

The project can pay for social and environmental plans and commitments.

**Implementation Stage:**

*Environmental and social issues* – Negative environmental and social impacts of the project are avoided, minimised and mitigated.

*Waste, noise and air quality* – Negative noise and air quality impacts arising from project activities are avoided, minimised and mitigated with no significant gaps, and project wastes managed responsibly.

**Operation Stage:**

Negative environmental and social impacts associated with hydropower facility operations are avoided, minimised and mitigated; and land disturbance associated with development of the hydropower project is rehabilitated or mitigated.

**Implementation Stage:**

*Environmental and social issues* – negative environmental and social impacts are avoided, minimised, mitigated and compensated; and enhancements to pre-project environmental or social conditions or contributions to addressing issues beyond those impacts caused by the project are achieved or are on track to be achieved.

*Waste, noise and air quality* – Negative noise and air quality impacts arising from project activities are avoided, minimised, mitigated and compensated with no identified gaps; project wastes are managed responsibly; and the project contributes to addressing waste management issues beyond those impacts caused by the project.

**Operation Stage:**

Negative environmental and social impacts associated with hydropower facility operations are avoided, minimised, mitigated and compensated.

**4.2 Labour and working conditions**

**Principle:** Workers are treated fairly and are protected.

**Scope:** Labour and working conditions, including employee and contractor opportunity, equity, diversity, health and safety.

**Requirements:**

Criteria	Minimum requirements (good practice)	Advanced requirements (best practice)
Assessment	<p><b>Preparation Stage:</b></p> <p>An assessment has been undertaken of human resource and labour management requirements for the project, including project occupational health and safety (OH&amp;S) issues, risks, and management measures.</p> <p><b>Implementation Stage:</b></p> <p>Human resources and labour management requirements have been identified through an assessment process, including occupational health and safety (OH&amp;S) issues and risks; and processes are in place to identify any emerging or ongoing issues, and to monitor if management measures are effective.</p> <p><b>Operation Stage:</b></p> <p>A periodically updated assessment has been undertaken of human resource and labour management requirements for the operating facility, including occupational health and safety (OH&amp;S) issues, risks, and management measures;</p>	<p><b>Preparation Stage and Implementation Stage:</b></p> <p>The assessment takes broad considerations into account, and both risks and opportunities.</p> <p><b>Operation Stage:</b></p> <p>Identification of ongoing or emerging labour management issues takes broad considerations into account, and both risks and opportunities.</p>

	monitoring is being undertaken to assess if management measures are effective; and ongoing or emerging labour management issues have been identified.	
<b>Management</b>	<p><b>Preparation Stage:</b></p> <p>Human resource and labour management policies, plans and processes have been developed for project implementation and operation that cover all labour management planning components, including those of contractors, subcontractors, and intermediaries</p> <p><b>Implementation Stage and Operation Stage:</b></p> <p>Human resource and labour management policies, plans and processes are in place that address all labour management planning components, including those of contractors, subcontractors, and intermediaries.</p>	<p><b>Preparation Stage, Implementation Stage and Operation Stage:</b></p> <p>Processes are in place to anticipate and respond to emerging risks and opportunities.</p>
<b>Conformance/ Compliance</b>	<p><b>Implementation Stage and Operation Stage:</b></p> <p>Processes and objectives relating to human resource and labour management have been and are on track to be met with no major non-compliances or non-conformances, and any labour related commitments have been or are on track to be met.</p>	<p><b>Implementation Stage and Operation Stage:</b></p> <p>There are no non-compliances or non-conformances.</p>
<b>Outcomes</b>	<p><b>Preparation Stage, Implementation Stage and Operation Stage:</b></p> <p>There are no identified inconsistencies of labour management policies, plans and practices with internationally recognised labour rights.</p>	<p><b>Preparation Stage, Implementation Stage and Operation Stage:</b></p> <p>Labour management policies, plans and practices are demonstrated to be consistent with internationally recognised labour rights.</p>

### 4.3 Water quality and sediments

**Principle:** Water quality in the vicinity of the project is not adversely impacted by project activities, and that erosion and sedimentation caused by the project are managed responsibly and do not present problems with respect to other social, environmental and economic objectives.

**Scope:** The management of water quality, erosion and sedimentation issues associated with the project.

**Requirements:**

Criteria	Minimum requirements (good practice)	Advanced requirements (best practice)
<b>Assessment</b>	<p><b>Preparation Stage:</b></p> <p><i>Sediments</i> – An erosion and sedimentation issues assessment has been undertaken; the assessment identifies impacts that may be caused by the project, issues that may impact on the project, and establishes an understanding of the sediment load and dynamics for the affected river system.</p> <p><i>Water Quality</i> – A water quality issues assessment has been undertaken.</p>	<p><b>Preparation Stage and Implementation Stage:</b></p> <p>The assessments take broad considerations into account, and both risks and opportunities.</p> <p><b>Implementation Stage:</b></p> <p>Monitoring of erosion and sedimentation, and water quality issues during project implementation takes into account inter-relationships amongst issues, and both risks and opportunities that become evident during implementation.</p>