



**MANAGEMENT OF PLASTICS WASTE AND CIRCULAR INTERVENTIONS
IN SOUTH, SOUTHEAST ASIA AND THE PACIFIC**

Viet Nam Country Project

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

HÀ NỘI - DECEMBER 2025

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**ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN
(ESMP)**

HÀ NỘI- JULY 2025

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ACRONYMS

CE	Circular Economy
CCEU	Climate Change and Environment Unit
CSOs	Civil Society Organizations
BEP	Best Environmental Practices
BAT	Best Available Technologies
GoV	Government of Vietnam
EPR	Extended Producer Responsibility
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ICD	International Cooperation Department
IWWs	Informal Waste Workers
MAE	Ministry of Agriculture and Environment
MONRE	Ministry of Natural Resources and Environment
MRF	Material Recovery Facilities
NAP	National Action Programme
NPAPs	National Plastics Action Plans
NAPCE	National Action Plan for Circular Economy
NGOs	Non-Governmental Organizations
PPU	Plastic Processing Units
PPE	Personal Protective Equipment
SES	Social and Environmental Standards
SESP	Social and Environmental Screening Procedure
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
SME	Small and Medium Size
TCCF	The Coca Cola Foundation
UNDP	United Nation Development Program

I. GENERAL INTRODUCTION

1.1. Introduction of multi-country project

The Asia-Pacific region faces significant challenges in managing plastic waste due to rapid urbanization, increased consumption, and inadequate waste management infrastructure and regulations.

The accumulation of plastic waste has severe environmental and health impacts, leading to widespread pollution of land, water, and air. The informal sector, that plays a critical role in waste collection and recycling, is hindered by a lack of coordination, investment, and governance. This undermines the effective implementation of circular economy models, worsening the plastic waste crisis with tremendous social effects.

The Management of Plastics Waste and Circular Interventions on Plastics in South, Southeast Asia, and the Pacific (TCCF Plastics Circularity Project) funded by the Coca Cola Foundation (TCCF) aims to address the critical issue of plastic waste management in nine countries across Asia. This initiative targets countries with varying levels of waste management infrastructure and plastic waste challenges, including India, Bangladesh, Bhutan, Nepal, Maldives, Sri Lanka, Philippines, Cambodia, and Vietnam.

The project aims to establish a sustainable, gender-responsive circular economy for plastics in the region, significantly reducing plastic waste leakage into the environment. The vision includes enhancing the livelihoods of waste workers, particularly vulnerable groups and women, and strengthening regional cooperation to promote shared prosperity. Achieving this requires the establishment of a robust waste management framework and infrastructure and the formal integration of the informal sector.

The core interventions and expected results include:

Outcome 1: Stakeholder Engagement and Strategy Development: The project will create multi-stakeholder platforms, involving the private sector, civil society organizations (CSOs), and local communities in the plastic value chain. This approach integrates gender-sensitive actions, such as supporting women-led cooperatives and engaging indigenous communities.

Outcome 2: Best Environmental Practices (BEP) and Best Available Technologies (BAT) Replication and Scaling: The project will deploy BEP and BAT to minimize, collect, reuse, recycle, and dispose of plastic waste efficiently. This includes establishing or strengthening Material Recovery Facilities (MRFs) and Plastic Processing Units (PPUs). Gender-sensitive capacity building will also be provided to waste collectors, focusing on safe plastic handling and improved technical practices. Implementing BEP and BAT ensures that waste management systems are both environmentally sound and efficient, leading to increased recycling rates and reduced environmental contamination.

Outcome 3: Strengthening National and Infrastructure Capacities: The project will provide policy and regulatory support by assisting in the creation or review of policies, guidelines, and national standards for plastic production and recycling. It will also aid in the development of Extended Producer Responsibility (EPR) systems and other frameworks. A key aspect of this outcome is the integration of informal waste collectors into formal recycling systems, ensuring their inclusion in and contribution to the circular economy. Integrating the informal sector promotes social inclusion, broadening the project's reach and impact.

Outcome 4: Information Outreach and Knowledge Management: The project will develop and disseminate knowledge products, training materials, and awareness campaigns aimed at a wide range of stakeholders, including the general public, with an emphasis on promoting behavioral change in plastic waste management.

1.2. Introduction of project implementation in Vietnam

The Project supports Viet Nam in addressing its plastic problem through several key interventions. The National Plastic Action Partnership (NPAP) platform will facilitate stakeholder engagement, knowledge sharing, and innovation scaling to promote plastic action. Expected outputs are followed:

Output 1: Enhanced multi-stakeholder collaboration and innovation within the Viet Nam NPAP, promoting knowledge exchange and effective solutions for plastic pollution.

Output 2: Successful deployment of waste-back-to-shore schemes in 3 fishing ports, and pilot implementation of harmonized responsible sourcing framework, enhancing working conditions and social protection for informal waste workers.

Output 3: Support for waste sorting at source regulations, improving plastic waste management in Ha Noi through capacity building and public awareness campaigns.

Output 4: Two national communication campaigns launched to promote waste sorting and plastic recycling.

1.3. Objective and Scope of Work

The National Consultant is tasked to assess environmental and social risks related to all activities in the scope of the TCCF Plastics Circularity Project to be implemented in Vietnam. In particular, the Consultant will:

- identify Environmental and Social (E&S) risks: finalize the Social and Environmental Screening Procedure (SESP) checklist to identify the potential environmental and social risks of the project and project risk categorization
- develop the project's comprehensive Environmental and Social Management Plan (ESMP).

The scope of the work includes:

- Thoroughly reviewed the project proposal, technical documents, relevant regulations, guidelines and standards related to plastic waste in Viet Nam, as well as environmental and social safeguards from UNDP to identify the project risk categorization.
- Identified potential environmental and social impacts of the project's activities based on the following aspects: Biodiversity Conservation and Sustainable Natural Resource Management; Climate Change and Disaster Risks; Community Health, Safety and Security; Cultural Heritage; [Displacement and Resettlement](#); [Indigenous Peoples](#); Labour and Working Conditions; Pollution Prevention and Resource Efficiency;
- Based on identified risks, potential environmental and social impacts, develop an ESMP for the TCCF Plastics Circularity Project, including following components: mitigation and monitoring measures, capacity development and training, stakeholder engagement, grievance redress mechanisms, and implementation plan.
- Present the draft ESMP to the Project Board and the project's stakeholders; revise the ESMP based on feedback received and finalize the ESMP report that consolidates the mitigation measures, monitoring plan, and other pertinent information into a well-structured and comprehensive document.
- Fieldwork: The Consultant has conducted field work in potential sites (fish ports of Ninh Co in Ninh Binh province as well as Bac Ninh, Nghe An and Ninh Binh provinces for the Responsible Sourcing Initiative) to collect information to make basis for assessing project activities. In addition, the wide range of consultations have been taken place with

relevant stakeholders including the management board of the first port, Vikohasan and its partner of plastic waste recycling value chain.

1.4. ESMP: Objective and Methodology

Objective of ESMP

The ESMP will help the TCCF Project to avoid, minimize, and/or mitigate adverse environmental and social impacts and risks identified through screening of project activities and interventions.

Methodology of ESMP

- **Stakeholder Engagement:** strong stakeholder engagement has been conducted during the field work to collect data and information from the relevant stakeholders, In particular, consultations were conducted with Director of Ninh Co Fishing Port Management Board and boat crews.



Consultation with Mr Nguyễn Thành Chung,
Director of Ninh Co Fishing Port Management Board



Consultation with boat crew

- Regarding the "The Responsible Sourcing Initiative" under the output 2, the consultant has consulted with wide range of stakeholders participating the plastic value chain including from collection to recycling process including the waste collector, waste workers and Informal Waste Workers (IWWs) who are identified as vulnerable groups in the value chain.



Consultation with manager of the T2 in Nghe
An province



Consultation with female workers in Bắc
Ninh province



SES sharing with Vikohasan manager



Vikohasan Factory visit

1.5. Description of waste-back-to-shore schemes in 3 fishing ports

Waste-back-to-shore schemes in fishing ports are initiatives that encourage and facilitate fishermen to collect the waste they generate at sea, as well as any marine litter they find, and bring it back to designated port facilities for proper disposal or recycling. This prevents garbage from being thrown overboard, which is a major source of marine pollution.

Based on the successful waste-back-to-shore waste collection model supported by UNDP projects in Gia Lai province (formerly Binh Dinh) and other coastal provinces in Vietnam, the project will extend this successful model in three other fishing ports namely Ninh Co (Ninh Binh provinces), Phan Thiet (Lam Dong province) and Hon Ro (Khanh Hoa province)¹.

1.5.1. Status of Phan Thiet fishing port and proposed activities

The former Binh Thuan Provincial People's Committee has issued the Plan No. 435/KH-UBND dated February 10, 2020 on the management of marine plastic waste in the province until 2030. In 2024, Phan Thiet fishing port received 11,553 vessel arrivals, with a majority being vessels over 15 meters in length (6,058 vessels). According to statistics until April 2025, Phan Thiet fishing port had 957 vessel arrivals, including 112 longline fishing vessels, 443 gillnet vessels, 248 purse seine vessels, and 53 service/logistics vessels. The total area of Phan Thiet fishing port is 37 hectares, of which the water surface area is 27 hectares, the land area is 10 hectares, and the length of the pier is 360 meters.

Phan Thiet fishing port has an organized garbage collection system. The volume of garbage at the port is at its peak (400 kg/day) during periods of high vessel traffic (the 10th to the 18th of each lunar month). On other days, the volume is 200 kg/day. There are 7 workers who collect and sweep garbage at the fishing port. Approximately 8.67 kg of plastic waste is generated per sea trip (20-22 days) on a vessel with 10-15 people.

There is no dedicated facility for sorting and collecting waste at the fishing port, and there has been no implementation of a scheme to collect plastic waste brought back to shore from fishing

¹ From 01/07/2025, Binh Thuan province was merged with Lam Dong and Dak Nong provinces with the name of Lam Dong province, Nam Dinh was merged with Ha Nam and Ninh Binh province with the name of Ninh Binh, Binh Dinh province was merged with Gia Lai province with the name of Gia Lai, Khanh Hoa province was merged with Ninh Thuan province but still keep the name of Khanh Hoa.

vessels. The water surface area has a significant amount of plastic waste, but it has not yet been collected.

Given these aforementioned challenges, the UNDP has worked and consulted with the Department of Agriculture and Environment of Lam Dong province and Phan Thiet Fishing Port Management Board. Followings are the proposed activities:

Table 1. Proposed activities of the TCCF project

No.	Proposed activities	Implementation
1	Develop a Procedure for controlling and managing plastic waste on fishing vessels at fishing ports in the province (to be issued by the Department of Agriculture and Environment), including incentive and handling mechanisms.	Sub-Department of Fisheries and Islands (Sub-Dep of F&I), with expert support
2	Develop and issue Regulations on the collection and management of domestic waste on fishing vessels and at fishing ports.	Phan Thiet Fishing Port Management Board (Phan Thiet FMB), with expert support
3	Connect the collection team to Material Recovery Facilities (MRFs) and recycling centers to sell scrap materials and use collected plastic waste from fishing vessels for recycling.	Phan Thiet FMB
4	Develop an incentive mechanism for fishing vessels to bring plastic waste ashore and an operational regulation for the Plastic Waste Collection Team to promote a circular economy (a mechanism to exchange plastic waste for essential goods).	UNDP, Phan Thiet FMB (collaborating)
5	Establish a Plastic Waste Collection Team under the Fishing Port Management Board (based on the existing sanitation team of 7 female workers).	Phan Thiet FMB
6	Support the fishing port in building a new collection house and providing collection, sorting, and packaging equipment for the Collection Team's operations.	UNDP, Phan Thiet FMB (collaborating)
7	Support the provision of special mesh bags for model fishing vessels to collect domestic and production plastic waste (2 bags per vessel, sorted into two types: one for recyclable waste and one for non-recyclable waste to be collected for proper disposal).	UNDP
8	Support the fishing port with equipment to collect waste from the water surface.	UNDP, Phan Thiet FMB
9	Support the installation of LED screens for communication.	UNDP
10	Support the trial installation of an electronic plastic waste declaration system via a mobile app.	UNDP
11	Select 100-150 fishing vessels to participate in the model: 50 longline vessels, 50 squid jigging vessels, 30 gillnet vessels, and 20 service/logistics vessels.	Sub-Dep of F&I

12	Raise awareness among fishing crew members and individuals/organizations involved in fisheries services: on-site training and workshops on collecting and sorting plastic waste	UNDP, Phan Thiet FMB, Sub-Dep of F&I
13	Organize the model's operation, monitoring, and evaluation of the pilot program's implementation.	UNDP, Sub-Dep of F&I

Source: UNDP (2025)

1.5.2. Status of Hon Ro fishing port and proposed activities

Khanh Hoa Provincial People's Committee has issued the Decision No. 362/QD-UBND dated February 12, 2020 on the management of marine plastic waste in the province until 2030. In 2024, Hon Ro fishing port received 3,240 vessel arrivals, with a majority being vessels over 15 meters in length. Of these, there were 1,275 longline fishing vessels, 1,408 gillnet vessels, 192 purse seine vessels, and 50 service/logistics vessels. The total area of Hon Ro fishing port is 12 hectares, of which the water surface area is 9.6 hectares, the land area is 2.4 hectares, and the length of the pier is 420 meters.

Hon Ro fishing port has an organized garbage collection system. The volume of garbage at the port peaks at 300 kg/day during periods of high vessel traffic (the 10th to the 18th of each lunar month). On other days, the volume is 200 kg/day. There are 4 workers who collect and sweep garbage at the fishing port. Approximately 8.87 kg of plastic waste is generated per sea trip (20-22 days) on a vessel with 10 people.

There is no dedicated facility for sorting and collecting waste at the fishing port, and no scheme has been implemented to collect plastic waste brought back to shore from fishing vessels. The water surface area has a significant amount of plastic waste, but it has not yet been collected.

As such, the UNDP has worked and consulted with the Department of Agriculture and Environment of Khanh Hoa province and Hon Ro Fishing Port Management Board. Followings are the proposed activities:

Table 2. Proposed activities

No.	Proposed activities	Implementation
1	Develop a Procedure for controlling and managing plastic waste on fishing vessels at fishing ports in the province (to be issued by the Department of Agriculture and Environment), including incentive and handling mechanisms.	Sub-Department of Fisheries and Islands (Sub-Dep of F&I), with expert support
2	Develop and issue Regulations on the collection and management of domestic waste on fishing vessels and at fishing ports.	Hòn Ró Fishing Port Management Board (Hòn Ró FMB), with expert support
3	Connect the collection team to Material Recovery Facilities (MRFs) and recycling centers to sell scrap materials and use collected plastic waste from fishing vessels for recycling.	Hòn Ró FMB
4	Develop an incentive mechanism for fishing vessels to bring plastic waste ashore and an operational regulation for the Plastic Waste	UNDP, Hòn Ró FMB (collaborating)

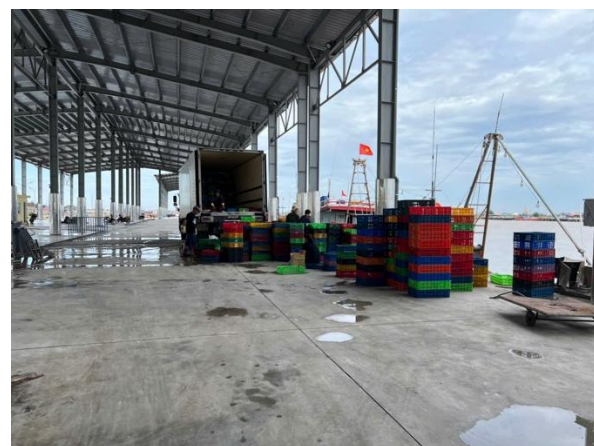
	Collection Team to promote a circular economy (a mechanism to exchange plastic waste for essential goods).	
5	Establish a Plastic Waste Collection Team under the Fishing Port Management Board (based on the existing sanitation team of 7 female workers).	Hòn Ró FMB
6	Support the fishing port in building a new collection house and providing collection, sorting, and packaging equipment for the Collection Team's operations.	UNDP, Hòn Ró FMB (collaborating)
7	Support the provision of special mesh bags for model fishing vessels to collect domestic and production plastic waste (2 bags per vessel, sorted into two types: one for recyclable waste and one for non-recyclable waste to be collected for proper disposal).	UNDP
8	Support the fishing port with equipment to collect waste from the water surface.	UNDP, Hòn Ró FMB
9	Support the installation of LED screens for communication.	UNDP
10	Support the trial installation of an electronic plastic waste declaration system via a mobile app.	UNDP
11	Select 100 fishing vessels to participate in the model: 50 longline vessels, 10 squid jigging vessels, 20 gillnet vessels, and 10 service/logistics vessels.	Sub-Dep of F&I
12	Raise awareness among fishing crew members and individuals/organizations involved in fisheries services: on-site training and workshops on collecting and sorting plastic waste	UNDP, Hòn Ró FMB, Sub-Dep of F&I
13	Organize the model's operation, monitoring, and evaluation of the pilot program's implementation.	UNDP, Sub-Dep of F&I

Source: UNDP (2025)

1.5.3. Status of Ninh Co fishing port and proposed activities

Nam Định Provincial People's Committee (now changed to Ninh Binh province) has issued the Plan No. 11/KH-UBND dated February 4, 2020 on the management of marine plastic waste in the province until 2030. In 2024, Ninh Co fishing port received 4,133 vessel arrivals. These included 1,361 gillnet vessels, 972 trawl vessels, 33 longline vessels, 13 purse seine vessels, 172 other vessels, and 50 service/logistics vessels. The total area of Ninh Co fishing port is 13.3 hectares, of which the water surface area is 3.1 hectares, the land area is 10.2 hectares, and the length of the pier is 271 meters.

Ninh Co fishing port has not yet organized a garbage collection system. The average volume of garbage at the port is 100 kg/day. Approximately 5.26 kg of plastic waste is generated per sea trip (8-10 days) on a vessel with 6 people. There is no dedicated facility for sorting and collecting waste at the fishing port; instead, fishing port has contracted with the local public waste company to collect the garbage twice a week. There is no scheme to collect plastic waste brought back to shore from fishing vessels.



Ninh Co Fishing port (Waste sorting Store)

Ninh Co Fishing port (deck)

As such, the UNDP has worked and consulted with the Department of Agriculture and Environment of Ninh Binh province and Ninh Co Fishing Port Management Board. Followings are the proposed activities:

Table 3. Proposed activities

No.	Proposed activities	Implementation
1	Develop a Procedure for controlling and managing plastic waste on fishing vessels at fishing ports in the province (to be issued by the Department of Agriculture and Environment), including incentive and handling mechanisms.	Sub-Department Fisheries and Surveillance (Sub-Dep of F&S), with expert support
2	Develop and issue Regulations on the collection and management of domestic waste on fishing vessels and at fishing ports.	Ninh Co Fishing Port Management Board (Ninh Co FMB), with expert support
3	Connect the collection team to Material Recovery Facilities (MRFs) and recycling centers to sell scrap materials and use collected plastic waste from fishing vessels for recycling.	Ninh Co FMB
4	Develop an incentive mechanism for fishing vessels to bring plastic waste ashore and an operational regulation for the Plastic Waste Collection Team to promote a circular economy (a mechanism to exchange plastic waste for essential goods).	UNDP, Ninh Co FMB (collaborating)
5	Establish a Plastic Waste Collection Team under the Fishing Port Management Board	Ninh Co FMB
6	Support the Fishing Port in building additional perimeter walls and doors for the existing collection house (approximately 160m ²), and provide collection, sorting, and packaging equipment for the Collection Team's operations	UNDP, Ninh Co FMB (collaborating)
7	Support the provision of special mesh bags for model fishing vessels to collect domestic and production plastic waste (2 bags per vessel,	UNDP

	sorted into two types: one for recyclable waste and one for non-recyclable waste to be collected for proper disposal).	
8	Support the installation of LED screens for communication.	UNDP
9	Support the trial installation of an electronic plastic waste declaration system via a mobile app.	UNDP
10	Select 100 fishing vessels to participate in the model: 60 squid jigging vessels, 20 gillnet vessels, and 10 service/logistics vessels.	Sub-Dep of F&S
11	Raise awareness among fishing crew members and individuals/organizations involved in fisheries services: on-site training and workshops on collecting and sorting plastic waste (noted that the crew members are Catholicism)	UNDP, Ninh Cờ FMB, Sub-Dep of F&S
12	Organize the model's operation, monitoring, and evaluation of the pilot program's implementation.	UNDP, Sub-Dep of F&S

Source: UNDP (2025)

1.6. Description of pilot implementation of harmonized responsible sourcing framework

The United Nations Development Programme (UNDP), in collaboration with Vikohasan Joint Stock Company (Vikohasan) to implement "The Responsible Sourcing Initiative" under the output 2.

Green U, a social enterprise has supported UNDP to conduct the survey on the value chain of plastic collection and recycling under the Vikohasan Joint network (the recycling company partnering with the project). A workshop introducing the Responsible Sourcing Initiative (RSI) and sharing the findings of a baseline assessment conducted at facilities within the supply chain of VIKOHASAN has also been organized in August 2025. This event facilitated discussions and proposed solutions to improve working conditions for the informal workforce, promoting a sustainable, equitable, and responsible plastic recycling supply chain in Viet Nam. It also served as a platform to strengthen connections among stakeholders to build a supportive ecosystem for the Initiative, share experiences, and guide the next steps for the 2025–2027 phase. The safeguard consultant has accompanied with Green U and Vikohasan during the survey and validation workshop. In addition, the consultant has also visited and consulted with Vikohasan Joint Stock company and shared with them the UNDP SES.

Vikohasan Joint Stock Company operates in the field of Fiber Production & Production of products from waste PET plastic. Vikohasan's polyester fiber products are raw materials for many different products and are widely used. Not only meeting the needs of domestic customers, Vikohasan also exports to many other countries in the region: Europe, America, Middle East, East Asia, Southeast Asia. Vikohasan currently owns 2 factories with a total area of over 10 hectares and 2 recycling collection branches in: Ninh Binh (old Ha Nam), Dong Nai, Bac Ninh and Nghe An. In 2024, Bac Ninh and Nghe An branch have established to collect the recycled PET plastic. The capacity of Vikohasan are specified as:

- Recycling capacity reaches 200 - 250 tons/day.
- Fiber production output > 60,000 tons/year.
- Export turnover >40%/year.
- The recycled plastic collection output reaches 20 - 50 tons/day.

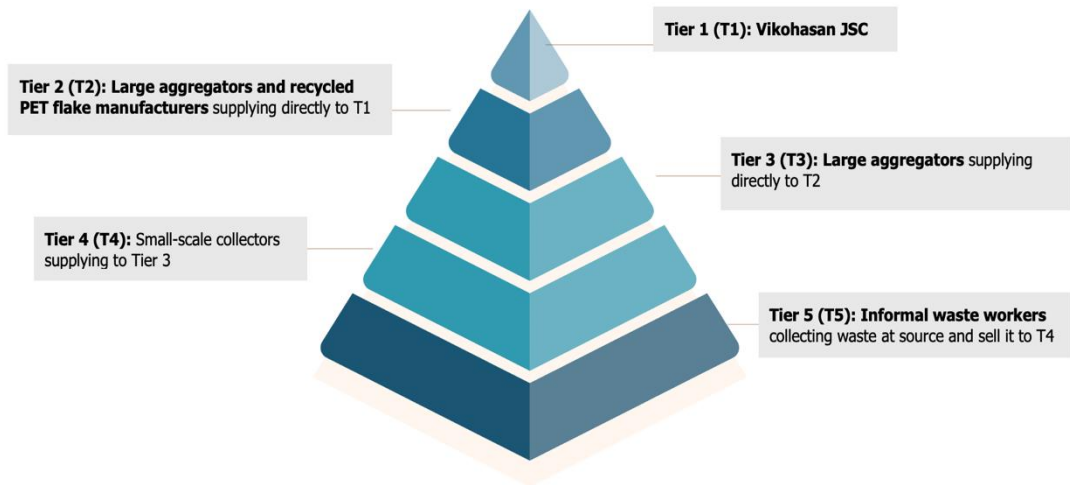


Figure 1. Vikohasan's Supply Chain

II. LEGAL AND INSTITUTIONAL FRAMEWORK

2.1. UNDP's Social and Environmental Standards

UNDP's updated Social and Environmental Standards (SES), which came into effect 1 January 2021, underpin UNDP's commitment to mainstream social and environmental sustainability in its programs and projects to support sustainable development and are an integral component of UNDP's quality assurance and risk management approach to programming.

The objectives of the SES are to:

- Strengthen the quality of programming by ensuring a principled approach
- Maximize social and environmental opportunities and benefits
- Avoid adverse impacts to people and the environment
- Minimize, mitigate, and manage adverse impacts where avoidance is not possible
- Strengthen UNDP and partner capacities for managing social and environmental risks
- Ensure full and effective stakeholder engagement, including through a mechanism to respond to complaints from project-affected people

UNDP uses its Social and Environmental Screening Procedure (SESP) to identify potential social and environmental risks and opportunities associated with all proposed projects. Each project is scrutinized as to its type, location, scale, sensitivity, and the magnitude of its potential social and environmental impacts. A core requirement of the SES is the screening and categorization of projects. The main elements of UNDP's SES are depicted in the figure 2 below.

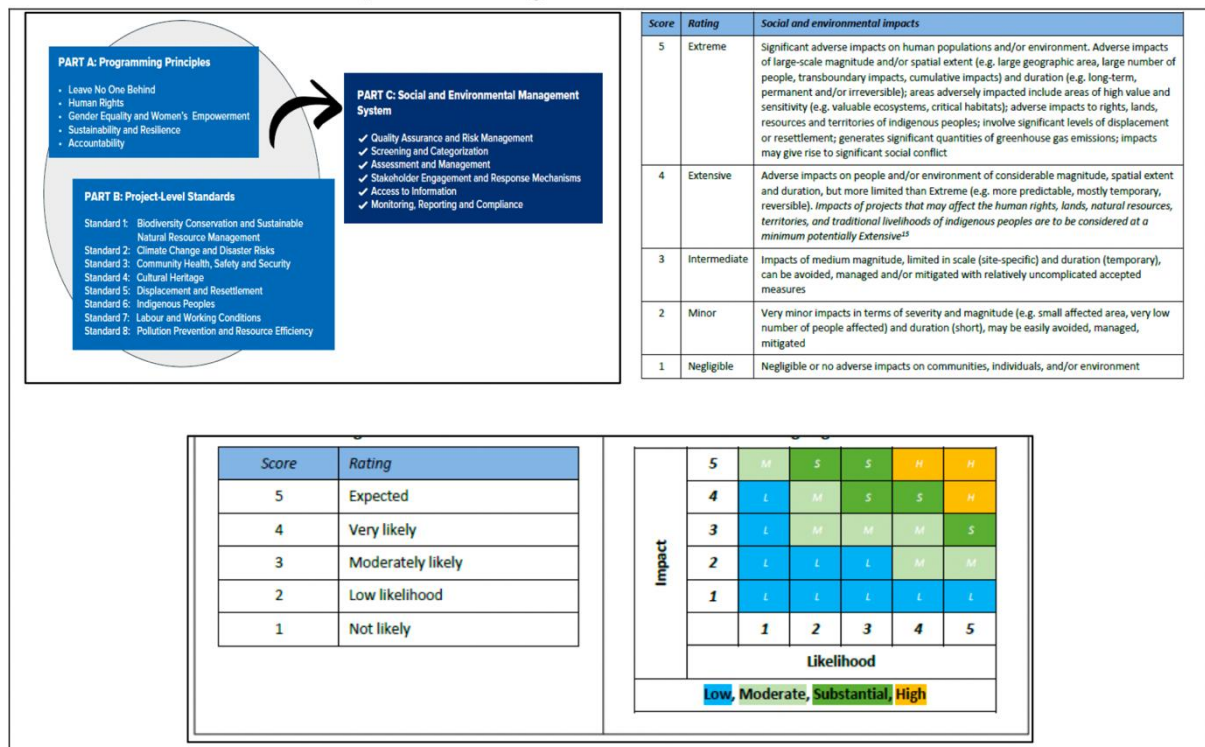


Figure 2. Key Elements of UNDP’s Social and Environmental Standards (SES), Rating table for ‘Impact’ of a Risk and Rating table for the ‘Likelihood’ of a Risk, Determining ‘Significance’ of Risk

Based on the project's likelihood, impact, and significance, the risk categorization for each of the eight project-level standards was classified as Low, Moderate, Substantial, or High. These categorizations, which determine the necessity of management measures, can be obtained from Figure 1 above by comparing the likelihood and impact of each project-level standard.

Based on the findings in the SESP, the Project is categorized as “moderate risk” and requires an ESMP.

2.2. National Legislation, Policies and Regulations

This section provides a preliminary review of the policy, law and regulation (PLR) framework related to the potential risks and benefits of the proposed Project and prospective activities to be implemented with the use of the funding received. The PLR framework underpins how social and environmental safeguards will be addressed and respected. The following review of existing PLR is relevant to the implementation of the Project.

Viet Nam has a complex legal framework based on a hierarchy of codified laws, resolutions, ordinances, decrees, decisions and circulars made at different levels starting with the National Assembly. There is a high degree of complexity in the system in that many legal decisions are made at different levels. A summary of the main PLRs affecting the Project is listed as below.

The following is some of the key legislation relevant to the project:

- Constitution of the Socialist Republic of Vietnam (2013)
- Law on Biodiversity (2008)
- The Law on Fisheries No. 18/2017/QH14 (2017)

- Law on Gender Equality (2007)
- Law on Environmental Protection (LEP) (2020)
- Law on Natural Resources and Environment of Sea and Islands No. 82/2015/QH13 (2015)
- Law on Construction No. 50/2014/QH13 (2014)
- Law on Land No. 31/2024/QH15 (2024)
- Labor Law No. 45/2019/QH13 (2021)
- Law on Gender Equality No. 73/2006/QH11 (2006)
- Law on Children No. 102/2016/QH13 (2016)
- Revised Law on Fire Prevention and Fighting No.40/2013/QH13 (2013)
- Law on Complaints No.02/2011/QH13 (2011)
- Law on Denunciation No.25/2018/QH14 (2018)
- Law on Occupational Safety and Health No. 84/2015/QH13 (2015)

The following policies and strategies are relevant to the project:

- National Master Plan on Biodiversity Conservation
- National Strategy on Biodiversity to 2030, with vision to 2050 (2022)
- National Strategy on Gender Equality 2011-2020
- The National Green Growth Strategy (2011-2020 with vision to 2050)
- The National Strategy on Climate Change (2011-2020 with vision to 2050)
- National Action Plan for Management of Marine Plastic Litter by 2030 (2019)
- Decision No. 687/QĐ-TTg dated June 07, 2022 on approving the scheme for circular economy development in Vietnam
- National Action Plan for Circular Economy (NAPCE) until 2035, approved under Decision No. 222/QĐ-TTg on January 23, 2025

III. POTENTIAL SOCIAL AND ENVIRONMENTAL IMPACTS

During the Project development phase, the UNDP SESP was used to identify potential social and environmental risks and positive impacts associated with this Project. The project was scrutinized as to its type, location, scale, sensitivity and the magnitude of its potential social and environmental impacts. All Project activities were screened, including planning support, strategy and policy, capacity-building and potential intervention. The screening highlighted the Project's intentions as they related to mainstreaming human rights, gender equality and women's empowerment, accountability and environmental sustainability.

In terms of risks, the SESP identified a total of 4 risks, 2 of which have been assessed as having Moderate significance while 02 were rated as low; hence overall SESP risk categorization rating for the Project is “**Moderate**”. The Project Document includes the SESP template that details the specific environmental and social risks identified. After all the risks have been identified, the moderate risks were further assessed and managed by the proposed measures, particular for the moderate risk as described in Table 4 and Annex 1.

Table 4 *SES Standards Triggered*

Overarching Principle / Project-level Standard	Rating
Human Rights	✓ Moderate
Gender Equality and Women’s Empowerment	✓ Moderate
Accountability	✓ Moderate
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management	N/A
Standard 2: Climate Change and Mitigation	✓ Low
Standard 3: Community Health, Safety and Working Conditions	N/A
Standard 4: Cultural Heritage	N/A
Standard 5: Displacement and Resettlement	N/A
Standard 6: Indigenous Peoples	N/A
Standard 7: Labor and working conditions	✓ Moderate
Standard 8: Pollution Prevention and Resource Efficiency	✓ Moderate
Number of risks in each risk rating category	
High	0
Substantial	0
Moderate	5
Low	1
Total number of project risks	6
Overall Project Risk Categorization	Moderate

Table 5. *Assessment and management measures for risks*

Risk Description	Significance	Description of assessment of the risks
Risk 1: Loss of jobs and income for informal waste workers in the plastic recycling sector	Low	<ul style="list-style-type: none"> Given the informal waste workers play a key role in the collection of plastic waste, there is a need to better understand the economic dependence and livelihood implications of responsible sourcing framework that may affecting the informal waste collection and existing processing activities for IWWs. The project will include the provision of concrete livelihood transition support for IWWs, particular the capacity building to transit or engage them into the formal system of pilot model to minimize any adverse impacts associated with the project activities.
Risk 2: Imbalanced gender participation in the project	Moderate	<ul style="list-style-type: none"> Gender mainstreaming targets will be considered as core project targets. This is crucial to ensure that discrimination against women working in the informal sector will be prevented. The project will conduct public awareness campaigns at both national and provincial levels aiming at increasing the awareness raising for the public and community for a better recognition and social acceptance of the social role of informal workers in the waste sector.

		<ul style="list-style-type: none"> • By elevating the standard of the working condition of informal workers in the recycling sectors, by replicating and extending the support to informal waste workers (IWWs) who mostly are women, facilitating the shifting from informal to formal business in plastic waste collection and recycling in this project, the exposure to unhealthy working condition will be reduced, particularly for female workers and their children . • In acknowledging differences in relations between women and men, including intersectional dimensions (e.g., age, class and ethnicity), the proposed project will promote gender equality through ensuring that women’s perspectives, needs, and roles are fully integrated into all stages of the initiative. Gender responsive capacity-building and training programs will prioritize women's participation, equipping them with the skills and knowledge to engage meaningfully in stakeholder discussions, waste management innovations, and decision-making processes. In fishing ports implementing the waste-back-to-shore scheme, specific attention will be given to the involvement and empowerment of women in the fishing and waste recovery value chains, promoting fair employment opportunities and income generation.
<p>Risk 3: Climate Change: Risk of flooding of waste collection points</p>	<p>Low</p>	<ul style="list-style-type: none"> • It is assumed that operations will proceed without major disruptions from natural disasters. Nonetheless, climate-resilient infrastructure designs will be incorporated, and waste management systems will be built with flexibility to withstand such events. Additionally, partnerships with disaster management agencies, particular the existing Early Warning Systems (EWS) would ensure rapid and timely response in the event of natural disasters during operation of the plastic
<p>Risk 4: Environmental, Occupational, Health and Safety risks of for the workers, particular IWWs working at fish ports, plastic processing plants, in both waste collection and recycling</p>	<p>Moderate</p>	<ul style="list-style-type: none"> • Improper waste management practices could expose plastic workers and informal waste workers and result in the occupational, health and safety risks • The safety protocol for labor safety as well as guidance on proper personal protective equipment (PPEs) will be provided for both formal and informal waste workers under the plastic collection and recycling interventions of the project. Moreover, the monitoring to ensure the PPEs will be in place at all times when on site. • The project will also provide PPEs for IWWs and cooperate with qualified institution to provide appropriate occupational, health and safety training • The project will engage the plastic recycler and their clients in plastic waste value chain (collection, sorting, recycling, processing) to improve their plastic waste management as well as enhancing working conditions and social protection for informal waste workers.

IV. MITIGATION MEASURES AND MONITORING

The Environmental and Social Management Plan (ESMP) has detailed mitigation measures and actions to address the identified risks, following the mitigation hierarchy. The primary goal is to avoid adverse social and environmental impacts; where avoidance is not possible, the aim is to reduce them to acceptable levels. The consultant has identified potential social and environmental impacts related to implementation of planned activities and has recommended appropriate management strategies during the project implementation. To effectively manage these anticipated impacts, the following table is developed, relating monitoring indicator and responsibilities are also presented.

Table 6. Environmental and Social Management and Monitoring Plan

Environmental and Social Risks	Environmental and Social Impacts	E & S Risk Mitigation Implementation Actions			E & S Risk Monitoring	
		Mitigation Measures	Responsibility	Timeline	Monitoring	Responsibility
Environmental, Occupational, Health and Safety risks of for the workers, particular IWWs working at fish ports, plastic processing plants, in both waste collection and recycling	Occupational Health and Safety impacts to plastic waste workers, IWWs in plastic value chains and fish ports	<ul style="list-style-type: none"> • Operationilize the workplace safety protocol² 	Green U and consultant, Fishing port, and Vikohasan and its partner (T2, T3, T4)	Implementation	Workplace safety protocol	UNDP Project Manager, UNDP SES expert
		<ul style="list-style-type: none"> • Provide and ensure the workers use Personal Protective Equipment (PPEs) like: masks, boots, jackets, back belt, light trolley, anti-slip foam gloves earpods., that are apporiate with working environment (indoors, outdour, heavy work, height) or the target groups (elderly, women) 	Green U, Fishing port, Vikohasan and its partner (T2, T3, T4) and IWWs	Implementation	PPEs provided and used by the worker	UNDP Project Manager, UNDP SES expert
		<ul style="list-style-type: none"> • Organize training on safe operating skills, (lifting, pulling, using hydraulic machines); handling machine risks (gas leaks, electric shock, fire prevention and control); using PPEs (hard hats, gloves, boots, masks, noise-proof earplugs,...). 	Green U, Fishing port, Vikohasan and its partner (T2, T3, T4) and IWWs	Implementation	Training course, number of participants	UNDP Project Manager, UNDP SES expert

² a set of established guidelines, procedures, and standards designed to keep your employees safe in their work environments

		<ul style="list-style-type: none"> • Provision of first aid facilities in working area 	Fishing port, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> • Availability of first aid box 	UNDP Project Manager, UNDP SES expert
	Plastic Leakage and unsafety during Transportation	<ul style="list-style-type: none"> • Training on road traffic regulations and discussing solutions to improve efficiency in scrap trading and scrap transportation. • Equipping motorbikes and bicycles with equipment that can be combined to carry goods to ensure traffic safety. • Provide training on proper handling, storage, and transportation to minimize losses. 	Green U, Vikohasan and its partner (T3, T4), IWWs	Implementation	<ul style="list-style-type: none"> • Traing courses on transportation safety • Safety bicycle 	UNDP Project Manager, UNDP SES expert
	Noise impact to plastic workers working in Vikohasan and it partner (T2, T3, T4)	<ul style="list-style-type: none"> • Provide noise protective ear plugs and proper mask for workers and visitors to minimize impacts of noise • Periodically maintain the machines and equipment 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> • Availability of earplug • Record of machniary maintainance 	UNDP Project Manager, UNDP SES expert
	Fire risk at first port and plastic recycling and collection facilities (T1,T2, T3)	<ul style="list-style-type: none"> • Availablity and readiness of fire extinguisherr • Periodically training and dementration 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> • Availablity and readiness of fire extinguishedr • Number of training and dementration attended. 	Local fire policeman, UNDP Project Manager, UNDP SES expert
	Enviornmental impacts due to waste is not collected and	<ul style="list-style-type: none"> • Regulations on the collection and management of domestic waste on fishing vessels and at fishing ports • Establish/Maintain the Plastic Waste Collection Team 	Fishing Port Management Board, Sub-Department	Implementation	<ul style="list-style-type: none"> • Training course • Number of participant • Regulation 	UNDP Project Manager, UNDP SES expert

	treated properly at fish port	<ul style="list-style-type: none"> On-site training and workshops on collecting and sorting plastic waste for Plastic Waste Collection Team and crew members 	Fisheries and Surveillance		<ul style="list-style-type: none"> Operation of Plastic Waste Collection Team 	
	Environmental impacts due to waste is not collected and treated properly at recycling facilities (T2, T3, T4)	<ul style="list-style-type: none"> Upgrade facilities to suit the expanded business model: Including factories, wastewater treatment systems, and safety equipment (motorbikes, parking lots, etc.). Support upgrading facilities to improve sanitation, hygiene and safe working environment 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> Number of upgraded facilities 	UNDP Project Manager, UNDP SES expert
	Risk of child labor and old aged labor	<ul style="list-style-type: none"> Update supply chain regulations on appropriate working conditions: Pay attention to gender, elderly workers, and vulnerable labor groups (e.g., working hours, rest periods, safety conditions), as well as specific benefits for elderly and female workers Vikohasan and its partner (T2, T3, T4) shall verify age with national identity card/ self- declaration form and keep record of every worker to prohibit child and old aged labor 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> Record of age (national identity card/ self- declaration form) 	UNDP Project Manager, UNDP SES expert
Loss of jobs and income for plastic waste worker and IWWs in the plastic recycling sector	<ul style="list-style-type: none"> Risk of unequal payment Economic impact 	<ul style="list-style-type: none"> Update supply chain regulations on equal payment and labor working Provide access to low interest loan to expand business operation and a loan program for plastic scrap suppliers and independent workers. Pay attention to gender, elderly workers, and vulnerable labor groups (e.g., working hours, rest periods, 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> Record on grievance on the unequal payment 	UNDP Project Manager, UNDP SES expert

		<p>safety conditions), as well as specific benefits for elderly and female workers</p> <ul style="list-style-type: none"> • Maintain and disclose the GRM in plastic waste value chain accessible to the IWWs (T5) 				
Imbalanced gender participation in the project	Gender inequality in the supply chain and unequal opportunities for women working in the waste sector, as well as reporting incidents.	<ul style="list-style-type: none"> • Organize the forum (annual): Listen to the voices of women who collect scrap freely/pick up trash or work in collection stations; create short videos/photo guides telling the stories of women in the recycling industry in an accessible, emotional way. 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> • Annual forum • Short video/photos 	UNDP Project Manager, UNDP SES expert
		<ul style="list-style-type: none"> • Integrating Gender Equality Training into Initiative Activities Helping Stakeholders in the Supply Chain (managers, station owners, male employees...) have a correct understanding of the role and rights of women 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> • Gender responsive training course • Number of women participants 	UNDP Project Manager, UNDP SES expert
		<ul style="list-style-type: none"> • Set up a hotline or trusted community group for workers to report incidents (anonymously). 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> • Hotline • Record of incident 	UNDP Project Manager, UNDP SES expert
		<ul style="list-style-type: none"> • Set up Women's leadership club or program in scrap collection (Increase the proportion of women participating in the management team/station management board/individual business households or cooperatives) 	Green U, Vikohasan and its partner (T2, T3, T4)	Implementation	<ul style="list-style-type: none"> • Women's leadership club 	UNDP Project Manager, UNDP SES expert

V. STAKEHOLDER ENGAGEMENT

The Consultant has closely conducted the consultation with relevant Stakeholder Consultation to understand how the project activities would have potential risks and seek the expert idea on environmental and social risk and mitigation measures. During the fieldwork, focus group discussions or questionnaires/ surveys across formal and informal sector stakeholders were applied. Aside from close consultation with UNDP Project manager and SES specialist, the consultant has consulted with relevant stakeholders including the governments, private recyclers of Vikohasan and Informal Waste Workers (IWWs).

5.1. Stakeholder engagement in waste-back-to-shore schemes in 3 fishing ports

Regarding the waste-back-to shore, the consultant has visited Ninh Co fishing port in July 2025 and worked with the Director of Ninh Co Fishing Port Management Board. It was found that the Fishing Port has just been upgraded with brand new garbage store house and other wastewater treatment facilities. However, it has not yet organized a garbage collection system in term of waste sorting at the fishing port; instead, fishing port has contracted with the local public waste company to collect the garbage twice a week. There is no collection scheme of plastic waste brought back to shore from fishing vessels.

The Management Board has expressed the willingness to participate in the project and commit to fully operate the plastic waste sorting and collecting if they would be supported. The consultation with some crew members was also conducted and the crew member found the project intervention is interesting and feasible. They will be supportive if the scheme of plastic waste brought back to shore from fishing vessels is incentive and attractive. The communication document (panel, leaflet..) should be visualize and simple design.

Aside from consultation with Ninh Co Fishing Port Management Board, the consultant has also participated in validation workshops attended by all three fishing ports and Departments of Agriculture and Environment and other Sub- departments of three provinces in late July 2025. They all committed to participate in the project and would follow the UNDP policies including SES requirements.

5.2. Stakeholder engagement in pilot implementation of harmonized responsible sourcing framework

For the RSI scheme, the consultant has accompanied Green U, Vikohasan and UNDP to the baseline survey in Bac Ninh and Nghe An provinces.

Separate safeguard visit has been conducted including the SES meetings with managers of Vikohasan and site visit the production process in the factory in Ninh Binh province. This has allowed the sharing on UNDP SES and feedback from manager on the compliance of SES. The result showed that the high SES compliance of Vikohasan that has been meeting the high requirement of international market and strong commitment of Vikohasan with the existing Vietnam regulation and UNDP on SES.

In August 2025, the consultant has participated in the workshop titled "The Responsible Sourcing Initiative Kick-off in the North and Validation Baseline Assessment Results." . The workshop was organized by United Nations Development Programme (UNDP), in collaboration with Vikohasan Joint Stock Company and GreenU. The workshop aimed to introduce the Responsible

Sourcing Initiative (RSI) and share the findings of a baseline assessment conducted at facilities within the supply chain of VIKOHASAN, the recycling company partnering with the project. There were diverse attendance included 40 people (18 female), with representatives from The Coca-Cola Foundation, UNDP Viet Nam, Vikohasan Joint Stock Company, along with recyclers, baling stations, scrap yards, informal waste collectors (IWWs), and businesses within the collection and recycling chain. The event facilitated discussions and proposed solutions to improve working conditions for the informal workforce, promoting a sustainable, equitable, and responsible plastic recycling supply chain in Viet Nam. This workshop is served as a platform to strengthen connections among stakeholders particularly to build a supportive ecosystem and network during the project implementation from 2025–2027.

5.3. Role and responsibilities of relevant stakeholders

The roles of relevant stakeholders in ESMP implementation and monitoring regarding every activities are mentioned in the table 6 above, the following table summarize

Table 7. Role and responsibilities of relevant stakeholder in ESMP implementation and monitoring

Unit	ESMP implementation	ESMP monitoring
Project Team at UNDP Viet Nam (Project Manager and SES Expert)		<p>Project Team will be responsible for monitoring the overall project implementation, including environmental compliance of the project activities (waste-back-to-shore schemes in 3 fishing ports and responsible sourcing frameworks). Particularly.</p> <ul style="list-style-type: none"> - Closely coordinate with local authorities and company and consulting firms on the ESMP implementation - Ensure that the environmental management system is in place with sufficient resources to implement the ESMP - To ensure effective monitoring and compliance, a UNDP team will conduct on need basis inspections and monitoring visits to assess the implementation of mitigation measures for each identified risks. These evaluations will be carried out based on the specific indicators outlined in the ESMP. Any non-compliances observed during these inspections will be documented, and corrective actions will be recommended as per the established guidelines. The records of compliance status and report any deviations or challenges that arise during project execution will also maintained
Vikohasan and Recycling facilities (T2-T3)	<ul style="list-style-type: none"> - Appoint an officer in charge of environmental, safeguard and health issues - Comply with relevant legal requirements on environment, safety and public health. - Implement measures to mitigate environmental and social impacts/risks according to the ESMP (in the table 6) 	<ul style="list-style-type: none"> - The site officer, assigned by the Company will be responsible for ensuring that all mitigation measures outlined in the respective Environmental and Social Management Plan (ESMP) are properly implemented in participated recycling facilities of the company and cooperated ones. - Regularly inspect the site, evaluate the environmental protection measures in accordance with safety, environmental, and social safeguards

	<ul style="list-style-type: none"> - Closely collaborate with UNDP and UNDP consulting firm on the ESMP implementation 	<p>Evaluate the effectiveness of mitigation measures and implementation of subproject environmental management activities.</p> <ul style="list-style-type: none"> - Prepare monthly reports on environment, society, safety and health and submit them to the UNDP.
Fishing Port Management Board	<ul style="list-style-type: none"> - Appoint an officer in charge of environmental, safeguard and health issues - Maintain the operation of the garbage collection team - Comply with relevant legal requirements on environment, safety and public health. - Implement measures to mitigate environmental and social impacts/risks according to the ESMP (in the table 6) - Closely collaborate with UNDP and UNDP consultants on the ESMP implementation 	<ul style="list-style-type: none"> - Daily monitor the fishing port, evaluate the environmental protection measures in accordance with safety, environmental, and social safeguards - Evaluate the effectiveness of mitigation measures and implementation of subproject environmental management activities. - Prepare monthly reports on environment, society, safety and health and submit them to the UNDP.
Green U and other consultants (firm or individuals) contracted with UNDP	<ul style="list-style-type: none"> - Closely collaborate with company and related consultants to survey and investigate the current status and actual need of the company and fishing ports on the environmental and social actions. - Provide consultancy to implement the mitigation measures on environmental and social aspects according to the ESMP. - Provide training to build capacities for company and Fishing Port Management Board to comply with ESMP - Closely collaborate with UNDP on the ESMP implementation 	<ul style="list-style-type: none"> - Check the implementation of mitigation measures and give instructions on taking remedial measures. - Instruct the company and Fishing Port Management Boards to record in monitoring logs and environmental safeguard compliance reports - Report on the assessment of ESMP implementation status to UNDP and propose corrective actions if needed.

VI. GRIEVANCE REDRESS MECHANISM (GRM)

A Grievance Redress Mechanism (GRM) is an essential system established by the project to address concerns raised by various stakeholders regarding the negative impacts of project activities. Such concerns, often referred to as "grievances," "complaints," or "feedback," represent critical inputs that enable the project to remain responsive and adaptive to stakeholder needs.

The Project has established a transparent, fair, and free-to-access project-level Grievance Redress Mechanism (GRM) at the start of implementation. The process that will be overseen by the Project Manager with the Project Board. Interested stakeholders may raise a grievance at any time to the Project Board or UNDP partnership of the Ministry of Agriculture and Environment (MOAE).

In addition to the project-level and national grievance redress mechanisms, complainants have the option to access UNDP's Accountability Mechanism (Information about the SRM can be found on the website at <https://www.undp.org/vietnam/stakeholder-response-mechanism>. Additionally, there is a dedicated email, stakeholder.response.vn@undp.org, for stakeholders to file questions, issues, or complaints.

6.1. GRM Focal Point

To develop and oversight the mechanism, including reporting on the work, the Grievance Redress Focal Point (GRFP) to all stakeholders has been established. The GRFP will

- Take direct action to resolve the grievance/dispute (e.g. bring the relevant parties together to discuss and resolve the issue themselves with oversight by the Project Board).
- Request further information to clarify the issue, and share that information with all relevant parties, or ensure that a government agency represented on the Project Board took an appropriate administrative action to deal with a complaint.
- Refer the grievance/dispute to independent mediation, while maintaining oversight.

6.2. GRM Process

- **Communicating a Grievance:** The GRFP shall maintain a flexible approach with respect to receiving grievances considering known local constraints with respect to communications and access to resources for some stakeholders. A grievance can be transmitted to the GRFP by any means available (i.e. by email, letter, phone call, meeting, SMS, etc.) (Template attached in Annex 2 and 3)
- **Logging, Acknowledgment, and Tracking:** All grievances and reports of conflict will be received, assigned a tracking number, acknowledged to Claimant, recorded electronically, and subject to periodic updates to the Claimant as well as the office file.
- **Maintaining Communication and Status Updates:** The GRFP will provide periodic updates to the Claimant regarding the status and current actions to resolve the Grievance. Not including the acknowledgment of receipt of the Grievance, such updates will occur within reasonable intervals (not greater than every thirty (30) days).
- **Investigation and Consensus Building:** Through the Project Board, the GRFP will have the authority to request from relevant Government institutions any information (documents or otherwise) relevant to resolving the Grievance and avoiding future Grievances of the same nature.
- **Overseeing Implementation - Monitoring and Evaluation:** In all communications with the Claimant and other stakeholders, the GRFP will be guided by its problem-solving role, non-coercive principles and process, and the voluntary, good faith nature of the interaction with the Claimant and other stakeholders

VII. IMPLEMENTATION ACTION PLAN

This ESMP is prepared in parallel with proposal of activities to ensure the environmental and social risks have been included. However, in the event of an unanticipated social and environmental risks and impacts become apparent during implementation until 2027, the ESMP will be updated and submitted to UNDP for review and approval.

The belowed table present the estimated cost for ESMP implementation for one year.

Table 8 Estimated cost of ESMP implementation

Activities	Funding sources	Cost (VND)
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a). Mitigation measures included in the solutions for company and its recycling partners (T2-T4) to improve sanitation, hygiene and safe working environment	Included in the proposed solution based on the agreement and budget	
b). Mitigation measures included in the solutions for fishing ports to improve the plastic collection (storage equipment, fire fighting equipment...)	Included in the proposed solution based on the agreement and budget	
c). Site Officer of the company for ESMP implementation and monitoring	Covered by company (10,000,000 VND/month x 12 months)	120,000,000
d). Site Officer of Fishing Port Management Board for ESMP implementation and monitoring	Covered by fishing ports (3 x 3 ports x 10,000,000 VND/month x 12 months)	360,000,000
e). Garbage (plastic) collection team of the Fishing Port Management Board	Covered by fishing ports (6 x 3 ports x 8,000,000 VND/month)	144,000,000
f). Technical assistance cost for safeguard policy training		
Technical assistance cost for occupational safety training and provision of safety equipment and fire prevention drills	2 training course x 80,000,000 VND	160,000,000
Training on labor regulations	2 training course x 80,000,000 VND	160,000,000
Provide the PPEs	200 set of PPE x 500,000 VND	100,000,000
Provide accident insurance, (prioritize the IWWs and disadvantage people of women, poor...)	100 people x 230,000 VND/accident insurance	23,000,000
Provide regular health check-ups (prioritize the IWWs and disadvantage people of women, poor...)	100 people x 800,000 VND/health check	80,000,000
g) Consultants (contractor) for the upgrading infrastructure to improve sanitation, hygiene and safe working environment and efficient business will also include the environmental monitoring	Included in the consulting package	
Total		1,147,000,000

VIII. APPENDICES

Annex 1: Social and Environmental Screening Procedure (SESP)

UNDP SOCIAL AND ENVIRONMENTAL SCREENING TEMPLATE (V. JULY 2022)

The completed template, which constitutes the Social and Environmental Screening Report, must be included as an annex to the Project Document at the design stage. Note: this template will be converted into an online tool. The online version will guide users through the process and will embed relevant guidance.

Project Information

Project Information	
1. Project Title	Management of Plastics Waste and Circular Interventions on Plastics in South, Southeast Asia, and the Pacific (Short name: TCCF Plastics Circularity Project): Viet Nam Country Project
2. Project ID on Quantum	01003437
3. Location (Global/Region/Country)	Viet Nam
4. Project stage (Design or Implementation)	Implementation
5. Date	26 January 2025

Part A. Integrating Programming Principles to Strengthen Social and Environmental Sustainability

QUESTION 1: How Does the Project Integrate the Programming Principles in Order to Strengthen Social and Environmental Sustainability?

Briefly describe in the space below how the project mainstreams the human rights-based approach

The Socialist Republic of Viet Nam has been a member of the United Nations since 1977.³ Viet Nam has ratified several United Nations Human Rights Conventions, such as the [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#), thereby committing internationally to uphold the principles outlined in these global human rights agreements. Further, Viet Nam ensures the protection and assurance of human, civil and political rights through its Constitution and legal framework.

The United Nations Development Programme (UNDP) consistently employs a [Human Rights-Based Approach](#) in all development programming, considering both the responsibilities of duty-bearers and the obligations of rights-holders. The Human Rights-Based Approach for this project is envisioned to be mainstreamed by ensuring the principles of participation, accountability, non-discrimination, empowerment, and legality are embedded in all activities. Stakeholder engagement will prioritize the inclusion of marginalized groups, such as informal waste workers and vulnerable fishing communities, ensuring their voices are heard and their needs addressed. Knowledge exchange and awareness-raising initiatives will focus on equitable access to information, empowering communities to actively participate in decision-making processes. The deployment of waste-back-to-shore schemes in fishing ports will integrate occupational safety and fair labor standards, while the piloting of harmonized plastic responsible sourcing will emphasize social equity across supply chains. Support for the implementation of waste sorting regulations will be designed to minimize adverse impacts on low-income households, while communication campaigns will be tailored to foster inclusivity, challenge discriminatory practices, and promote behavior change across diverse population groups. By aligning these efforts with national and international human rights frameworks, the project aims to create a sustainable, just, and inclusive transition to a circular economy.

The project will also integrate sustainability principles into all its activities to ensure that they are socially acceptable to affected communities, thus avoiding any infringement on human rights. The Project will also ensure mainstreaming of human rights through promotion of accountability and the rule of law, participation and inclusion, equality and non-discrimination. It will ensure meaningful, effective and informed participation of stakeholders in the formulation, implementation monitoring and evaluation of the Project.

Briefly describe in the space below how the project is likely to improve gender equality and women's empowerment

³ United Nations Viet Nam. (2024). *The United Nations in Viet Nam*. Retrieved from <https://vietnam.un.org/en/about/about-the-un#:~:text=Viet%20Nam%20joined%20the%20United,war%20reconstruction%20and%20humanitarian%20assistance>.

Viet Nam's commitment to gender equality is clearly stated in its Constitution and legislative framework, in the Party's resolutions, and in government policies such as the Law on Gender Equality (2006) and the National Strategy on Gender Equality for the period from 2021-2030. Accordingly, this Strategy set the targets for women participation and leadership in politics are: at least 60% of the heads of regulatory agencies and local governments shall be women by 2025 and at least 75% by 2030. There has been a significant progress in Vietnam on gender equality during the 10 years of implementation of the Law on Gender Equality and of the National Strategy on Gender Equality. The Gender Development Index (GDI) of Vietnam has reached 0.997 points in 2020, ranking among the top of five groups among 189 countries in terms of equality in human development between women and men. Regarding the Gender Inequality Index, Vietnam ranked 65th out of 162 countries. This report also shows that Vietnam is in the group of countries with an average participation of women in political leadership

However, gender inequalities in terms of in terms of job opportunities and wages still persist. According to the MOLISA report in 2020, female workers account for nearly half of the national labour force, but employment is not stable and unsustainable. The average monthly income of female workers is only about 80% of that of men. A wage gap (13%) still exists between men and women, and female workers are mainly engaged in low-paid jobs in the informal sector that are outside the scope of the Labor Code and are not access to social protection services.

Women are primarily responsible for segregating, collecting and treating household waste. Women also have a greater waste classification and reuse practice rate than men. According to national statistics, 90% of scrap collectors and scavengers are women who are overrepresented in informal waste collection jobs, which tend to be low-paid, characterized by poor and harmful working conditions, and weak social protection.

Gender mainstreaming targets will be considered as core project targets. By elevating the standard of the working condition of informal workers in the recycling sectors, by replicating and extending the support to informal waste workers (IWWs) who mostly are women, facilitating the shifting from informal to formal business in plastic waste collection and recycling in this project, the exposure to unhealthy working condition will be reduced, particularly the female workers and their children .

In acknowledging differences in relations between women and men, including intersectional dimensions (e.g., age, class and ethnicity), the proposed project will promote gender equality through ensuring that women's perspectives, needs, and roles are fully integrated into all stages of the initiative. Targeted capacity-building and training programs will prioritize women's participation, equipping them with the skills and knowledge to engage meaningfully in stakeholder discussions, waste management innovations, and decision-making processes. In fishing ports implementing the waste-back-to-shore scheme, specific attention will be given to the involvement and empowerment of women in the fishing and waste recovery value chains, promoting fair employment opportunities and income generation.

By addressing gender disparities in access to resources and decision-making, the project will support women entrepreneurs and informal waste workers, fostering their inclusion in responsible sourcing pilots and creating equitable pathways for leadership in circular economy initiatives. Communication campaigns will challenge gender stereotypes, highlight women's contributions to sustainable practices, and advocate for shared responsibilities in waste sorting and management. These efforts align with the broader goal of gender mainstreaming, promoting women as key agents of change in achieving a circular economy and reducing plastic pollution.

The proposed project will be implemented to be in accordance with UNDP's Social and Environmental Standards (SES) [Supplemental Guidance on Gender](#). During the inception of the project, gender-responsive Rapid Social Assessment (RSA) and Gender Action Plan (GAP) will be prepared. The RSA will analyse gendered roles in the plastic waste value chain, and gender-related differences in decision-making power. It will furthermore identify opportunities to promote gender equality and women's empowerment through the project, and it will be ensured that adequate funding is allocated for this purpose. Sex-disaggregated data and gender statistics will be employed throughout project implementation. Indeed, gender equality is a cross-cutting principle that will be applied throughout all activities associated with project implementation and, where applicable, the project's Strategic Results Framework includes gender-disaggregated targets.

Briefly describe in the space below how the project mainstreams sustainability and resilience

The project results are contributing to the Regional Programme Development Outcome 1/Output 1.4: Sustainable, scalable and innovative solutions and strategies for nature, climate and energy transformation strengthened through enhanced ‘climate promise’, nature-based solutions, and transitioning to clean energy and zero-carbon development. The project contributes to the Vietnam CPD Outcome 2 “Climate Change, disaster resilience and environmental sustainability”, aiming to help people in Viet Nam, especially those at risk of being left behind, will benefit from, and contribute to safer and cleaner environment resulting from effective mitigation and adaptation to climate change, disaster risk reduction and resilience building, promotion of circular economy, clean and renewable energy, and the sustainable management of natural resources. In specific, project activities are aligned with Output 2.1 “Policies and solutions designed and implemented for transformation to low-carbon development, circular economy and environmental protection.

The project will also mainstream sustainability and resilience by adopting a systemic approach that integrates environmental, social, and economic dimensions across all interventions. Activities will emphasize the long-term viability of circular economy solutions, such as the deployment of waste-back-to-shore schemes and responsible sourcing pilots, by fostering local ownership, capacity-building, and alignment with national policies and global sustainability frameworks. Sustainable practices will be embedded in the promotion of waste sorting at source, harmonized with regulatory requirements and tailored to local contexts to ensure effectiveness and scalability.

To build resilience, the project will prioritize adaptive strategies that reduce vulnerability to environmental and economic shocks. By engaging diverse stakeholders, including marginalized communities, it will enhance social cohesion and create more inclusive and robust systems for managing plastic pollution. Innovative solutions, such as knowledge-sharing platforms and stakeholder-driven interventions, will be designed to withstand and adapt to changing circumstances, such as market demands and climate impacts. Through awareness campaigns and capacity-building, the project will empower communities to adopt behaviors and systems that are resilient to future challenges, ensuring the enduring impact of circular economy interventions.

Briefly describe in the space below how the project strengthens accountability to stakeholders

It is well recognized that the proposed project will only succeed if relevant partnerships are established and maintained, and therefore all relevant stakeholders within government, the private sector and affected communities will be kept closely informed and involved throughout. Achievement of the project’s objective requires mechanisms and strategies to be put in place for proactive stakeholder engagement to ensure that relevant shareholders receive and share information and have the opportunity to provide their inputs throughout the planning, design, implementation, monitoring and evaluation of project initiatives.

During the inception stage, the project will develop a Stakeholder Engagement Plan (SEP), detailing mapped stakeholders and their respective roles, responsibilities and influences in the project, as well as how and when they are to be consulted.

A project Grievance Redress Mechanism (GRM) will be developed to allow affected stakeholders, including traditionally marginalized groups, to submit through different channels their complaints and recommendations related to the implementation of project activities. The GRM will be reviewed and updated as needed during project implementation to ensure its effective application. All stakeholders will also be informed of the UNDP Accountability Mechanisms that they may use to register any concerns and/or grievances that may arise during the project design and implementation processes, a Stakeholder Response Mechanism (SRM) and the potential for Compliance Reviews by UNDP’s Social and Environmental Compliance Unit (SECU).

During the implementation of the project, if any affected communities are found to represent Indigenous Peoples (referred to in Viet Nam as “ethnic minorities”), estimated to comprise nearly 15 percent of the local population, then the process of Free, Prior and Informed Consent (FPIC) will be followed with the ethnic minority communities. FPIC will be initiated early in the project design and followed throughout the project’s lifespan, consistent with the Government of Viet Nam’s endorsement of UNDRIP, to avoid or minimize any adverse impacts of the project on ethnic minority groups. This will help ensure that project activities are consistent with local culture and customs and will encourage local community participation in all decision-making processes.

The project will nonetheless seek to strengthen accountability to stakeholders by embedding transparent and inclusive processes across its implementation, and monitoring phases. Regular consultations and multi-stakeholder dialogues will ensure that the perspectives of all relevant groups, including government agencies, private sector actors, civil society

organizations, and local communities, are incorporated into decision-making. Clear mechanisms for feedback and grievance redress will be established, enabling stakeholders to voice concerns, provide input, and track the project’s responsiveness to their needs.

A participatory monitoring and evaluation framework will be developed, allowing stakeholders to assess progress against key indicators for reducing plastic pollution and advancing circular economy goals. Publicly accessible reports and updates will foster transparency, while targeted capacity-building efforts will equip stakeholders with the tools and knowledge to hold implementing entities accountable. Additionally, the project will adhere to national and international standards, ensuring alignment with regulatory frameworks and commitments. By fostering trust and mutual accountability, the project will enhance stakeholder confidence, collaboration, and shared responsibility in achieving its objectives.

Part B. Identifying and Managing Social and Environmental Risks

<p>QUESTION 2: What are the Potential Social and Environmental Risks?</p> <p><i>Note: Complete SESP Attachment 1 before responding to Question 2.</i></p>	<p>QUESTION 3: What is the level of significance of the potential social and environmental risks?</p> <p><i>Note: Respond to Questions 4 and 5 below before proceeding to Question 5</i></p>			<p>QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High</p>
<p>Risk Description <i>(broken down by event, cause, impact)</i></p>	<p>Impact and Likelihood <i>(1-5)</i></p>	<p>Significance <i>(Low, Moderate, Substantial, High)</i></p>	<p>Comments (optional)</p>	<p>Description of assessment and management measures for risks rated as Moderate, Substantial or High</p>
<p>Risk 1: Loss of jobs and income for informal waste workers in the plastic recycling sector</p> <p>Related to risks: - Human Rights: P4 - Gender Equality and Women’s Empowerment: P8 - Accountability: P14</p>	<p>I = 2 L = 3</p>	<p>Low</p>	<ul style="list-style-type: none"> As the project intends to improve the plastic waste segregation at source, this could possibly interfere with the operations of existing informal waste workers. However, a better collection and storage is a prerequisite to reduce the environmental impact of plastic waste management. 	<ul style="list-style-type: none"> Given the informal waste workers play a key role in the collection of plastic waste, there is a need to better understand the economic dependence and livelihood implications of responsible sourcing framework that may affecting the informal waste collection and existing processing activities for IWWs. The project will include the provision of concrete livelihood transition support for IWWs, particular the capacity building to transit or engage them into the formal system of pilot model to minimize any adverse impacts associated with the project activities. The Stakeholder Engagement Plan (SEP) will be developed and to include appropriate consultation and engagement

				<p>activities with relevant stakeholder including IWWs under the plastic waste recycling value chain. The goal will be to understand and assess the significance of this risk.</p> <ul style="list-style-type: none"> Particularly, the project has established and included Grievance Redress Mechanism (GRM) to ensure that IWWs as well as other project affected person who do not have the capacity would be able to raise the concern on potential job displacement or claim their rights. IWW will be informed of the existence of the GRM and on the way to use it. The GRM will be reviewed and updated as needed during project implementation to ensure its effective application.
<p>Risk 2: Imbalanced gender participation in the project</p> <p>Related to risks:</p> <p>- Gender Equality and Woman Empowerment: P8</p>	<p>I=3 L=3</p>	<p>Moderate</p>	<ul style="list-style-type: none"> In similar projects implemented by UNDP it has been found that the women operating as informal waste collector did not want to show up in workshops or attend awareness raising events because they were shy and afraid of being blamed or disapproved. According to the research,⁴ Vietnam has a high participation rate by women and especially so in the informal and independent sector. Women represent 42,36% formal waste collectors while they dominate the informal sector with 84.6% participation rate. Within waste companies, women are predominantly involved in administrative and support roles, as well as jobs like waste collection, which do not carry decision-making authority. On the contrary, women dominate the waste management collectives in rural areas but they are employed under temporary contracts.⁵ 	<p>This risk has been addressed/mitigated in project design:</p> <ul style="list-style-type: none"> Gender mainstreaming targets will be considered as core project targets. This is crucial to ensure that discrimination against women working in the informal sector will be prevented. The project will conduct public awareness campaigns at both national and provincial levels aiming at increasing the awareness raising for the public and community for a better recognition and social acceptance of the social role of informal workers in the waste sector. By elevating the standard of the working condition of informal workers in the recycling sectors, by replicating and extending the support to informal waste workers (IWWs) who mostly are women, facilitating the shifting from informal to formal business in plastic waste collection and recycling in this project, the exposure to unhealthy working condition will be reduced, particularly for female workers and their children. In acknowledging differences in relations between women and men, including intersectional dimensions (e.g., age, class and ethnicity), the proposed project will promote gender equality through ensuring that women's perspectives, needs, and roles are fully integrated into all stages of the initiative. Gender responsive capacity-building and training programs will prioritize women's participation, equipping them with the skills and knowledge to engage meaningfully in stakeholder discussions, waste management innovations, and decision-

⁴ Role of gender in management, Ocean Conservancy, 2019 and Intersectional Gender Context Assessment of the Plastic Value Chain in Viet Nam, NPAP, 2023

⁵ Role of gender in management, Ocean Conservancy, 2019

				<p>making processes. In fishing ports implementing the waste-back-to-shore scheme, specific attention will be given to the involvement and empowerment of women in the fishing and waste recovery value chains, promoting fair employment opportunities and income generation.</p> <ul style="list-style-type: none"> • The SEP will be developed to engage the female IWWs and relevant stakeholder to ensure a balanced gender participation considering prior UNDP projects in plastic waste sector.
<p>Risk 3: Climate Change: Risk of flooding of waste banks or collection points</p> <p><i>Increased weather events due to climate change will increase the risk of flooding of the Material Recovery Facility, fish ports, recycling facility</i></p> <p>Related to risks: Standard 2: Climate Change and Disaster Risks, Question 2.1 and 2.2</p>	<p>I = 2 L = 3</p>	<p>Low</p>	<ul style="list-style-type: none"> • The impact of climate change in Vietnam resulted in increased frequency of extreme weather events, with landslide and flooding in many areas. • Climate change and natural disasters pose a significant risk to the project. Events like floods or storms could disrupt waste management systems, damage infrastructure, or increase plastic leakage into the environment, particularly in the fishing ports in project provinces that are located in the coastal area where are expose to climate change impact are high. 	<ul style="list-style-type: none"> • It is assumed that operations will proceed without major disruptions from natural disasters. Nonetheless, climate-resilient infrastructure designs will be incorporated, and waste management systems will be built with flexibility to withstand such events. Additionally, partnerships with disaster management agencies, particular the existing Early Warning Systems (EWS) would ensure rapid and timely response in the event of natural disasters into the design and operation of MRF. • The ESMP will included the safety working protocol, particular under the extreme weather events. Particularly, Emergency Response Plans would be developed for fish ports, depending on the risk profile of each location, to ensure that flood risks are given adequate consideration when selecting collection points.
<p>Risk 4: Environmental, Health and Safety risks of for the workers, particular IWWs working at fish ports, , plastic processing plants, in both waste collection and recycling</p> <p><i>This could happen if workers do not abide by a safety protocol and use the essential personal</i></p> <p>Related to risks: - Standard 7: Labour and Working Conditions: Question 7.6 - Standard 3: Community Health and Safety, Question 3.2</p>	<p>I = 3 L = 3</p>	<p>Moderate</p>	<ul style="list-style-type: none"> • Improper waste management practices could expose workers to health risks, pollute ecosystems, or displace informal waste workers. • Currently plastic waste collection and recycling are largely carried out by the informal recycler, which basically are structured in 3 hierarchical levels: informal collectors and scavengers, consolidators and recyclers. At all levels, the operations are carried out without significant protection for the worker or the environment. It was reported that around 30% of the plastic collected by informal operators get discarded in the environment or burnt in the open. 	<p>This risk will be addressed in project design:</p> <ul style="list-style-type: none"> • Environmental and Social Management Plan (ESMP) will be developed during the inception phase of the project. Under ESMP, the environmental, health and safety risks will be identified and mitigation measures will also be proposed accordingly to address any potential risks. In addition, the safety protocol for labor safety as well as guidance on proper personal protective equipment (PPEs) will be provided for both formal and informal waste workers under the plastic collection and recycling interventions of the project. Moreover, the ESMP will also include the monitoring method to ensure the PPEs will be in place at all times when on site. • The project will also provide PPEs for IWWs and cooperate with CSOs/NGOs to provide appropriate health and safety training • The project will cooperate with private sectors involved in the recycling, processing, and sale of recycled plastics to improve

<p>- Standard 8: Pollution Prevention and Resource Efficiency, Question 8.2</p>			<ul style="list-style-type: none"> In Viet Nam there are currently only two solutions to prevent that the plastic discarded by informal operators is dumped into the environment or burnt in the open: one, is the co-processing in modern cement kiln that can ensure at the same time the recovery of ash into clinker and the recovery of energy; the second, and most recent option, is the use of such “non-recyclable” plastic in an extrusion process aimed at manufacturing building materials (bricks, tiles, pillars etc.). 	<p>their plastic waste management as well as enhancing working conditions and social protection for informal waste workers. The support will also extend to the innovation solutions for plastic recycling that may improve the environmental protection conditions.</p>
<p>QUESTION 4: What is the overall project risk categorization?</p>				
<p><i>Low Risk</i></p>	<input type="checkbox"/>			
<p><i>Moderate Risk</i></p>	<input checked="" type="checkbox"/>			
<p><i>Substantial Risk</i></p>	<input type="checkbox"/>			
<p><i>High Risk</i></p>	<input type="checkbox"/>			
<p>QUESTION 5: Based on the identified risks and risk categorization, what requirements of the SES are triggered? (check all that apply)</p>				
<p>Question only required for Moderate, Substantial and High-Risk projects</p>				
<p><u><i>Is assessment required? (check if “yes”)</i></u></p>	<input checked="" type="checkbox"/>			<p><i>Status? (completed, planned)</i></p>
<p><i>if yes, indicate overall type and status</i></p>			<p>Targeted assessment(s)</p>	

			ESIA (Environmental and Social Impact Assessment)	
			SESA (Strategic Environmental and Social Assessment)	
	<i>Are management plans required? (check if “yes)</i>	✓		
	<i>If yes, indicate overall type</i>		Targeted management plans (e.g., Gender Action Plan, Emergency Response Plan, Waste Management Plan, others)	
		✓	ESMP (Environmental and Social Management Plan which may include range of targeted plans)	planned
			ESMF (Environmental and Social Management Framework)	
	<i>Based on identified <u>risks</u>, which Principles/Project-level Standards triggered?</i>		Comments (not required)	
	<i>Overarching Principle: Leave No One Behind</i>			
	<i>Human Rights</i>	✓		
	<i>Gender Equality and Women’s Empowerment</i>	✓		
	<i>Accountability</i>	✓		
	<i>1. Biodiversity Conservation and Sustainable Natural Resource Management</i>			
	<i>2. Climate Change and Disaster Risks</i>	✓		

	3. Community Health, Safety and Security	✓	
	4. Cultural Heritage		
	5. Displacement and Resettlement		
	6. Indigenous Peoples		
	7. Labour and Working Conditions	✓	
	8. Pollution Prevention and Resource Efficiency	✓	

Final Sign Off

Final Screening at the design-stage is not complete until the following signatures are included

Signature	Date	Description
QA Assessor		UNDP staff member responsible for the project, typically a UNDP Programme Officer. Final signature confirms they have “checked” to ensure that the SESP is adequately conducted.
QA Approver		UNDP senior manager, typically the UNDP Deputy Country Director (DCD), Country Director (CD), Deputy Resident Representative (DRR), or Resident Representative (RR). The QA Approver cannot also be the QA Assessor. Final signature confirms they have “cleared” the SESP prior to submittal to the PAC.
PAC Chair		UNDP chair of the PAC. In some cases, PAC Chair may also be the QA Approver. Final signature confirms that the SESP was considered as part of the project appraisal and considered in recommendations of the PAC.

Annex 2: Grievance redress registering and monitoring form

Complainant Information (Person Reporting)						
Name:		Gender:				
Address:		Telephone:				
National ID:		Email:				
Type of complainant:						
Affected person/s (AP)	Intermediary (on behalf of the AP)	Civil organization	Service organization	Others (specify)		
Registration (assigned):						
Complaint Details						
Mode of receiving the grievance:						
Letter	Phone call	Fax	Email	Verbal complaint	Suggestion box	Others (specify)
Location of the problem/issue specified in the complaint:						
Type of problem/grievance:						
Construction	Compensation/ payment	Revegetation	Access	Social nuisance	Other (specify)	
Short description of the problem:						
Short description of the factors causing the problem:						
Person/agency responsible for causing the problem:						
TCCF Plastics Circularity Project	Affected parties	Service delivery agencies	Local authority	Civil organizations	Private sector	Others (specify):
Past action/s taken by the complainant (if any):						
Details of the focal point that received the complaint:						
Name of the person who received the complaint:			Position:			
Name of the receiving office:			Date:			
Actions taken by the Receiving Office						
	Short Description			Name of Action Officer		Date
Action 1						
Action 2						
Action 3						

Final Resolution			
Signature:		Date:	

Annex 3: Close-Out Template

As per the GRM process, following completion of the agreed corrective action/s, a complaint can be closed. Acknowledgement from the complainant that appropriate actions have been undertaken and that complaint can be closed should be obtained. The template below can be used to record complainant agreement.

TCCF Plastics Circularity Project
Insert project office address
Date: *(insert date)*

RE: RESOLUTION OF GRIEVANCE RELATED TO THE TCCF PLASTICS CIRCULARITY PROJECT

Dear (insert name of complainant/s here)

In response to your complaint of (insert date of complaint registration) regarding (insert subject of complaint and GRM registration reference) we wish to confirm that the following actions were undertaken:

- (Insert summary of the actions taken and the outcomes achieved)
- (provide as much information as required to demonstrate that resolution has been achieved)
- (this information should be available from the GR Registering and Monitoring Form)

To close out this matter, we request that you sign and return the acknowledgement below. We thank you for your participation and continued interest in the project.

Regards
(insert name)
TCCF Plastics Circularity Project Manager

Acknowledgement

I, the undersigned, acknowledge that the above actions have been undertaken and that all reasonable efforts have been made to address my complaint.

Name: Signature:
.....
Date:

Annex 4: Photos



Picture 1. Visit T2 in Bac Ninh province



Picture 2. Visit T2 in Bac Ninh province



Picture 3. Visit T2 in Nghe An province



Picture 4. Visit T3 in Bac Ninh province



Picture 5. Green U has consultation with IWWs



Picture 6. Vikohasan visit



Picture 7. Consultation Workshops organized by UNDP, Green U and Vikohasan



Picture 8. Vikohasan visit



Picture 9. Waste collection and storage house in Ninh Co Fishing Port



Picture 10. Wastewater treatment plant in in Ninh Co Fishing Port



Picture 11. Fire prevention and protection system in Ninh Co Fishing Port



Picture 12. Fire prevention and protection system in Ninh Co Fishing Port