

	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>

	<p><b>Implementation Stage:</b></p> <p>Erosion and sedimentation, and water quality issues relevant to project implementation and operation have been identified through an assessment process utilising appropriate expertise; and monitoring is being undertaken during the project implementation stage appropriate to the identified issues.</p> <p><b>Operation Stage:</b></p> <p>Ongoing or emerging erosion and sedimentation, and water quality issues have been identified, and if management measures are required then monitoring is being undertaken to assess if management measures are effective.</p>	<p><b>Operation Stage:</b></p> <p>Identification of ongoing or emerging erosion and sedimentation, and water quality issues takes into account both risks and opportunities.</p>
<p><b>Management</b></p>	<p><b>Preparation Stage:</b></p> <p>Plans and processes to address identified erosion and sedimentation, and water quality issues have been developed for project implementation and operation.</p> <p><b>Implementation Stage:</b></p> <p>Processes are in place to ensure management of identified erosion and sedimentation, and water quality issues, and to meet commitments, relevant to the project implementation stage; plans are in place for the operation stage for ongoing erosion and sedimentation, and water quality issues management.</p> <p><b>Operation Stage:</b></p> <p>Measures are in place to manage identified erosion and sedimentation, and water quality issues.</p>	<p><b>Preparation Stage and Implementation Stage:</b></p> <p>Processes are in place to anticipate and respond to emerging risks and opportunities.</p> <p><b>Operation Stage:</b></p> <p>Measures are in place to anticipate and respond to emerging risks and opportunities.</p>
<p><b>Conformance/ Compliance</b></p>	<p><b>Implementation Stage and Operation Stage:</b></p> <p>Processes and objectives in place to manage erosion and sedimentation, and water quality issues have been and are on track to be met with no major non-compliances or non-conformances, and erosion and sedimentation, and water quality 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>
<p><b>Outcomes</b></p>	<p><b>Preparation Stage:</b></p> <p>Plans avoid, minimise and mitigate erosion and sedimentation issues, and negative water quality impacts arising from project activities, and erosion and sedimentation issues that may impact on the project.</p> <p><b>Implementation Stage and Operation Stage:</b></p> <p>Erosion and sedimentation issues during project implementation, and negative water quality impacts arising from project activities are avoided, minimised and mitigated.</p>	<p><b>Preparation Stage:</b></p> <p>Plans avoid, minimise, mitigate and compensate erosion and sedimentation issues due to project activities, and negative water quality impacts; and plans provide for enhancements to pre-project erosion and sedimentation, and water quality conditions or contribute to addressing erosion and sedimentation, and water quality issues beyond those impacts caused by the project.</p>

**Operation Stage:**

*Sediments* – Erosion and sedimentation issues are avoided, minimised and mitigated.

*Water quality* – Negative water quality impacts arising from activities of the operating hydropower facility are avoided, minimised and mitigated

**Implementation Stage:**

Erosion and sedimentation issues during project implementation, and water quality issues arising from project activities are avoided, minimised, mitigated and compensated with no identified gaps; and enhancements to pre-project erosion and sedimentation, and water quality conditions or contribution to addressing erosion and sedimentation, and water quality issues beyond those impacts caused by the project are achieved or are on track to be achieved.

**Operation Stage:**

*Sediments* – Erosion and sedimentation associated with operating facility do not present ongoing problems for environmental, social and economic objectives of the facility or the project affected areas.

*Water quality:* Water quality in the area affected by the operating hydropower facility is of a high quality; or the facility has contributed or is on track to contribute to addressing water quality issues beyond those impacts caused by the operating hydropower facility.