

**Facilitating Cleaner and Energy Efficient Phosphate Chemicals Industry in China
(PhosChemEE) Project**

Labor Management Plan

July, 2024

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List of Acronyms

DPE	Demonstration Project Enterprise
GHG	Greenhouse Gas
GM	Grievance Mechanism
IPCC	The United Nations Intergovernmental Panel on Climate Change
LMP	Labour Management Procedure
MIIT	Ministry of Industry and Information Technology
MNR	Ministry of Natural Resources
OHS	Occupational Health and Safety
PCI	Phosphate Chemicals Industry
PMO	Project Management Office
PSC	Project Steering Committee
SES	Social and Environmental Standards

1. Executive Summary

The PhosChemEE project Labor Management Plan (LMP) was developed in accordance with the goals and requirements of the United Nations Development Program (UNDP) Social and Environmental Standards (SES) and the Labor Law of the People's Republic of China. This LMP sets out the manner in which project workers will be managed in accordance with the requirements of national laws and SES standards. The main purpose of the LMP is to identify the key labor needs and risks associated with the project and to help the Demonstration Project Enterprise (DPE) to identify the necessary resources to better address the project's labor needs as mentioned in the LMP.

The project will use various types of workers (direct workers, contract workers), and the expected number, characteristics, etc. are all detailed in this document. Meanwhile, LMP has identified the main potential labor risks, such as labor influx, forced labor, gender discrimination, the possibility of major accidents or emergencies, and occupational health and safety (OHS). The LMP has fully researched and cited the relevant provisions of the UNDP SES and the Labor Law of the People's Republic of China to promote the implementation of the project to be able to meet the requirements and regulations, including labor contracting , working hours, wages, female workers, child or forced labor, OHS, etc. This LMP has developed a Labor Grievance Mechanism (GM) to facilitate all project stakeholders to raise any potential grievances and concerns. Relevant regulatory requirements and guidelines for contractors implementing the demonstration project are provided for adequate guidance in accordance with the SES and national laws and regulations.

2. Overview of Labour Use in the Project

This Labor Management Plan applies to all project workers as defined in the UNDP Social and Environmental Impact Standards (SES 7).

2.1 Number of Workers

The project was implemented under the auspices of the Global Environment Facility (GEF) by the United Nations Development Program (UNDP) as the international implementing agency, the Ministry of Industry and Information Technology (MIIT) as the implementing agency and the Ministry of Natural

Resources (MNR) as the responsible party, and the China Electronic Product Reliability and Environmental Testing Research Institute (CEPREI) of MIIT and the Institute of Multipurpose Utilization of Mineral Resources of the Chinese Academy of Geological Sciences (IMUMRC) as the representatives of the Project Management Office (PMO), respectively.

The PhosChemEE project implements demonstration activities in provinces such as Yunnan, Guizhou, and Sichuan, selecting six demonstration project companies, which are: (1) Guizhou Wengfu (Group) Co., Ltd.; (2) Sichuan Development Tianrui Mining Co., Ltd.; (3) Guizhou Kailin Mining and Fertilizer Co., Ltd.; (4) Yunnan Phosphate Chemical Group Co., Ltd.; (5) Yunnan Xiangfeng Environmental Protection Technology Co., Ltd.; (6) Zhonglicheng Industrial Co., Ltd..

All staff involved in the implementing agencies and DPEs are (PhosChemEE) project workers, with positions involving implementing agency managers and demonstration enterprise technology developers, equipment purchasers, operations managers, data analysts, trainers, etc., for a total of about 1004 people.

2.1.1 Direct Workers

All implementing agencies and PMO staff were considered direct participants in the project, with a total of about 25 direct workers.

International Implementing Agency. UNDP established a dedicated project team in China, which built on the experience of the GEF implementation in China, and selected about five direct workers to oversee and manage the implementation of the project.

Domestic Implementing Agency. MIIT and MNR are responsible for the overall implementation and management of the project, and their main responsibilities include communication and coordination with the UNDP team, provision of staff and administrative support, and liaison with DPEs and testing. The actual staff of the Department of Energy Conservation and Comprehensive Utilization (DECU) of MIIT and the Department of International Cooperation (DIC) of MNR is about 10 persons.

Project Management Office (PMO). The China Electronic Product Reliability and Environmental Testing Research Institute (CEPREI) of MIIT and the Institute of Comprehensive Utilization of Mineral Resources of the Chinese Academy of Geological Sciences (IMUMRC) act as the PMOs for MIIT and MNR, respectively, with a total of 10 staff members participating in this project. The PMO is mainly

responsible for supervising and managing the measures stipulated in this LMP, updating the LMP in a timely manner, and setting up a log of complaints, so as to better promote the landing and implementation of the LMP.

2.1.2 Contracted Workers

It mainly consists of workers employed by the six DPEs, covering technology research and development staff, equipment procurement staff, operations management staff, data analysts, training staff, and so on. Key management personnel were transferred from within each DPE and other workers were recruited locally, for a total of approximately 979 contracted workers across all DPEs.

2.2 Characteristics of Project Workers

The PhosChemEE project encourages DPEs to recruit local workers, including female workers, whenever possible, and to assign female workers to tasks appropriate to their abilities. DPEs will ensure that the labor force meets the minimum working age, i.e., workers are no less than 18 years old.

Recruitment of workers for the project will focus on selecting skilled workers with sufficient labor capacity and relevant experience. All recruited employees will undergo skills and relevant training before they are qualified to work. Employees will sign labor contracts directly with DPEs. DPEs form project organizations and personnel in accordance with the labor quota standards of the relevant industries, and the organizational structure is set up in accordance with the principles of streamlining, efficiency and unity. Most of the production and technical positions and administrative positions take the form of social recruitment and are recruited locally according to the required positions. The project does not involve domestic or international relocation of workers.

2.3 Timing of Labor Requirements

All production technicians will be fully recruited before the start of each demonstration project. The demonstration projects will also provide employment opportunities for skilled and unskilled workers. However, where necessary, special skilled workers will be employed depending on the nature of the project. The number of workers required for each demonstration project will be determined before actual implementation. For each category of workers a legal labor contract will be signed.

Table2-1 Contracted Workers Structure

Serial	Demonstration Name	Company name	region	Number of workers	working system
1	Application of Full Tailings Filling Technology in Underground Phosphate Mines	Guizhou Wengfu (Group) Co., Ltd.	Fuquan City, Guizhou Province	246	Annual working days 330d Continuous working system, 3 shifts per day, each shift 8h
2	Improved Ore Flotation Efficiency through Automatic Control of Acid Mixtures used as Flotation Depressant	Sichuan Development Tianrui Mining Co., Ltd.	Mabian County, Sichuan Province	104	Annual working days 300d Continuous working system, 3 shifts per day, each shift 8h
3	Application of Advanced Purification Technology for the Production of Purified Wet-process Phosphoric Acid (WPA)	Guizhou Kailin Mining and Fertilizer Co., Ltd.	Guiyang City, Guizhou Province	160	Annual working days 300d Continuous working system, 3 shifts per day, each shift 8h
4	Multi-Purpose Large-Scale Processing and Utilization of Phosphate Chemical Industry Waste	Yunnan Phosphate Chemical Group Co., Ltd.	Yunnan Province	150	Annual working days 300d Continuous working system, 3 shifts per day, each shift 8h
5	Processing of Phosphogypsum for Use as Filler in the Production of Polymer Composite Plastic Products	Yunnan Xiangfeng Environmental Protection Technology Co., Ltd.	Anning City, Yunnan Province	155	Annual working days 300d Continuous working system, 3 shifts per day, each shift 8h
6	Recovery and Utilization of Yellow Phosphorus Tail Gas for Power Generation	Zhonglicheng Industrial Co., Ltd.	Panzhihua City, Sichuan Province	164	Annual working days 300d Continuous working system, 3 shifts per day, each shift 8h
Total				979	

3. Assessment of Key Potential Labor Risks

3.1 Project Description

Low-carbon transformation of the phosphate chemicals industry (PCI) in China is regarded as an important component of China's response to global climate change. However, the carbon emission problem in the PCI in China is mainly manifested in three aspects: (1) high energy consuming and GHGs emission in the chemical

production process; (2) the inadequate utilization of the industry by-products particularly phosphogypsum; and (3) the ecological environment impact in the process of phosphate rock mining. Hence, actions to introduce green and clean production and circular economy in the sector are urgently needed, especially because the world will continue to depend on phosphate products in different economic sectors.

The PhosChemEE Project aims to solve problems mentioned above through enabling the extensive application and best practices of low carbon and energy efficient technologies in the phosphate chemicals industry in China. The social and environmental objectives of the PhosChemEE Project are:

(1) Establish effective policy and institutional frameworks towards the development of cleaner and energy efficient phosphate chemicals industry in China.

(2) Improve interest and commitment of the phosphate chemical industry in the green, low carbon and energy efficient operations of the PCI industries in China.

(3) Enhance confidence in the feasibility of the application of green, energy efficient low carbon technologies in the PCI industries in China

(4) Improve the environment in underdeveloped western regions, especially by reducing greenhouse gas emissions (GHG) and improving the quality of local ecological environment; and

(5) Strengthen public awareness, knowledge, information management, and monitoring systems on greening and low carbon transformation in support of cleaner and energy efficient phosphate chemicals industry in China.

In order to better promote the wide application of low-carbon and energy-saving technologies in China's phosphorus chemical industry and to achieve the United Nations Sustainable Development Goals (SDGs), the PhosChemEE project consists of three parts: the green and low-carbon development and operation of phosphorus mines, the green and low-carbon design and operation of phosphorus chemical production facilities, and the green and low-carbon design of the phosphorus chemical industry and the operation of the waste management system. The project focuses on implementing demonstration activities in the provinces of Yunnan, Guizhou and Sichuan. The low-carbon and efficient comprehensive utilization of phosphate resources, cleaner production of phosphorus chemical industry and low-carbon reuse of phosphogypsum involve technology research and development, production and service enterprises. The involvement of enterprises and the private sector in the project design will ensure that the project is based on a clear understanding of the

marketability of by-products from the comprehensive utilization of phosphorus resources.

3.2 Key Labour Risks

3.2.1 Labor Influx

The rapid migration and settlement of workers and followers in the project area is referred to as labor influx, and the influx of workers and followers can result in adverse social and environmental impacts on local communities. Such adverse effects may include impacts on the lives of the local population; increased demand and competition for health services and commodity services, leading to higher prices and crowding out of local consumers; increased traffic and risk of accidents; increased demand on ecosystems and natural resources; increased social conflicts within and between communities; and increased incidence of illegal behaviours, as well as gender discrimination.

Considering that there may not be enough workers or a lack of technically skilled and competent workers in the area where the demonstration project is located, the DPE will need to bring in a mature workforce from outside the project area. This influx is accompanied by an influx of others ("followers") who follow the incoming labor force for the purpose of selling goods and services to workers in the enterprise or seeking jobs or business opportunities. Considering that of the demonstration projects, only the Phosphogypsum Production of Composite Fillers Project is a new construction project, and the others are technological modifications, the level of risk of labor influx is assessed as "low".

Depending on the size and skill level of the local labor force, a portion of the workers needed for the project will be recruited locally. This is usually easier for unskilled workers to recruit, while more specialized staff (usually needed in smaller numbers) will usually be recruited from elsewhere or redeployed within the DPE.

UNDP, MIIT, MNR and PMO will ensure the full participation of the local community in the decision-making process at the beginning of the project, and periodically throughout the life cycle of the project, in order to ensure effective information disclosure and community participation.

3.2.2 Forced Labor

There may be a risk of child or forced labor in the project activities. Since PhosChemEE project activities will involve hazardous work (work with toxic and hazardous media, etc.), the project will not employ underage workers (workers under

16 and 18 years of age). At the same time, the project shall not use child labor as well as forced, involuntary or unpaid labor in any work activity. In terms of child labor and forced labor, DPEs must ensure that the working conditions and institutional safeguards for workers are in accordance with the requirements of national legislation and comply with this LMP.

3.2.3 Gender Equality and Women's Empowerment

Considering that the PhosChemEE project is located in a less developed region of western China, there is a risk that some gender discrimination may arise in terms of participation in the design and implementation of project activities and access to equal opportunities and benefits.

The design and implementation of the demonstration project will be guided by the principle of gender equality, as women are involved in the management and technical departments of Chinese government agencies and institutions and play an important role in the top-level decision-making and strategy design process. At the demonstration project level, the PhosChemEE project will enhance women's social welfare and equal opportunities in employment in less developed regions such as Guizhou, Sichuan and Yunnan. The design of project activities will also focus on strengthening the role of women in the deployment of low-carbon technologies and climate change mitigation programs, and developing gender-sensitive policies in the natural resources sector and related institutions in China. The implementation of the demonstration project will provide education and professional training for local employees, increase women's professional competitiveness at work, and expand the scope of women's employment in less developed and agriculture-based regions. In addition, based on big data analysis, the demonstration project can establish a detailed and confidential employee information base, record information on men and women in terms of career, salary, etc., and provide relevant information on phosphorus chemical enterprises' compliance with national gender-related laws and good international practices. In addition, qualified and competent female consultants/experts will be targeted for the implementation of the design project.

The implementation of the PhosChemEE project will, firstly, raise the technical level of phosphate mining and beneficiation technology and the phosphorus chemical industry, reduce labor intensity, and thus improve the working environment, work adaptability, and career advancement opportunities for women. The project will provide opportunities for education and professional training for employees in the

phosphorus chemical industry, which will help to improve women's professional competitiveness at work and expand the scope of women's employment in less-developed and rural areas. Secondly, the implementation of the project will directly improve the quality of the local ecological environment and indirectly improve the health of women and children. Thirdly, the project will help to ensure agriculture and food security by reducing rural pollution and reduce the risk of the main source of income for women in the region.

Table 3-1 Gender-related indicators and goals

Indicators	Means of Verification
Number of local project developers, equipment suppliers and vendors trained on the design, installation, operation, and business models for the applications of low carbon and energy efficient technologies in PCI industries. The percentage of women in the mid-term project is at least 25% , and the female proportion of women is at least 40% at the end of the project.	Documentation on the training program including the profiles of the trainees; Documentation on the training course implementation including post training evaluation.
Number of enterprise level promoters, technicians, administrators trained on relevant subjects for successful management and operation of the low carbon and energy efficient technologies in PCI industries (The female participation rate for training and publicity at the project implementation site is not less than 40%).	Survey of enterprise technicians and administrators. Documentation on the training program including the profiles of the trainees; Documentation on the training course implementation including post training evaluation.
Number of trained people that are gainfully employed utilizing the knowledge and skills they learned from the training in newly created jobs. (The percentage of women in the mid-term project is at least 20% , and the female proportion of women is at least 35% at the end of the project).	Survey of trainees (survey conducted a year after the training program)

3.2.4 Possible Accidents or Emergencies

Unforeseen events may occur during project implementation. The mine area where the demonstration project is located is situated in the mountainous areas of Sichuan Basin, Yunnan and Guizhou. Fractures, cracks and water filling in the rock layers in the engineering geology of the tailing pond may lead to the risk of crack expansion, rock landslide and collapse. Meanwhile, due to the vast terrain and abundant rainfall in the mining area, flooding is prone to occur when the rainy season comes. The former open-pit mine waste rock field is prone to mudslides during flash floods, endangering the lives and properties of people downstream.

3.2.5 Occupational Health and Safety (OHS)

The project still presents a risk of accidents that could lead to injuries, in particular from exhaust gases, noise pollution, etc., generated during the production of

phosphorus ore, as well as radiation injuries from phosphorus chemical products, and workplace accidents and injuries. In general, the level of hazard will depend on the type of demonstration project to be implemented. Workers and local who go will be exposed to occupational health and safety hazards, including:

Poisoning risk. For example, in the phosphorus chemical production of chemicals: phosphoric acid, sodium hydroxide, etc. are highly corrosive or toxic, raw materials barium carbonate, product sulfur is mildly toxic.

Danger of high and low temperature operation. The long-time outdoor operation during the construction of the project will inevitably cause the construction workers to have high temperature and heat stroke hazards in the hot season and low temperature operation hazards in winter.

Improper waste disposal. Improper disposal of waste during construction may adversely affect the local environment.

Chemical burn and corrosion hazards. Phosphoric acid, sodium hydroxide, sodium sulfide, hydrogen peroxide, etc. are corrosive, if the storage containers of these substances do not meet the requirements due to manufacturing or management, resulting in local corrosion rupture, or operator error, resulting in a large number of leaks of the above substances, the operator did not wear personal protective equipment, chemical burns will occur.

Fall from height. Project installations and facilities such as the frame of each process, decolorization tower and other high height, the production process may occur fall from height accident.

Radiation hazard. The project involves multiple pressure vessels, pressure piping welding installation, according to the specification requirements to extract a certain percentage of non-destructive ray detection inspection, ray detection to use a radioactive source to send out rays, which is extremely harmful to human beings, the operation of which will lead to inadvertent personnel exposure to radiation, the probability of suffering from leukemia increases.

Static electricity, lightning. If the building lightning protection design is unreasonable, construction is not standardized, grounding resistance value does not meet the specification requirements, when lightning strikes the building, electrical equipment, lines, etc., will produce lightning overvoltage, in the range of lightning waves will lead to serious damage to buildings, equipment and may endanger personal safety.

Dust hazard. The raw and auxiliary materials used in the project include sodium hydroxide, sodium sulfide, barium carbonate and activated carbon as solids, which will generate dust during loading and unloading and preparation. If the operators are unprotected or improperly protected during the operation, it may lead to poisoning, respiratory diseases, pneumoconiosis, skin diseases and other dust hazards caused by exposure to productive dust.

Noise and vibration hazards. The main source of noise and vibration during the construction of the project is a variety of construction machinery, such as concrete mixers, excavators and so on. Also centrifugal pumps etc. will generate some noise during operation.

Mitigating these risks requires adequate training in occupational health and safety, waste disposal and management, use of personal protective equipment, safe transportation, and use of machinery.

4. Labor Legislation, Agreements and Potential Gaps

4.1 Core Labor Laws

The Labor Law of the People's Republic of China (The Labor Law) was adopted at the Eighth Session of the Standing Committee of the Eighth National People's Congress on July 5, 1994, and was amended for the first time in accordance with the Decision on Amending Some Laws of the Tenth Session of the Standing Committee of the Eleventh National People's Congress of August 27, 2009, and was amended for the second time in accordance with the Decision on Amending Seven Laws of the Thirteenth Session of the Thirteenth National People's Congress of December 29, 2018 Decision of the Seventh Session of the Standing Committee of the National People's Congress on Amending the Labor Law of the People's Republic of China and Seven Other Laws was amended for the second time. The Law establishes the status of employers and workers as subjects of the market economy, provides basic principles and legal rules for the establishment of a unified and fair labor market, and opens the floodgates of passage for the free flow of factors of production under the law of value and in accordance with market rules. The Labor Law applies to enterprises and individual economic organizations within the territory of the People's Republic of China, and to the workers with whom they form labour relations.

The Labor Law is fully responsive to the provisions and objectives of SES 7 on

non-discrimination and equal opportunity, workers organizations, forced labour, child labour.

4.2 Terms and Conditions

4.2.1 Labor Contract

Article 19 of The Labor Law stipulates that a labor contract shall be concluded in writing and shall contain the following provisions: (a) the duration of the labor contract; (b) the content of the work; (c) labor protection and labor conditions; (d) labor remuneration; (e) labor discipline; (f) the conditions for the termination of the labor contract; and (g) the responsibility for violating the labor contract. In addition to the mandatory provisions stipulated in the preceding paragraph, the parties to a labor contract may agree on other contents by agreement. Article 20 stipulates that the duration of an employment contract is divided into fixed-term, open-term and terminated by the completion of a certain amount of work. If a worker has worked continuously at the same employer for more than ten years and both parties agree to renew the labor contract, and if the worker proposes to enter into a labor contract with an open-ended term, a labor contract with an open-ended term shall be concluded. Article 21 stipulates that an employment contract may agree on a probationary period. The probationary period shall not exceed six months.

4.2.2 Working Hours

Article 36 of The Labor Law stipulates that the State shall implement a system of working hours under which the daily working hours of workers shall not exceed eight hours and the average weekly working hours shall not exceed forty-four hours.

Article 37 stipulates that for piecework workers, the employer shall, in accordance with the working hour system stipulated in article 36 of the Labour Law, reasonably determine the labour quota and the standard of remuneration for piecework.

Article 38 stipulates that employers shall ensure that workers have at least one day of rest per week.

Article 39 stipulates that if an enterprise is unable to implement the provisions of Articles 36 and 38 of this Law due to its production characteristics, it may, with the approval of the labor administration department, implement other work and rest methods.

Article 40 stipulates that employers shall arrange for workers to take leave during the following festivals in accordance with the law: (1) New Year's Day; (2)

Chinese New Year; (3) International Labor Day; (4) National Day; and (5) other leave festivals stipulated by laws and regulations.

Article 41 stipulates that employers may extend working hours due to production and business needs after consultation with labor unions and workers, generally for no more than one hour per day; where extended working hours are required for special reasons, the extended working hours may not exceed three hours per day under conditions that safeguard the health of the workers, but may not exceed thirty-six hours per month.

All direct workers and employees of the DPE will strictly abide by the requirements of The Labor Law and reasonably arrange working hours and leave according to the actual working conditions and needs. According to Table 2-1, the working hours of all contract workers meet the relevant regulations.

4.2.3 Work Overtime

Article 44 of The Labor Law stipulates that in any of the following cases, the employer shall pay the workers a wage remuneration higher than the wages for the normal working hours in accordance with the following standards: (1) if the workers are arranged to extend their working hours, they shall be paid a wage remuneration of not less than 150 percent of their wages; (2) if the workers are arranged to work on a day of rest and it is not possible to arrange for compensatory time off, they shall be paid a wage remuneration of not less than 200 percent of their wages; (3) if the workers are arranged to work on a statutory day of leave, they shall be paid a wage remuneration of not less than 300 percent of their wages. (c) If workers are assigned to work on statutory vacations, they shall be paid remuneration of not less than 300 percent of their wages.

4.2.4 Dismissal

Article 23 of The Labor Law stipulates that a labor contract is terminated upon expiration of its term or upon the occurrence of the conditions for termination of the labor contract agreed upon by the parties.

Article 24 provides that a labor contract may be terminated by consensus of the parties to the labor contract.

Article 25 stipulates that an employer may terminate an employment contract if a worker: (1) is proven to be incompatible with the conditions of employment during the probationary period; (2) seriously violates labor discipline or the rules and regulations of the employer; (3) seriously neglects his duties, engages in malpractice

for personal gain, and causes significant damage to the interests of the employer; and (4) is being investigated for criminal responsibility in accordance with the law.

Article 26 stipulates that an employer may terminate an employment contract under any of the following circumstances, but the employer shall notify the worker in writing thirty days in advance: (1) if the worker is ill or has suffered an injury not caused by work, and after the expiration of the medical treatment period, the worker is not able to engage in the original work or in the work that has been arranged by the employer; (2) if the worker is not able to perform the work competently, and after training or adjusting the workplace, the worker is still unable to (c) If there is a significant change in the objective circumstances under which the labor contract was concluded, making it impossible to perform the original labor contract, and no agreement can be reached on changing the labor contract after consultation between the parties concerned.

Article 27 stipulates that where an employer is on the verge of bankruptcy during the period of statutory reorganization, or where serious difficulties occur in production and operation, and there is a genuine need to lay off personnel, the employer shall explain the situation to the trade unions or all the employees 30 days in advance, listen to the opinions of the trade unions or the employees, and may lay off personnel after reporting the situation to the administrative department of labor. If an employer reduces its workforce in accordance with the provisions of this Article and hires personnel within six months, it shall give priority to hiring the reduced workforce.

Article 28 stipulates that if an employer terminates a labor contract in accordance with the provisions of Articles 24, 26 and 27 of this Law, economic compensation shall be paid in accordance with the relevant provisions of the State.

Article 29 stipulates that an employer shall not terminate an employment contract in accordance with the provisions of Articles 26 and 27 of this Law if the worker: (1) suffers from an occupational disease or is injured at work and is recognized to have lost or partially lost his or her ability to work; (2) is ill or injured and is within the prescribed period of medical treatment; (3) is a female worker during her pregnancy, maternity or breastfeeding; and (4) under other circumstances as prescribed by the laws, administrative regulations or ordinances. (d) Other cases stipulated by laws, administrative regulations.

Article 30 stipulates that if an employer terminates a labor contract and the labor

union considers it inappropriate, it has the right to make comments. If the employer violates laws or regulations or the labor contract, the trade union shall have the right to demand that the matter be reopened; if the worker applies for arbitration or brings a lawsuit, the trade union shall provide support and assistance in accordance with the law.

Article 31 stipulates that workers shall notify the employer in writing thirty days in advance of the termination of the labor contract.

Article 32 stipulates that a worker may terminate an employment contract at any time by giving notice to the employer under any of the following circumstances: (a) during the probationary period; (b) if the employer forces the worker to work by means of violence, threats or unlawful restriction of personal liberty; and (c) if the employer fails to pay the remuneration for the work or to provide the conditions for the work in accordance with the agreement in the employment contract.

4.2.5 Wages

Article 46 of The Labor Law stipulates that the distribution of wages shall be in accordance with the principle of distribution according to work, and that equal pay for equal work shall be implemented.

Article 47 stipulates that employers shall, in accordance with the characteristics of their production and operation and their economic efficiency, independently determine the method of wage distribution and the level of wages in their units in accordance with the law.

Article 48 provides that the State shall implement a system of guaranteed minimum wages. Wages paid to workers by employers shall not be lower than the local minimum wage standard. Wage distribution applies the principle of distribution according to work and equal pay for equal work.

Article 50 stipulates that wages shall be paid in monetary terms to the workers themselves on a monthly basis. Wages may not be withheld or withheld without cause.

Article 51 stipulates that during legal vacations, marriage and funeral leave, as well as during the period in which workers participate in social activities in accordance with the law, employers shall pay wages in accordance with the law.

4.2.6 Female Workers

Article 3 of The Labor Law stipulates that workers have the right to equal employment and choice of occupation, the right to remuneration for their work, the right to rest and leave, the right to protection of labour safety and hygiene, the right to

training in vocational skills, the right to social insurance and benefits, the right to bring labour disputes to the attention of the public, and other labour rights stipulated by the law. When recruiting skilled production workers, DPEs may not restrict special conditions, refuse to recruit women on the grounds of gender or raise the standards for recruiting women.

Article 13 stipulates that women enjoy equal employment rights with men. When hiring workers, women may not be refused employment or have their employment standards raised on the basis of gender, except for types of work or positions that are not suitable for women, as stipulated by the State. All relevant organizations will conduct recruitment and employment practices based on the principle of gender equality, with priority given to those who can do the job.

At the same time, special labor protection has been implemented for female workers. For example, Article 59 stipulates that it is prohibited to arrange for female workers to engage in underground work in mines, work at the fourth level of physical labor intensity as stipulated by the State, and other work that is taboo. Article 60 stipulates that female workers shall not be assigned to work at high places, low temperatures or in cold water during their menstrual periods, or to work at the third level of physical labor intensity as prescribed by the State. Article 61 stipulates that female workers shall not be arranged to engage in labor of the third level of physical labor intensity as stipulated by the State during pregnancy and labor that is contraindicated during pregnancy. Female workers who are more than seven months pregnant may not be assigned to extended working hours or night-shift labor. Article 62 stipulates that female workers are entitled to no less than ninety days of maternity leave for the birth of a child. Article 63 stipulates that female workers shall not be assigned to perform work of the third level of physical strength as prescribed by the State or other work that is contraindicated during breastfeeding, nor shall they be assigned to work extended hours or night shifts while breastfeeding a child under one year of age.

4.2.7 Prohibition of Child and Forced Labor

Article 15 of The Labor Law prohibits employers from recruiting minors under the age of 16. According to the regulations, workers shall not be under the age of 16, and if they are recruited under the age of 16, they are considered to be recruited as child laborers and will be punished by law. Therefore, the project unit shall verify the identity cards or birth certificates of all workers before they are involved in project

activities.

In terms of forced labor, Article 32 stipulates that the worker may terminate the labor contract at any time by notifying the employer in any of the following circumstances: (1) during the probationary period; (2) if the employer forces labor by violence, threat, or unlawful restriction of personal liberty; and (3) if the employer fails to pay the labor remuneration or provide the labor conditions as agreed in the labor contract. Article 96 stipulates that if an employer commits any of the following acts, the public security authorities shall impose a term of detention of not more than fifteen days, a fine, or a warning on the responsible person; if a crime is constituted, the responsible person shall be held criminally liable in accordance with the law: (a) Forcing labor by means of violence, threats, or unlawful restriction of personal liberty; (b) Insulting, physically punishing, beating, unlawfully searching, and detaining a laborer.

4.2.8 Employment Discrimination

Article 12 of The Labor Law stipulates that workers shall not be discriminated against in employment on the basis of differences in ethnicity, race, gender or religious beliefs. DPEs will strictly abide by the relevant provisions and treat all workers equally.

4.2.9 Freedom of Association and Collective Bargaining

Article 8 of The Labor Law stipulates that workers shall, in accordance with the provisions of the law, participate in democratic management or engage in equal consultation with their employers on the protection of the lawful rights and interests of workers through staff meetings, staff congresses or other forms.

At the same time, the Trade Union Law of the People's Republic of China contains clear provisions on the definition, rights and duties of grass-roots trade union organizations. Article 3 thereof stipulates that manual and intellectual workers in enterprises, institutions and agencies within China who earn their living mainly from wages have the right to join and organize trade unions in accordance with the law, irrespective of ethnicity, race, sex, occupation, religious belief or level of education. No organization or individual may obstruct or restrict.

4.2.10 Occupational Health and Safety (OHS)

The Labor Law details the legal framework for occupational health and safety (OHS). Article 52 stipulates that employers must establish and improve occupational safety and health systems, strictly implement national occupational safety and health

procedures and standards, educate workers on occupational safety and health, prevent accidents in the work process and reduce occupational hazards. Article 53 stipulates that labor safety and hygiene facilities must meet the standards set by the state. Labor safety and hygiene facilities in new construction, reconstruction and expansion projects must be designed, constructed and put into production and use at the same time as the main project. Article 54 stipulates that employers must provide workers with labor safety and hygiene conditions and necessary labor protective equipment in accordance with state regulations, and that workers engaged in occupationally hazardous work should undergo regular health checks. Article 55 stipulates that workers engaged in special operations must undergo specialized training and obtain qualifications for special operations. Article 56 stipulates that workers must strictly abide by safety regulations during the labor process. Workers have the right to refuse to carry out any instruction given by the management of the employing unit that violates the rules or orders risky work, and they have the right to criticize, denounce or complain about any act that jeopardizes their lives, safety or health. Article 57 stipulates that the State shall establish a system for reporting and handling statistics on casualties and occupational diseases. The labor administration departments of the people's governments at the county level and above, the relevant departments and employers shall, in accordance with the law, compile, report and deal with statistics on casualties and occupational diseases occurring in the course of the labor process of workers.

Demonstration project implementation units, executing agencies, etc. shall comply with the following provisions.

(1) Health and safety conditions in the workplace shall comply with occupational safety and health requirements.

(2) Workplaces should be well ventilated and adequately lighted during working hours.

(3) Necessary precautions shall be taken to protect workers from damage to their health caused by gases, dust, fumes or any other emissions or wastes that may be emitted.

(4) Necessary precautions shall be taken to protect workers from the hazards of equipment and machinery, including any risk of collapse.

(5) Necessary precautions shall be taken to protect against natural disasters and damages, including sanitation, dampness and cold.

(6) Necessary precautions should be taken to protect against excessive light, noise and any danger of explosion.

(7) There shall be restrooms and washrooms with easy access and separate restrooms and washrooms for female workers.

(8) Adequate and convenient drinking water shall be provided for the use of workers.

(9) Necessary precautions should be taken to deal with fires and firefighting equipment, including emergency exits, should be provided and should be kept in working condition at all times.

(10) Accidents and occupational diseases shall be entered in a register and notified to UNDP within 24 hours.

Implementing partner shall not deduct any amount from their wages in consideration of the following.

(1) The provision of protective devices, equipment and clothing to protect workers from occupational injuries and diseases.

(2) Any allowances granted to workers working in conditions harmful to their health, or any meals provided to them in compliance with occupational safety and health requirements.

(3) Payment for regular or occasional medical examinations of workers in accordance with occupational safety and health requirements.

(4) Provision of first aid equipment at the workplace.

In addition, the Environmental and Social Management Plan (ESMP) requires that demonstration project implementation entities ensure that workers use basic safety equipment, receive basic safety training, and take other precautions as specified in the project's Environmental and Social Management Framework (ESMF). Nonetheless, the implementing entity must.

(1) ensure that appropriate levels of management and resources are in place to comply with OHS requirements.

(2) Demonstrate a clear commitment to, and leadership of, occupational health and safety.

(3) Identify and assess risks and standardize activities (rules, instructions and procedures).

(4) Analyze all incidents and accidents.

(5) Evaluate OHS performance indicators.

- (6) Conducting OHS internal audits.
- (7) Evaluating OHS training requirements.
- (8) Conducting medical follow-up of workers after accidents.

5. Responsible Staff

The project will be implemented and managed by the United Nations Development Program (UNDP) in conjunction with the Ministry of Industry and Information Technology (MIIT) and the Ministry of Natural Resources (MNR). The project will achieve three main objectives:

(1) Improved interest and commitment of the phosphate chemical industry in the green, low carbon and energy efficient operations of the phosphate mining sub-sector in China; Enhanced confidence in the feasibility of the application of green, energy efficient low carbon technologies in phosrock mining and refining in China.

(2) Established a green and low-carbon development model for phosphorus chemicals; Enhanced confidence in the feasibility of the application of green, energy efficient low carbon technologies in phosphate chemicals production in China.

(3) Enhanced commitment of, and institutional and technical arrangements for, the phosphate chemical industry in green and low carbon waste management; Increased confidence in the feasibility of the application of green and low carbon technologies in the management of waste in the phosphate chemicals Industry in China.

PMO will designate dedicated and accountable staff (including supervisory staff for OHS, gender discrimination, etc.) to manage the implementation, monitoring, and regular reporting of the LMP. The PMO's OHS staff will ensure better supervision of the implementation and joint monitoring of the different DPEs through regular coordination, collaboration, and communication with the PSC.

5.1 Involvement and Management of Direct Workers

UNDP, MIIT, and MNR will oversee and support DPEs in carrying out specific tasks. The PMO will ensure that all labor measures will be in place when the demonstration project is implemented. The primary responsibilities of UNDP, MIIT, MNR, and the PMO include:

- (1) Applying this Labor Management Plan to direct workers.
- (2) Updating this plan as necessary during project preparation, development, and

implementation.

(3) Maintaining records of the recruitment and hiring process for direct workers.

(4) Monitor workplace compliance with occupational health and safety standards in accordance with national occupational health and safety related regulations.

(5) Oversee OHS training for key staff.

(6) Develop and implement a worker grievance mechanism to handle grievances of direct workers, contract workers.

5.2 Participation and Management of Workers in DPEs

The DPE's group headquarters and specific executing agency staff will be responsible for contractor engagement and management. On-site staff, assisted by proven technical advisors and engineers, will ensure compliance and monitoring of labor safety activities and provide labor guidance on safety and security. Each DPE will also develop its own labor management plan based on the project's LMP. Key responsibilities of the DPE include:

(1) Ensuring that this Labor Management Plan also applies to the construction of local community members and Community Health Volunteer Workers.

(2) Comply with the ESMF and the OHS mitigation measures included in this Labor Management Plan. These measures will apply to contract and subcontracted workers.

(3) Maintain records of the recruitment and hiring process for contract workers.

(4) Clearly communicate work assignments and employment conditions to contract workers.

(5) Establish a regular review and reporting system for labor and OSH performance.

(6) Conduct regular induction training for employees (including social recruitment of entry-level employees).

5.3 Occupational Health and Safety (OHS)

DPEs are required to notify UNDP, MIIT, MNR and PMO in a timely manner of any incident or accident related to the project or that may have significant adverse impacts on the environment, community, workers, including exploitation or abuse of vulnerable groups, gender discrimination, use of child labor, forced labor, injury and death of workers. Detailed details of the incident or accident will also be provided, indicating the measures taken or planned. Subsequently, a report on the incident or

accident is prepared and measures to prevent its recurrence are proposed.

The DPE's HRM and OHS management departments are responsible for monitoring and complying with all OHS measures and ensuring proper management and resource provision, including fire management, free distribution of PPE and first aid kits, etc.

5.4 Training of Workers

Under the supervision and management of UNDP, MIIT and MNR, each DPE will ensure that all its workers are trained prior to any work on production technologies. At the same time, workers will be provided with appropriate training to ensure that they install and operate systems and equipment correctly and safely, and that the release or disposal of waste is properly controlled and managed.

In addition, training will be provided to local governments to improve their regulatory capacity to better control potential risks present in the demonstration projects, minimize or avoid any community health risks and safety issues related to construction work involved in the installation of the demonstration units, and minimize and manage the waste generated by those demonstration units (e.g., explosives, fuel and other chemicals).

5.5 Addressing Worker Grievances

Workers' complaints will be resolved primarily on the spot by the corporate authorities, the group head office through the grievance mechanism and, if necessary, to higher levels of management to ensure that a fair solution is reached.

6. Policies and Procedures

6.1 Management Systems

The PhosChemEE project, during its implementation, should comply with relevant Chinese laws and policy requirements, including but not limited to: the "Labor Law of the People's Republic of China," the "Labor Contract Law of the People's Republic of China," the "Work Safety Law of the People's Republic of China," the "Fire Protection Law of the People's Republic of China," the "Environmental Protection Law of the People's Republic of China," the "Special Equipment Safety Law of the People's Republic of China," the "Occupational Disease Prevention and Control Law of the People's Republic of China," the "Emergency Response Law of the People's Republic of China," the "Regulations on the Handling

of Labor Disputes within Enterprises," the "Regulations on Supervision of Special Equipment Safety," the "Regulations on Work-related Injury Insurance," the "Emergency Measures for Production Safety Accidents," the "Regulations on the Reporting and Investigation of Production Safety Accidents," the "Management Methods for Production Safety Accident Emergency Plans," and the "Regulations on the Safety Management of Hazardous Chemicals."

Additionally, it should follow the relevant regulations and provisions established by local governments, including the "Sichuan Province Work Safety Regulations," the "Sichuan Province Fire Protection Regulations," the "Sichuan Province Regulations on the Safety Production Responsibility of Production and Operating Units," the "Sichuan Province Detailed Rules for the Implementation of Production Safety Accident Emergency Plan Management," the "Guizhou Province Work Safety Regulations," the "Guizhou Province Fire Protection Regulations," the "Guizhou Province Detailed Rules for the Safety Supervision and Management of Hazardous Chemical Construction Projects," the "Yunnan Province Work Safety Regulations," the "Yunnan Province Fire Protection Regulations," and the "Yunnan Province Regulations on the Primary Responsibility of Production and Operating Units for Safety Production."

In terms of occupational health and safety (OHS), it should be executed in accordance with the "Requirements for Occupational Health and Safety Management Systems and Guidance for Use" (ISO 45001-2018) published by the International Organization for Standardization (ISO) on March 12, 2018.

6.2 Labor Protection

All DPEs will sign written labor contracts with their employees and implement them in accordance with specific regulations. The specific regulations include:

(1) DPEs should sign labor contracts with their employees and pay wages on time.

(2) DPEs should arrange working hours in accordance with the provisions of the "Labor Law," ensuring that employees have the right to rest and vacation. If rest days or working hours need to be extended due to special work requirements, it should not exceed the limits stipulated by law, and compensatory time off or payment should be provided as required by law.

(3) DPEs should provide necessary living and dining conditions for their employees, as well as a living environment that meets environmental protection and

health requirements. For demonstration projects located far from urban areas, Enterprises should also equip necessary medical personnel and medical facilities for the prevention and treatment of injuries and emergencies.

(4) DPEs should take effective labor protection measures such as dust prevention, noise reduction, harmful gas control, and ensuring the safety of high-temperature, high-cold, and high-altitude operations in accordance with national labor protection regulations. If an employee is injured at work, the company should immediately take effective measures for rescue and treatment.

(5) DPEs should handle insurance for their employees in accordance with relevant legal provisions and contract agreements.

(6) DPEs should be responsible for handling the aftermath of work-related injury or fatality accidents involving their employees.

6.3 Age of Employment

According to the provisions of The Labor Law, employees must not be under the age of 16. Employing workers under the age of 16 is considered child labor and will be subject to legal penalties. Therefore, before any worker participates in the PhosChemEE project, their identity card or birth certificate should be verified to ensure they meet the age requirement. For employees recruited by the DPEs, the employing unit must establish a personnel file, which includes information such as name, gender, place of origin, education level, work history, marital status, date of birth, ID number, home address, contact person, employee's start date, promotions, salary adjustments, and training or departure dates. At the same time, the company should sign a "Labor Contract" with the employee in duplicate, with one copy for the employee and one for the company. To prevent the accidental employment of child labor within the DPEs and to ensure the health and safety of adolescents under the age of 16, it is strictly forbidden for any staff to bring adolescents under the age of 16 (family members, children, relatives, or friends) into the production site of the DPEs.

If minor workers (aged 16 but under 18) are found working during the implementation of the PhosChemEE project, the following steps should be taken:

(1) Register with the local county-level labor administration department and obtain a minor worker's work permit.

(2) Minor workers should not be placed in any dangerous, unsafe, or unhealthy situations inside or outside the work environment. For example, they should not be engaged in jobs such as boiler operation or manual handling.

(3) Conduct regular health checks for minor workers, record the health status of all minor workers; when a minor worker leaves the job, conduct a medical examination upon departure, and only approve their resignation after ensuring their physical health. If there are any diseases that require treatment, arrange for medical care and only approve their resignation after confirming that the minor worker has fully recovered.

If child labor (under the age of 16) is discovered working during the implementation of the PhosChemEE project, the following steps should be taken:

(1) Immediately report to the company's human resources department.

(2) The human resources department should not immediately dismiss the child laborer, as this may put them in an even more serious predicament.

(3). The human resources department should take appropriate remedial measures, report immediately to the local labor bureau, and arrange for a health check-up as soon as possible.

(4) If there are any illnesses, arrange for treatment until recovery, with medical expenses covered by the company.

(5) Quickly seek the individual's opinion in accordance with regulations and arrange for their escort back to their place of origin, requiring their parents or guardians to sign for receipt, and have the confirmation stamped by the local administrative unit at the village level or above, then return the documentation to the human resources department for record-keeping.

(6) The company shall bear all costs associated with escorting child laborers back to their place of origin.

(7) Mobilize their families to arrange for further education for the children before they can participate in social work. Provide financial assistance if necessary, enabling them to receive school education until they are no longer considered children.

6.4 Occupational Safety and Health

All DPEs should implement and improve the occupational health and safety management system, including the "three simultaneous" system, safety pre-evaluation system, production safety accident emergency plans, and the system for the statistics, reporting, and handling of casualties and occupational diseases.

(1) "Three Simultaneous" System

The "three simultaneous" system refers to the requirement that for all new, reconstructed, expanded construction projects and technical renovation or

introduction projects within the territory of China, the occupational health and safety facilities must meet the national standards and must be designed, constructed, and put into production and use simultaneously with the main project. The occupational health and safety facilities mainly include safety technology facilities, pollution prevention facilities, labor safety and health facilities, and occupational disease prevention facilities, etc.

(2) Safety Pre-evaluation System

Safety pre-evaluation serves as the main basis for labor safety and health design in the preliminary design of engineering projects and for labor safety and health management of engineering projects, which is referred to by the national comprehensive safety production management department for supervision. According to the types of projects that must undergo labor safety and health pre-evaluation as stipulated in the "Management Measures for Labor Safety and Health Pre-evaluation of Construction Projects (Engineering)," DPEs such as Guizhou Wengfu (Group) Co., Ltd., Guizhou Kailin Mining and Fertilizer Co., Ltd., and P Zhonglicheng Industrial Co., Ltd. have all completed the safety pre-evaluation reports based on their specific circumstances.

(3) Production Safety Accident Emergency Plan

Due to the location of DPEs in mountainous areas and industrial parks in Yunnan, Sichuan, Guizhou, etc., there is a potential for sudden environmental incidents and safety emergencies, such as landslides caused by heavy rain, pipeline leaks, and tailings dam breaches. Therefore, all DPEs need to set up emergency plans in accordance with the requirements of the relevant national departments and must implement all the requirements proposed. Establish a smooth communication channel with local environmental protection departments to obtain guidance and supervision at any time, and to gain support in case of emergencies. Determine the rescue organization, team, and contact methods. Formulate accident types, levels, and corresponding emergency response procedures. Equip with necessary disaster relief and anti-poison devices, as well as protective equipment. Develop emergency shutdown, termination, or dose control procedures and automatic alarm linkage protection programs for the production system. Conduct post training and drills, establish accident emergency learning manuals, and reports, records, and evaluations. Formulate regional disaster prevention and rescue plans, evacuation plans for affected populations outside the factory, and establish effective contact channels with local

government, fire protection, environmental protection, and medical rescue departments to receive timely assistance in case of risk accidents.

(4) The System for the Statistics, Reporting, and Handling of Casualties and Occupational Diseases

According to the provisions of the "Regulations on the Reporting and Investigation of Production Safety Accidents," when a production safety accident occurs during the production and operation activities of an enterprise that causes personal casualties or direct economic losses, an accident report should be prepared, including: an overview of the accident-occurrence unit, the scene of the accident, a brief account of the accident, the number of casualties caused or the preliminary estimated direct economic losses, and the measures that have been taken. The occupational disease report must be for diseases listed within the current scope of national occupational diseases. When enterprises and local medical and health institutions discover occupational disease patients or suspected occupational disease patients, they should report to the local health administrative department in a timely manner.

6.5 Grievance Mechanism(GM)

Complaints in the GM will ensure that stakeholders, including project workers and community members, can express their dissatisfaction with the standard or quality of the Responsible Party's activities. In addition, it allows for the identification of any adverse action taken by the Responsible Party or its partners, directly or indirectly, against affected beneficiaries or any other party. DPEs will select staff with specialized knowledge in areas such as safeguarding security, gender discrimination and confidentiality.

Implementing agencies (UNDP, MIIT, and MNR) may have separate reporting systems for GM issues, but PMOs will have to follow up on the overall status of project grievances (with information sharing provided by the DPEs), and politically oriented agencies should be responsible for coordinating reporting by local DPEs. While grievances will be received within the implementing agency's main GM reporting system, grievances specifically related to gender equality and women's empowerment will be categorized and referred to gender equality and women's empowerment specialists for adequate support and assistance.

6.5.1 Project-Level Grievance Mechanism

During the design, construction and implementation of any demonstration project,

individuals or groups may perceive or experience, directly or indirectly, potential harm as a result of the project activity. Grievances that may arise may be related to social issues, such as eligibility criteria and rights, temporary or permanent loss of livelihoods, and other social and cultural issues. Grievances may also be related to environmental issues, such as excessive dust generated during the production process, exhaust fumes, construction-related vibrations or damage to infrastructure caused by the transportation of raw materials, noise, traffic congestion, and high and low temperature operational hazards. If such a situation arises, there must be a mechanism through which such issues can be resolved amicably with the project personnel by the affected parties in an efficient, fair, transparent, timely and cost-effective manner. In order to achieve this goal, a grievance mechanism is included in the ESMF for this project.

The GM will not impede relevant or applicable judicial or administrative remedies, which are freely available to all stakeholders without reprisal. Grievance Mechanisms:

(1) Provide a legitimate process that builds trust between stakeholder groups and ensures that stakeholder concerns are assessed and addressed in a fair and transparent manner.

(2) Allow all stakeholders to access the grievance mechanism in a simple and streamlined manner and provide sufficient assistance to those who may have faced barriers in the past to enable them to present their claims.

(3) Provide clear and known procedures for each stage of the grievance mechanism process and clarify the types of outcomes available to individuals and groups.

(4) Ensure fair treatment of all concerned and aggrieved individuals and groups through a long-term, fair and efficient approach to complaints or grievance resolution.

(5) Provide a transparent way for any aggrieved individuals and groups to be informed about the progress of their complaint, the information used in the assessment of their complaint, and the mechanisms that will be used to resolve the complaint.

(6) Enable continuous learning and improvement of the grievance mechanism. Potential complaints and grievances are reduced through ongoing assessment.

GM will address potential barriers to access for women, seniors, persons with disabilities, youth, and other potentially marginalized groups as needed by the

project. GM will not impede relevant or applicable judicial or administrative remedies, which are available to all stakeholders free of charge and without reprisal. Information about the GM and how to file a grievance will be communicated during the stakeholder engagement process and placed prominently for the information of key stakeholders.

The GM will operate in an independent and objective manner, without any reprisals, by resolving issues promptly, using a design that is easy to understand and transparent, and at the same time providing timely feedback to the persons concerned in a language that they understand. Each stakeholder will be informed of the grievance mechanism at the appropriate time and of the specific measures taken to protect them from reprisals for using it. The grievance mechanism will be in a way that is easily accessible to all project stakeholders, e.g., toll-free hotline number, SMS, email, website, etc. If a complaint can be resolved immediately on the spot or at the project level, then staff must be encouraged to actively address the issue in question.

A key part of the grievance mechanism is the requirement that the project management team and building construction contractors are able to set up and maintain registers of complaints received at their respective project sites, including worker grievances. Focus on recording the following information:

- (1) Time, date and nature of inquiries, concerns and complaints.
- (2) Method of communication (e.g., telephone, letter, private) .
- (3) Name, contact address and contact telephone number.
- (4) Anonymous complaints must also be registered, investigated and resolved.
- (5) Responding to and reviewing grievances regarding inquiries, concerns, and complaints.
- (6) Action taken and name of person taking action.

6.5.2 Grievance and Informing the Persons

UNDP's goal is to correct these grievances in a short period of time. Each individual grievance is assessed in a fair and objective manner. In all cases, grievances will be fed back until all appropriate remedies have been put in place. In addition, anonymous complaints will be addressed in the program. Grievances related to gender discrimination will be prioritized to take actions.

UNDP will oversee the dissemination of the GM, and DPEs should ensure that the GM is explained at stakeholder engagement meetings, and should also ensure that GM flyers are distributed during public meetings and that the contact number of the

GM coordinator is made available at the DPE site. In addition, posters should be put up.

The Project Manager, Field Coordinator, Safeguard Specialist, Gender and Social specialist, and Communication Specialist, as appropriate, shall be responsible for taking appropriate action in cases in which there is reason to believe that any right has been violated. All grievances and feedbacks will be handled with a fair and objective approach. Transparency and accessibility are also two main concerns of this redress mechanism. In addition, the number, frequency, and topics of complaints and feedback will be analyzed and reported regularly to the relevant units and government departments. Based on these detailed reports, the most frequently addressed issues are identified and improvement activities are initiated.

6.6 Contractor Management

The implementing partner will provide a number of services during project implementation to achieve the project objectives. These services include software development, communications infrastructure development, server and database administration, staff training implementation plan and training documentation, development of online training modules, investment planning, on-site presence, etc.

In the process of selecting contractors, various criteria will be stipulated in the bidding documents, such as previously completed works, previous experience, qualifications of the contractor's human resources, compliance with health and safety issues, preventive measures against child labor and forced labor employment, etc. Contractor management measures will be added to the contractor clauses in the tender documents to ensure their legitimacy. These clauses will include mitigation measures for potential labor risks, workers' rights and wages, terms and conditions of employment, insurance for workers and third parties, gender rights, grievance management procedures, and safety requirements. Based on the selection criteria, the most compliant will be selected as contractors for project implementation.

During the implementation phase of the service, under the supervision and management of UNDP, MIIT and MNR will organize planned and unplanned research interviews with contractors and/or relevant enterprises where work is being carried out. During these interviews, progress made, issues related to health and safety, and the employment status of female workers will be observed. The reports of the interviews will include key performance indicators managed by the contractors, the outputs of which will be reflected in the monthly reports. In the event of non-

compliance by the contractor, corrective measures will be taken.

7. Budget Estimation for Implementing this LMP

To enhance the operability of the LMP, we have designed the LMP action plan (Annex 1) based on the PhosChemEE project plan, and conducted a preliminary budget estimate. The next step will be to regularly adjust and optimize the action plan and budget according to the specific implementation and actual needs of the project. According to the preliminary estimate, the budget for implementing this LMP includes community engagement and communication, labor management, policy formulation, establishment of a supply chain management system, employee education and training, establishment of labor complaint and processing mechanisms, preparation of safety emergency plans, safety drills and training, safety equipment and facilities, occupational health checks, and regular supervision and review of the LMP, with a total budget of approximately 300,000 yuan.

Table 6-1 LMP Implementation Budget Estimate

Budget Items	Budget (RMB)
Community Engagement and Communication	10,000 yuan
Labor Management	20,000 yuan
Formulation of Relevant Policies	40,000 yuan
Establishment of a Supply Chain Management System	20,000 yuan
Employee Education and Training	50,000 yuan
Establishment of Labor Complaint and Processing Mechanisms	10,000 yuan
Development of Safety Emergency Plans	30,000 yuan
Safety Drills and Training	20,000 yuan
Safety Equipment and Facilities	50,000 yuan
Occupational Health Checks	30,000 yuan
Regular Supervision and Review of the LMP	20,000 yuan
Total	300,000 yuan

Annex 1: LMP Action Plan

Key Labour Risks	Solutions	Performance Metrics	Timeline	Possible Output/Impact	Budget Cost Sources
Labor influx	Establish a communication mechanism with the local community to understand their needs and concerns, and take these factors into account during project planning and implementation.	Results of Community Satisfaction Survey.	Year 1,2,3	Enhance the harmonious relationship between local communities and the demonstration project to reduce social conflicts.	Community Engagement and Communication
	Implement labor demand forecasting, arrange the recruitment and placement of workers and followers in a rational manner, and avoid excessive influx.	Accuracy of Labor Demand Forecasting.	Year 1,2	Improve the flexibility and efficiency of labor management during the implementation of project activities, reduce economic losses caused by labor shortages or surpluses, and avoid resource waste and excessive influx.	Development and Maintenance Costs of Labor Management System
	Provide vocational training and education.	Workforce Training Completion Rate and Skill Enhancement Level.	Year 1,2,3	Extensively provide training materials and project documents to improve the skills and adaptability of the workforce.	Employee Education and Training
Forced Labor	Establish Strict Recruitment and Employment Policies: Prohibit any form of forced labor.	Compliance Rate of Recruitment and Employment Policies in Demonstration Project Enterprises: The percentage of adherence to the recruitment and hiring policies within the enterprises of the demonstration project.	Year 1,2,3,4,5	By establishing relevant policies to reduce or eliminate the occurrence of forced labor incidents, enhance the image of the demonstration project enterprises, and improve employee satisfaction and loyalty.	Formulation and Implementation of Recruitment and Hiring Policies.

	Strengthen Supply Chain Monitoring: Ensure all contractors comply with anti-forced labor regulations.	Coverage and Effectiveness of Supply Chain Contractor Monitoring: The extent to which the monitoring of supply chain contractors is comprehensive and the degree of its effectiveness.	Year 1,2,3,4,5		Establishment and Operation of Supply Chain Monitoring Mechanisms.
	Provide Employee Education and Training: Enhance awareness and prevention capabilities regarding forced labor. Increase Awareness and Prevention Capabilities of Local Government Investment and Development Departments, Community Leaders, Implementing Agencies, and UNDP Project Staff. Raise understanding and vigilance against forced labor.	Employee Participation and Satisfaction in Education and Training: The rate at which employees engage in educational and training programs and their level of satisfaction with these initiatives.	Year 1,2,3,4,5		Employee Education and Training.
Gender Equality and Women's Empowerment	Provide equal opportunities for education and professional training for employees of demonstration project enterprises.	Training materials and project documents are written using inclusive language.	Year 1,2	Enhance women's professional competitiveness at work and expand their employment opportunities in underdeveloped and rural areas.	Employee Education and Training.
	Provide childcare services for women to ensure their participation in training, publicity, and consultation activities. Support women and girls (or children) to have a voice in project decisions and processes that affect their lives.	The proportion of women participating in training, publicity, and consultation.	Year 1,2,3	Enhance women's professional competitiveness at work and expand their employment opportunities in underdeveloped and rural areas.	Establishment of Labor Complaint and Processing Mechanisms.
	Enhance the opportunities available to women in the creation of new jobs through the application of low-carbon and energy-saving technologies in the phosphate chemical industry. Ensure the share of	The number of new jobs created (including the percentage of women) by applying low-carbon and energy-saving technologies in the phosphate chemical industry to achieve zero-	Year 2,3,4,5	The time women spend on household chores may decrease. The income and well-being of women and children are improved due to new employment	/

	female labor in the new jobs created by the changing development models of the phosphate chemical industry.	carbon development.		opportunities. There is a significant number of women working in the phosphate chemical industry.	
	Strengthen the awareness of gender equality among project stakeholders. Improve the understanding of gender mainstreaming among local government investment and development departments, community leaders, implementing agencies, and UNDP project staff. Include gender issues sessions in each capacity-building training or workshop.	Whether gender equality is mainstreamed in project activities, especially in capacity-building training and workshops.	Year 1,2,3	Policies promoting gender equality are consistent, and gender considerations are treated equally across all modules of the project and among all stakeholders. Targeted and trained stakeholders have a good understanding of gender issues and are more confident in mainstreaming gender throughout the project cycle.	/
	Enhance the role of women's organizations in the management and supervision of project design and implementation processes. Invite representatives of women's organizations to participate in surveys and workshops related to project design and incorporate their feedback into project documents. Strengthen the role of women's organizations in promoting women's participation in training, such as low-carbon and energy-saving technology training.	The number of times women's organizations participate in project research, consultation, training, and work.	Year 1,2,3	Encourage substantial participation and representation of women during capacity-building training or workshops. Particularly, identify vulnerable groups and involve them in project activities.	/
	Designate and appoint project staff to execute and monitor corresponding gender mainstreaming activities, and evaluate their performance based on the completion of the assigned gender tasks.	Whether there are dedicated staff members conducting relevant monitoring work.	Year 1,2,3,4,5	Project staff are assigned and designated to execute and monitor gender mainstreaming activities, and their performance is evaluated based on the completion of the assigned gender tasks.	Formulation of Relevant Policies.
Possible Accidents or	Develop detailed emergency plans, including accident prevention, emergency response,	The formulation and update frequency of emergency response	Year 1,2,3,4,5	Reduce the occurrence of major accidents and improve the safety	Development of Safety Emergency

Emergencies	and accident handling.	plans.		management level of the enterprise. Enhance the safety awareness and emergency response capabilities of employees.	Plans
	Conduct regular safety drills and training to enhance employees' awareness and emergency response capabilities.	The participation rate and effectiveness of safety drills and training.	Year 1,2,3,4,5		Conduct safety drills and training sessions.
	Invest in necessary safety equipment and facilities to reduce the risk of accidents.	The coverage and maintenance condition of safety equipment and facilities.	Year 1,2,3,4,5		Invest in and maintain safety equipment and facilities.
Occupational Health and Safety (OHS)	Establish and implement occupational health and safety policies to ensure a safe and healthy working environment.	The implementation rate and coverage of occupational health and safety policies.	Year 1,2,3,4,5	Decrease the incidence of occupational diseases and work-related accidents, and elevate the health and safety standards for employees. Enhance the corporate social responsibility image of the PhosChemEE project and demonstration project enterprises.	Formulate and implement occupational health and safety policies.
	Carry out regular occupational health and safety inspections to identify and address potential issues promptly.	The frequency and effectiveness of occupational health and safety inspections.	Year 1,2,3,4,5		Conduct occupational health check-ups.
	Provide occupational health and safety training to improve employees' self-protection awareness and abilities.	The participation rate and satisfaction level of occupational health and safety training.	Year 1,2,3,4,5		Employee Education and Training.