environmental Impact Assessment – Surface Water Environment (HJ2.3-2018), treated</p>

		<ul style="list-style-type: none"> <li>• Technical Guidelines for Environmental Impact Assessment – Surface Water Environment (HJ2.3-2018)</li> <li>• WBG EHS Guidelines</li> <li>• Integrated Discharge Standard of Water Pollutants of Beijing (DB11/307-2013)</li> </ul>	<p>water is categorised as indirect discharge (Class 3B). Treated water shall reach the discharge standard complying with the Integrated Discharge Standard of Water Pollutants of Beijing (DB11/307-2013) and the Discharge Standard of Water Pollutants for Meat Packing Industry (GB13475-1992).</p> <p>Per the OEMP, the subproject should engage a third-party environmental monitoring agency to monitor the quality of effluent (e.g. COD<sub>Cr</sub>, BOD<sub>5</sub>, SS, NH<sub>3</sub>, oil and grease) annually in accordance with the Integrated Discharge Standard of Water Pollutants of Beijing (DB11/307-2013).</p> <p><b>Domestic wastewater</b> - According to the EIA Registration Form, domestic wastewater generated from construction activities will not undergo on-site treatment. Domestic wastewater will be directly discharged to the municipal sewage network.</p> <p><i>Gaps identified:</i> None.</p>
7.	Air emissions (odour, greenhouse gases and dust)	<ul style="list-style-type: none"> <li>• WBG EHS guidelines for Food and Beverage Processing</li> <li>• Air Pollution Prevention and Control Law of the People's Republic of China (2015)</li> <li>• Emission standards of air pollutants for catering industry (GB18483-2001)</li> <li>• Emission Standards of Air Pollutants for Catering Industry (DB11/1488-2018)</li> <li>• Integrated Emission Standards of Air pollutants (DB11/501-2017)</li> </ul>	<p><b>Construction phase</b> – air pollution during construction phase is primarily dust, therefore, dust control measures should be adopted. Per site visit, scaffolding nets were implemented to minimise dust impact. Vehicles which used to transport construction materials will also cause air pollution (e.g. dust, CO, NO<sub>x</sub>, THC, etc.). In general, the IEE suggests that air pollution during construction phase is insignificant due to the scale and the duration of the construction.</p> <p>According to the CEMP, the subproject should invite a third-party environmental monitoring agency to conduct air quality monitoring during construction phase in accordance with Integrated Emission Standards of Air pollutants (DB11/501-2017)</p> <p><b>Operation phase</b> - Oily fume and cooking odour emissions from cooking and smoking activities are the major sources of air emission during operation. According to the IEE, fume purifiers will be installed to treat the oily fume and cooking odour before discharging into the atmosphere. Based on estimations in the IEE, air emissions shall comply with the Emission Standards of Air Pollutants for Catering Industry (DB11/1488-2018) and the Integrated Emission Standards of Air pollutants (DB11/501-2017).</p> <p>According to the OEMP, the subproject should engage a third-party environmental monitoring agency to carry out annual air monitoring in accordance with the Emission Standards of Air Pollutants for Catering Industry (DB11/1488-2018).</p>

			<p><i>Gaps identified:</i> None.</p>
8.	Hazardous materials (use of chemicals)	<ul style="list-style-type: none"> <li>• WBG EHS guidelines for Food and Beverage Processing</li> <li>• WBG General EHS Guidelines</li> </ul>	<p>According to the interview with the General Manager, activities related to potential exposure of chemicals and chemical handling include routine cleaning and disinfection during operation. The measures to prevent and control exposure to chemicals for storage, application, handling and disposal will be established and adopted before the commencement of trial operation.</p> <p><i>Gaps identified:</i> None.</p>
9.	Occupational Health & Safety	<ul style="list-style-type: none"> <li>• WBG EHS guidelines for Food and Beverage Processing</li> </ul>	<p><b>Construction phase</b> – During the site visit, it was observed that sufficient personal protective equipment (PPE) were provided to site staff, warning signs and safety requirements were displayed throughout the site. According to the Site Diary, a foreman, from the contractor's demolition team, is responsible for construction safety. Based on the IEE, there are 15 workers during construction period.</p> <p><b>Occupational phase</b> – Rules on occupational health and safety are set and included in the Employee Manual provided by NHL-Cooperl JV, which covers safety training, operational safety requirements, etc. According to the interview with the General Manager, a detailed occupational health and safety standards will be established before the commencement of operation.</p> <p>According to the OEMP, the subproject should conduct daily check on the implementation of safety protection equipment, safety signs, health and safety instruction, and PPE in accordance with the EHS report or the incident inspection report. Cooperl and the local Health and Safety Department should be responsible on the supervision.</p> <p><i>Gaps identified:</i> None.</p>
10.	Community Health & Safety	<ul style="list-style-type: none"> <li>• WBG EHS guidelines for Food and Beverage Processing</li> <li>• Food Safety Law of PRC</li> </ul>	<p><b>Construction phase</b> – Given that the site locates in an industrial zone and no residential area in its immediate surroundings, the impacts of construction work on residential areas are minimal. According to the interview with site staff, there were no complaints from the nearby occupants so far.</p>

			<p><b>Occupational phase</b> – Hygiene and food safety are the key aspects to be considered regarding community health and safety. According to the interview with the General Manager, the layout of the processing plant has been carefully designed so as to avoid recontamination of products. Staff hygiene will be strictly managed during food processing. To further improve food safety management, NHL-Cooperl JV will implement a tracking system which is able to trace its products back along the production process chain by applying barcode technology.</p> <p>Food Production Licenses will be obtained before commencement of trial operation.</p> <p>Staff should be trained in food safety issues and should follow established procedures for hand washing, working attire (clothes, shoes, gloves and hair coverage), which shall be general in line with the principles of international standards such as HACCP or CODEX, per WBG EHS Guidelines on Food and Beverage Processing.</p> <p>According to IEE, meat processing should align with standards including HACCP and CODEX. Food safety principles include: 1) maintain hygiene by separating different areas (e.g. storage area, production area, packaging area, etc.) in accordance to HACCP; 2) ensure uninterrupted power supply for the food cooling system; 3) ensure sufficient inspection in animal health and the quality of product, etc. Per mitigation measures in IEE, Cooperl will establish a food safety control policy, which will cover topics on the control of biological, physical, and chemical hazard, management methods, recording procedures, responsible party, etc. Cooperl will be responsible for the implementation and the supervision of the food safety control policy.</p> <p><i>Gaps identified:</i> None.</p>
11.	Application or adoption of corporate EHS policies and practices	<ul style="list-style-type: none"> <li>• WBG General EHS Guidelines</li> <li>• ADB SPS 2009</li> </ul>	<p>A subproject level EHS policy will be established before the day of operation. The content of EHS policy will make reference to the policies and best practices of both of its joint venture partners. Environmental and social monitoring will be conducted by New Hope's Environmental and Social Department during construction and operational phase.</p> <p>According to IEE, a two-day EHS training will be provided to the staffs. Training topics include:</p>



			<p>national laws and policies on EHS, ADB SPS, good practices, GRM, implementation of EMP, impacts of the project during operation phase, mitigation measures, monitoring and reporting requirements, etc.</p> <p><i>Gaps identified:</i> None.</p>
12.	Environmental Management Plan (including contractors / sub-contractors' construction / site specific EMP)	<ul style="list-style-type: none"> <li>• ADB SPS 2009</li> </ul>	<p>An EMP is proposed in the IEE as per ADB's requirements. Monitoring aspects, monitoring location, frequency, mitigation measures, cost estimates, budgets, and institutional arrangements for implementation have been included.</p> <p><i>Gaps identified:</i> None.</p>
13.	Meaningful Consultation and Grievance Redress Mechanism (GRM)	<ul style="list-style-type: none"> <li>• ADB SPS 2009</li> <li>• Interim Measures on Public Participation in Environmental Impact Assessment (2006)</li> </ul>	<p>According to the IEE, public consultation was carried out on 8 August 2019. In total, 16 residents from Shangzhizhai Village and 4 surrounding enterprises participated in the survey. Survey result showed that all of the respondents were supportive of the project.</p> <p>According to the interview with site staff, the Cooperl subproject has not received any concerns and complaints on social and environmental aspects. In general, any concerns and complaints raised from affected people in industrial zone will be reported directly to the local government instead of the project company. Yet NHL-Cooperl JV has established a reporting hotline for resolving complaints about its environmental performance.</p> <p>In terms of internal reporting, NHL-Cooperl JV has established grievance procedure for employees. The appeal process and the internal grievance redress mechanism are included in the Employee Manual which has provided for the Consultant's review.</p> <p>GRM for operation phase has been established and included in the IEE. The procedures of GRM are summarized as follows:</p> <ul style="list-style-type: none"> <li>• Stage 1: The operation unit should post out the contact information for reporting. If there are any complaints from the complainant, the complainant will contact the operation unit. If the problem has not solved, the operation unit should record the problem and report to the Cooperl. If no satisfactory solutions are proposed within 10 working days, then</li> <li>• Stage 2: Complainant report to the Cooperl directly. Cooperl must examine the complaint and response to the complainant within 5 business days.</li> </ul>

			<ul style="list-style-type: none"> <li>• Stage 3: Cooperl will propose solutions and provides feedback to the complainant within 10 business days. The solutions should be implemented within 10 business days.</li> <li>• Stage 4: Cooperl will notice the New Hope to conduct meeting among interested parties within 10 business days. Cooperl shall start to implement the solution within 10 business days.</li> <li>• Stage 5: Report the case to ADB and organize hearing to propose solutions. Cooperl should start to implement the solutions within 10 business days.</li> </ul> <p>All records (e.g. solutions, participants, meetings, etc) during the reporting process will be detailed and reported to the responsible party. Complainant will sign on the agreed solution.</p> <p><i>Gaps identified:</i> None.</p>
14.	Contingency and emergency response plan	<ul style="list-style-type: none"> <li>• Emergency Response</li> <li>• Law of the People's Republic of China</li> <li>• ADB SPS 2009</li> <li>• WBG General EHS Guidelines</li> </ul>	<p>According to the interview with site staff, emergency response plan will be established before the commencement of operation.</p> <p>The IEE has proposed a Risk and Emergency Management Plan. It has set out precautions and management measures in cases of mechanical accident, electrical shock, fire, and sewage pipe bursting. Such precautions include: 1) take actions pre-emptively (e.g. establish comprehensive regulations and instructions); 2) conduct daily safety inspection and regular maintenance; 3) maintain tidiness in the production area and do not obstruct passage of escape; 4) equip with sufficient fire extinguishers; 5) provide safety training to workers and raise their safety awareness, etc.</p> <p><i>Gaps identified:</i> None.</p>
15.	Staff Certifications and Trainings	<ul style="list-style-type: none"> <li>• ADB SPS 2009</li> <li>• WBG General EHS Guidelines</li> </ul>	<p>According to the Employee Manual provided by NHL-Cooperl JV, all new employees are required to carry out orientation training. The contents of the orientation training include the basic information of the company, company rules and regulations, basic food knowledge, safety knowledge, etc. Only those who pass the orientation training can be employed.</p> <p><i>Gaps identified:</i> None.</p>

#### 1.1.4 Subproject Audit Findings (Social)

**Scope of Land Acquisition and Resettlement Impacts.** The total construction area of the plant is 7,500 m<sup>2</sup>. The old plant leased from New Hope is being renovated. The old plant will be leased from 1 March 2019 for 10 years. For the leased assets, the rate considered the inflation, depreciation and the investment on the assets and other financial indicators, detailed calculation for the rent has been discussed and indicated in the agreement.

**History of Land Acquisition.** The plant is located on a piece of 71,302.17m<sup>2</sup> (106.95 mu) industrial land. It was purchased from the Pinggu District Government in 2003 by Kinghey Company (千喜鹤公司), which was acquired by New Hope in 2006. Collective land acquisition was done by the local land resource bureau before 2003, while the related documents (such as the land acquisition agreement) were not available during the due diligence. All domestic land procedures have been completed by the local government, and the company has received the Certificate of State-owned Land Using Right. Certificate of State-owned Land Using Right is a key document in PRC, which means that land acquisition, compensation and resettlement has been completed and there is no remaining issue.

Certificate of State-owned Land Using Right for 71,302.17m<sup>2</sup> was issued by Pinggu District Government on 16 January 2014. Although the certificate was issued on 16 January 2014, the termination date is 25 September 2053 which means the land was transferred on 25 September 2003, as land use right for industrial land is 50 years according to the Land Law.

**Indigenous Peoples.** Pinggu District is a Han concentrated district. Ethnic minority population in Pinggu is around 4,300, which is 1% of the total population. The plant is located in the Xinggu Economic Development Zone. Operation will not affect any ethnic minority communities.

**Stakeholder Engagement.** Since the Certificate of State-owned Land Using Right has been issued by the government, consultation is expected to have been done by local government according to the Land Law, although the related documents are not available during the due diligence, as the land was acquired before 2003.

#### **Grievance Redress.**

GRM for construction and operation phase has been established and included in the IEE. The procedures of GRM are summarized in Table 3.1.

According to the chapter XI of draft Employee Manual of the plant, when the employee has complaints on labor issues, he/she can contact the Administration and HR Department.

**Gender and Development.** The Copperl Plant is being constructed and is expected to be completed after 6 month. The subproject building is currently under modification. It is planned to commence trial operation in January 2020 once the construction work is completed. During the operations phase in 2020, the plant is expected to employ about 100 workers (about 50-60% will be females), and by 2024 to 155 workers. The plant promotes the policy of men and women are given equal pay for equal work, and will be reflected in their revised Human Resource Policy (The Employee Manual).. The plant is sensitive to the special needs and vulnerabilities of women. The Human Resource

Department has appointed one staff be responsible for the women's affairs. It's expected that by 2024, among the total 155 employees, female will be 80, account for 52%. The main positions include marketing, human resource, administration, financial, packing and laboratory offices. Based on the draft Employee Manual, the plant complies strictly with the *Law of the People's Republic of China on the Protection of Rights and Interests of Women* and *Special Provisions on Labor Protection for Female Workers*, which mainly include: (i) all women staff has maternity insurance; (ii) paid maternity 128 days leave; (iii) one hour breast-feeding leave per working day and (iv) women have gifts at the women's day. In addition, a breastfeeding room for female employees will be set up, and this will be integrated in the design of the plant. However, they also indicated that it is not possible to have a day care center as the local government has called their attention before that children can just access the public day care centers or schools.

### **Labor and Employment.**

Based on the business development plan, it's expected that by 2024, the plant will have 155 employees. Based on the draft Employee Manual, the plant follows the China Labor Law (1995) and the Labor Contract Law (2008) strictly. The plant provides social benefits to regular staff members that include pension insurance, medical insurance, maternity insurance, unemployment insurance, work injury insurance, and the social housing fund.

Although Copperl has separate Employee Manual, it's prepared based on the China's laws and regulations, while the principles are the same as New Hope.,

The draft Employee Manual of the plant has clearly documented guidelines, procedures and standards for labor management, covering the following aspects: (i) recruitment and appointment management; (ii) employee relationship management; (iii) attendance and Vocation Management; (iv) performance management; (v) remuneration and benefits Management; (vi) training management; (viii) employee career management; (ix) work environment and safety; (x) discipline; (xi) and GRM. Specially, the Employee Manual has the provision of anti-sexual harassment. The HR manager confirmed that the lowest wage is CNY 5,000 which is higher than the minimum wage level (CNY 2,200) issued by the Beijing Labor and social security bureau on 1 July 2019.

Every new staff will be given a job training and orientation via immediate supervisor, including relevant laws, regulations and national standards, corporate culture, operation, occupational health, employee's benefits, annual work plan arrangement, goal responsibility pledge and its evaluation, etc. Only those who are qualified and has undertaken the training can take up their posts. Further training would also be given in the form of group discussion and learning activities. For example, 5 managers are receiving training in France and they will train other employees of the plant.

Although the plant building modification works had not been commenced, the project company encourages and requires their contractors to hire workers from the local communities, and would select contractors who have good track records of compliance with the national labor laws (minimum wages, hours worked, benefits, prohibition of child labor and forced labor, etc.). The manager of the plant on site will check and monitor their performance. Labor Inspection Bureau under the Labor Bureau would inspect the farms frequently during construction and operation to check if the Labor Law is complied with. Also, if in case the workers have any complaints related to labor issue, they can contact the labor bureau directly.

**Table 3.2 Summary of Social Issues of Cooperl Meat Processing Plant**

No.	Concerned Item	Relevant Regulation(s) and/or Standard(s)	Compliance Status (Fully Compliant/Partially Compliant/Non-compliant)	Findings	Corrective Actions Required?
1.	Status of land acquisition/leasing (e.g. whether affected village collective is satisfied with the compensation, whether compensation amount is equivalent to replacement value, whether replacement land was provided to village collective, whether the subproject has legal tenure over the land)	Land Administration Law	Fully Compliant	<p>All domestic land procedures have been completed and the plant has received the Certificate of State-owned Land Using Right from the government.</p> <p>House leasing agreement has been signed between New Hope and Cooperl and the rent is agreed by the two parties.</p> <p>There is no remaining issue.</p>	No
2.	Outstanding issues, complaints or grievances and the resolution status related to local community	<p>ADB SPS 2009: Grievance redress mechanism</p> <p>Land Administration Law</p>	Fully Compliant	<p>As of now, there is no complaint.</p> <p>GRM for construction and operation phase has been established and included in the IEE. The procedures of GRM are summarized as in Table 3.1.</p>	
3.	Effects of subproject facilities/activities on ethnic minorities	Law of PRC on Regional National Autonomy; and Regulation on the Work of Administrative Urban Ethnic Minority	Not Applicable	The plant is located in the Xinggu Economic Development Zone. Operation will not affect any ethnic minority communities.	No
4.	Gender and development issues (e.g. whether the Company or its subsidiaries in	People's Republic of China on the Protection of Rights	Fully Compliant	New Hope complies strictly with the <i>Law of the People's Republic of China on the Protection of Rights and Interests of</i>	Gender Measure to be included as

	various locations have a policy related to supporting the rights of women and ensuring women's participation in project activities, whether opportunity for equal employment and promotion is ensured for men and women, whether there is specific benefit provided to women, etc.)	and Interests of Women  Special Provisions on Labor Protection for Female Workers		<p><i>Women and Special Provisions on Labor Protection for Female Workers</i>, which mainly include: (i) all women staff has maternity insurance; (ii) paid maternity 128 days leave; (iii) one hour breast-feeding leave per working day and (iv) women have gifts at the women's day.</p> <p>In addition, Cooperl agreed to set up a breastfeeding room for female employees, and integrate in their HR policy anti-sexual harassment provision.</p> <p>Cooperl also confirmed that during operations, 50-60% of the workers will be allocated to women.</p> <p>The plant promotes the policy of men and women are given equal pay for equal work, and will be reflected in their revised Human Resource Policy (The Employee Manual)</p>	part of the project gender design and gender action plan. Performance on gender issues should be included in the AESPR.
5.	Labor and social protection (e.g. whether the company follows ILO core labor standards, issues related to contractor management and regulations, worker's accommodation, local labor recruitment policy, training, etc.)	<p>WBG General EHS Guidelines: Worker's Accommodation: Process and Standards</p> <p>China Labor Law (1995) and the Labor Contract Law (2008)</p>	Fully Compliant	<p>The plant gives local labor a priority.</p> <p>The plant follows the China Labor Law (1995) and the Labor Contract Law (2008) strictly.</p> <p>Specially, the Employee Manual will include a provision of anti-sexual harassment.</p> <p>HR policy to consider in their finalization of the HR policy provisions on non-discrimination and principles of the core labor standards.</p>	Performance on labor issues should be included in the AESPR.

## CORRECTIVE ACTION PLAN 纠正行动计划

No.	Concerned Item 有关项目	Corrective Action(s)纠正行动	Responsible Party(ies) 负责方	Indicative Cost 指标性成本	Suggested Time Frame 建议实践框架
<b>Subproject 1 – Cooperl Meat Processing Plant</b>					
1.	<b>Operation ESMP (OESMP) – Management Plans</b>	Conduct OESMP in accordance with the monitoring measures outlined in the IEE. The OESMP will also include project-specific emergency response plan (ERP). 执行初始环境审查报告内的环境管理计划，并进行修订，加入运营期应急预案。	New Hope/ Subproject Company  新希望/子公司	Staff time  员工工作时数	Before project operation  项目营运前
2.	<b>Update the HR policy of Cooperl</b>  修订人力资源政策	Include provision of anti-sexual harassment and non-discrimination in the HR policy 在人力政策中，包括反性骚扰以及无歧视的规定。 HR policy to reflect the national labor law and regulations and the principles of core labor standards (prohibition of child labor, prohibition of forced labor, non-discrimination and freedom of association) 人力资源政策，以反映国家劳动法律和法规以及核心劳工标准的原则（禁止童工，禁止强迫劳动，不歧视和结社自由）  Subproject and contractors/subcontractors to comply with the national labor laws and take measures to comply with the relevant ILO core labor standards, as per ADB's Social Protection Strategy (2001). 子项目，承包商/分包商将遵守国家的劳动法，并采取措施去遵守相关的核心劳工标准，以及亚行的社会保护战略（2001）	New Hope/ Subproject Company  新希望/子公司	Staff time  员工工作时数	Within 3 months from the adoption of the ESMS  ESMS 执行的三个月内
3.	<b>Grievance, Stakeholder Engagement, Gender and Development, Labor and Working Conditions</b> 申诉机制，利益相关者的参与，性别和发展，员工及工作环境	New Hope is suggested to follow its relevant procedures to maintain reasonable stakeholder engagement, gender and development, labor and social protection, and document these practices in the annual E&S performance report. 建议新希望遵循其相关的程序，保持利益相关者的参与，性别和发展，劳工及社会保护等方面，并把这些实践纳入年度安环报告。	New Hopae Liuhe and Project Company  新希望/子公司	Staff time  员工工作时数	Within 1 year from the disbursement  支付后的一年内