

# **Semi-Annual Environmental Monitoring Report-2**

Project Number: 50140-002

Reporting Period: From July to December 2025

Date: January 2026

## **BAN: Improving Computer and Software Engineering Tertiary Education Project**

ADB Loan Number: 4348-BAN (COL)

Prepared by the University Grant Commission, Ministry of Education, Bangladesh  
for the Asian Development Bank

This report has been submitted to ADB by the University Grant Commission, Government of Bangladesh, and is made publicly available in accordance with ADB's public communications policy (2011).

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## ABBREVIATIONS

ADB	= Asian Development Bank
BUET	= Bangladesh University of Engineering and Technology
CSE/IT	= Computer Science and Engineering and Information Technology
DOE	= Department of Environment
DU	= Dhaka University
ECA	= Environmental Conservation Act
ECE	= Electrical and Computer Engineering
ECC	= Environmental Clearance Certificate
ECR	= Environmental Conservation Rules
ECP	= Environmental Code of Practice
EHS	= Environmental Health and Safety
EMP	= Environmental Management Plan
JUST	= Jashore University of Science and Technology
GRC	= Grievance Redress Committee
GRM	= Grievance Redress Mechanism
ICT	= Information and Communication Technology
IEE	= Initial Environmental Examination
M&E	= Monitoring and Evaluation
MOE	= Ministry of Education
PCC	= Project Coordination Committee
PIC	= Project Implementation Committee
PIU	= Project Implementation Unit
PMU	= Project Management Unit
PPE	= Personal Protective Equipment
PSC	= Project Steering Committee
R&D	= Research and Development
SPS	= Safeguard Policy Statement
SHED	= Secondary and Higher Education Division
UGC	= University Grants Commission

## EXECUTIVE SUMMARY

The Improving Computer and Software Engineering Tertiary Education Project (ICSETEP), commenced on November 2023 and has a revised closing date of December 2028. This Second Semi-Annual Environmental Monitoring Report (SEMR-2) presents the status of environmental safeguard implementation and pre-construction readiness of the project as of December 2025, in accordance with the Asian Development Bank's Safeguard Policy Statement (2009) and Public Communications Policy (2011).

The Improving Computer and Software Engineering Tertiary Education Project (the project, ICSETEP) will support the government in strengthening the computer science and engineering, software engineering and information technology (CSE/IT) programs in three selected university: Bangladesh University of Engineering and Technology (BUET), University of Dhaka (DU) and Jashore University of Science and Technology (JUST).

Regarding the ADB Safeguard Policy Statement (SPS) 2009, the ICSETEP is classified as Category B with respect to environment as the civil works for the new buildings of CSE departments at BUET, JUST and Institute of Information Technology at DU will have location-specific, time-bound impacts during construction. The proposed land for the project is inside the 3 universities campus and university's own land, therefore, no land acquisition and resettlement issues are there. As per project document there were condition that at the DU site, no demolition works can be undertaken without prior assurance to current occupants for and allocation of housing or accommodation in the new staff housing. In BUET site no civil works can be commenced prior to the relocation of the two small graveyards following the requirements of the Ministry of Liberation War Affairs and SPS 2009.

Covenants written into the loan agreement that are related to environmental and resettlement safeguards are described. For the most part these refer to actions that need to be taken up during the implementation of project construction activities. Considering the present project activity loan covenants are continuing to fulfill the compliance, during implementation activities PIU will be committed to maintain the compliance as when require.

Three IEEs are prepared during PPTA period for three proposed buildings. As the design fixtures and location of building inside the JUST campus is little bit relocated from one side to the other side in the same selected plot and baseline status at the surrounding site is also upgraded from the previous situations (3 under construction buildings are completed now and in operation) are changed, ADB Safeguard Team suggested to update the previously prepared IEE and EMP.

The updating of previous IEE is completed and under revision stage with incorporation of ADB's comments.

Environment Management Plan (EMP) provisions and monitoring items have been incorporated into bidding documents and bills of quantities for all three sites at BUET and JUST. As the tender was floated earlier, "Form CoC: Environmental, Health and Safety Code of Conduct for Contractor's personnel" was included in General Specifications of the bid document. During submission of tender, the responsive evaluated bidder submitted the signed CoC Form, Environmental, Health and Safety (EHS) Management Plan, Site Specific Environmental, Health and Safety Management Plan (EHSMP) has been included. Pre-construction safeguard activities, including capacity building, site-specific EMP preparation and baseline environmental monitoring are planned for the next reporting period prior to commencement of civil work.

The monitoring system will consist of observations and checklists for comparison with contractor performance in line with the construction specifications and the project EMP. Performance tracking will be used in a manner that provides consistent semi-annual reporting, with the objective of improving performance of contractors. During consultation with PIU DU, it noted that contract has been signed on January 12, 2026 and inauguration ceremony held on January 31, 2026. Allotment letter for replacement of the existing staff residing in the staff quarter at the project site has been issued. PIU informed that the University Authority trying their best to relocate them to the newly constructed building and then the contractor's mobilization will be started. Relocation of 2 graveyards from project site are already been completed to other suitable place inside BUET area after consent with relatives of buried decease in presence of Head Imam of BUET Central Mosque maintaining Muslim ritual. Consent letter of relatives and photographs on before and present location has been included in annex in this report respectively.

A Grievance Redress Mechanism (GRM) will be established at the Project Management Unit (PMU) level in accordance with the Project Administration Manual (PAM), with site-level arrangement to be operationalized prior to construction. No environmental or social grievances were reported during the current reporting period.

Overall, SEMR-2 confirms that the project is at a pre-construction stage, with key safeguard prerequisites largely addressed and remaining actions clearly identified for implementation in the next reporting period.

## I. INTRODUCTION

### A. Purpose of the Report

1. The Improving Computer and Software Engineering Tertiary Education Project (ICSETEP) commenced in November 2023 and has a revised closing date of December 2028. This Second Semi-Annual Environmental Monitoring Report (SEMR-2) presents the status of environmental safeguard implementation and pre-construction readiness of the project for the reporting period up to December 2025, in accordance with the Asian Development Bank's Safeguard Policy Statement (2009) and Public Communications Policy (2011).

2. This SEMR-2 has been prepared and disclosed in accordance with the Asian Development Bank's Safeguard Policy Statement (2009) and Public Communications Policy (2011). In line with these requirements, the report documents the project's environmental safeguard compliance status and is disclosed to ensure transparency and timely access to safeguard information for stakeholders. All the reports will be disclosed in PIU, PMU and ADB Website. The PMU website link is <https://icsetep.ugc.gov.bd/report-publications/> where approved safeguard documents are uploaded and maintained regularly as when required. This Second Semi-Annual Environmental Monitoring Report (SEMR-2) focuses on reporting the environmental safeguard implementation status and pre-construction readiness of the project as of December 2025. Detailed information on site visits, consultations, and implementation progress is presented in the relevant chapters of this report.

### B. Brief Project Description

3. The Improving Computer and Software Engineering Tertiary Education Project (the project, ICSETEP) will support the government in strengthening the computer science and engineering, software engineering and information technology (CSE/IT) programs in three selected university: Bangladesh University of Engineering and Technology (BUET), University of Dhaka (DU) and Jashore University of Science and Technology (JUST). It aims to increase job-ready graduates, increase research and development (R&D) capacity through industry collaboration and interdisciplinary research projects and develop technology entrepreneurs. The direct beneficiaries will be the graduates of the universities in terms of better knowledge and skills, and the local IT industry. The information technology (IT) industry will get adequate number of qualified human resources who will contribute to increased productivity and R&D activities.

4. The project is aligned with the Government's Eighth-Five Year Plan in the following impact a highly skilled labor force equipped with technical and professional expertise developed. The project will have the following outcome: industry responsiveness of tertiary

level CSE/IT programs at tertiary education is fully aligned with ADB's country partnership strategy, 2021-2025 for Bangladesh where ADB interventions aim at strengthening human capital and social protection.

5. Out of four objectives Output 1 is the modern learning, research and startup facilities established. This output will support the three universities to develop classrooms, laboratories, industry collaboration and startup space, and auxiliary facilities. Startup space will provide aspiring entrepreneurs with office space and a credible business address, collaboration and networking spaces, meeting and communication facilities, and business development services. ADB will help the universities to adopt green building features for energy and water saving, climate and disaster-resilient design. The buildings will also include women-friendly facilities, such as an adequate number, and quality sanitation facilities, female students' study areas, female staff lounges, day care services, as well as security and safety features such as access control systems, increased lighting at night, and video surveillance systems.

6. The procurement plan includes (i) Civil works for the CSE departments at BUET, JUST and Institute of Information Technology at DU; (ii) goods contracts for equipment and furniture for the PMU, PIU offices and new buildings at the universities, and vehicles for the PMU and universities; and (iii) services.

7. Three universities, BUET, DU and JUST will carry out procurement activities for the university level activities and procurement packages including the department buildings. For civil works and goods, these three universities will use the Electronic Government Procurement (e-GP) System.

### **C. Project Progress Status and Implementation Schedule**

8. There are three multi-storied building will be constructed on the proposed site at three PIUs i.e. DU, BUET and JUST. At the Dhaka University campus, a 13-storied IT Hub RCC Frame structural Non-residential Building with 15-storied foundation including 2 basements. In BUET campus 10-storied Academic RCC Frame structural Building (Keeping provision for 20-storied foundation) with 3 basements. In JUST campus IT Excellency Center 10-storied Non-residential RCC Frame structural Building with 10-storied foundation will be constructed under this project ICSETEP.

9. Three Different Groups of Design Teams were engaged in 3 PIUs for preparation of Architectural, Structural, and Electrical with Electro-Mechanical, Sanitary, and Fire Alarms with Fire Safety design and preparation of estimation with BoQs and Bid Documents. Previously completed Architectural and structural design, estimation and bid document, tender was floated for Construction of 13-storied with 15-storied foundation including 2 basements building at DU campus. After obtaining the evaluation of tender and approval from the Cabinet

Committee of Government Purchase (CCGP) following governmental law and procedures. Contract signing with the contractor has been signed. Design, estimation preparation BoQ and bid document have been prepared and forwarded to ADB for their review and comments for the proposed building at BUET. The tender has been issued with incorporation of all the environmental safeguard document i.e. EMP, ECoP and required environmental monitoring items in bid document and BoQ at JUST.

3 proposed construction sites were visited initially, discussion meeting was held with PIU heads of DU, BUET and JUST. During the discussion meeting with the PIU of DU in last month, it is noted that allotment letter for replacement of the existing staff residing in the staff quarter at the project site has been issued. Now the PIU informed that the University Authority trying their best to relocate them to the newly constructed building and the contractor's mobilization will be started. As the tender was floated earlier, "Form CoC: Environmental, Health and Safety Code of Conduct for Contractor's personnel" was included in General Specifications of the bid document. During submission of tender, the responsive evaluated bidder submitted the signed CoC Form, Environmental, Health and Safety (EHS) Management Plan, Site Specific Environmental, Health and Safety Management Plan (EHSMP) has been included. Accordingly, contract has been signed on January 12, 2026 and inauguration ceremony held on January 31, 2026. During visit to the proposed site at BUET, two graveyards are already shifted to another suitable location at the BUET area with maintaining ritual obligation and mutual understanding with relatives of buried deceased. Design, estimation preparation BoQ and bid document have been prepared and forwarded to ADB for their review and comments for the proposed building at BUET. During preparation of cost estimate, BoQ and Bid document EMP, ECoP and EMP monitoring items have been included in the bid document with consultation with PMU. The design, Drawing, BoQ and bid document has been completed for the building at JUST and reviewed by ADB. Required environmental safeguard document has been incorporated in the bid document, contract document, design, drawing and BoQ. The tender has been issued with incorporation of all the environmental safeguard document i.e. EMP, ECoP and required environmental monitoring items in bid document and BoQ. As per comments and recommendation from ADB on submitted updated IEE, the revision is in progress for incorporation in the updated IEE.

10. The Revised implementation schedule for the construction of 3 Multi-storied Building at 3 PIUs are as follow:

**Table 1: Implementation Schedule of the Proposed Civil Works of 3 Buildings**

Activities of Works	2025					2026				2027			
	PIU	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Engagement of Design Consultant	DU	In the year 2023											
	BUET												
	JUST												
Preparation of Architectural Design	DU	In the year 2023											
	BUET												
	JUST												
Preparation of Structural, Electrical and Sanitary Design	DU	In the year 2023											
	BUET												
	JUST												
Preparation of Estimation, BoQs and Bid Documents	DU	In the year 2023											
	BUET												
	JUST												
Floating of Bid	DU	In the year 2024											
	BUET												
	JUST												
Tender Received and Evaluation	DU												
	BUET												
	JUST												
Award of Contract	DU												
	BUET												
	JUST												
Commencement of Works and Implementation	DU												
	BUET												
	JUST												
Engagement of Supervision Consultant and Implementation	DU												
	BUET												
	JUST												
Contractor's Site Specific EMP	DU												
	BUET												
	JUST												
Contractor Mobilization of HSE Officers	DU												
	BUET												
	JUST												
GRC Establishment	DU												
	BUET												
	JUST												
Baseline Monitoring and GRC Activation	DU												
	BUET												
	JUST												

**Table 2: Safeguard Document and Disclosure Status as of December 2025**

University	Preparation of IEE	Disclosure on ADB Website	Disclosure on ICSETEP Website	SEMP Prepared by the Contractor	Disclosure on ADB Website	Disclosure on ICSETEP Website	Remarks
	(Yes/No)	(Yes/No)	(Yes/No)	(Yes/No)	(Yes/No)	(Yes/No)	
<b>DU</b>	Yes	Yes	Yes	No	No	No	
<b>BUET</b>	Yes	Yes	Yes	No	No	No	
<b>JUST</b>	Yes	Yes	No	No	No	No	Revision of IEE is in progress

11. Secondary and Higher Education Division (SHED), Ministry of Education in the Executing Agency of the Project, oversee the implementation through the University Grants Commission, Bangladesh. The Project Implementation review meeting has been held in every month at the Ministry. The latest meeting was held in last 30th November 2025.

12. The Project Steering Committee (PSC) has been provided overall guidance to the project on strategy for development and support university policy dialogue. PSC has been approved the annual implementation plan and review the progress and performance against the annual plan as well as overall project log frame, especially in outcome target indicators. The PSC has been met on quarterly basis, after receiving project quarterly progress reports to discuss any issues related to project performance, procurement process, utilization of funds, and others. The PSC meeting has been chaired by Secretary, Ministry of Secondary and Higher Education Division and the last meeting was held on 05 November, 2025.

13. On behalf of the SHED, MOE, UGC oversee the project implementation. Through the PMU under UGC, UGC coordinate project implementation activities such as planning, procurement and contract management, financial management, monitoring and evaluation.

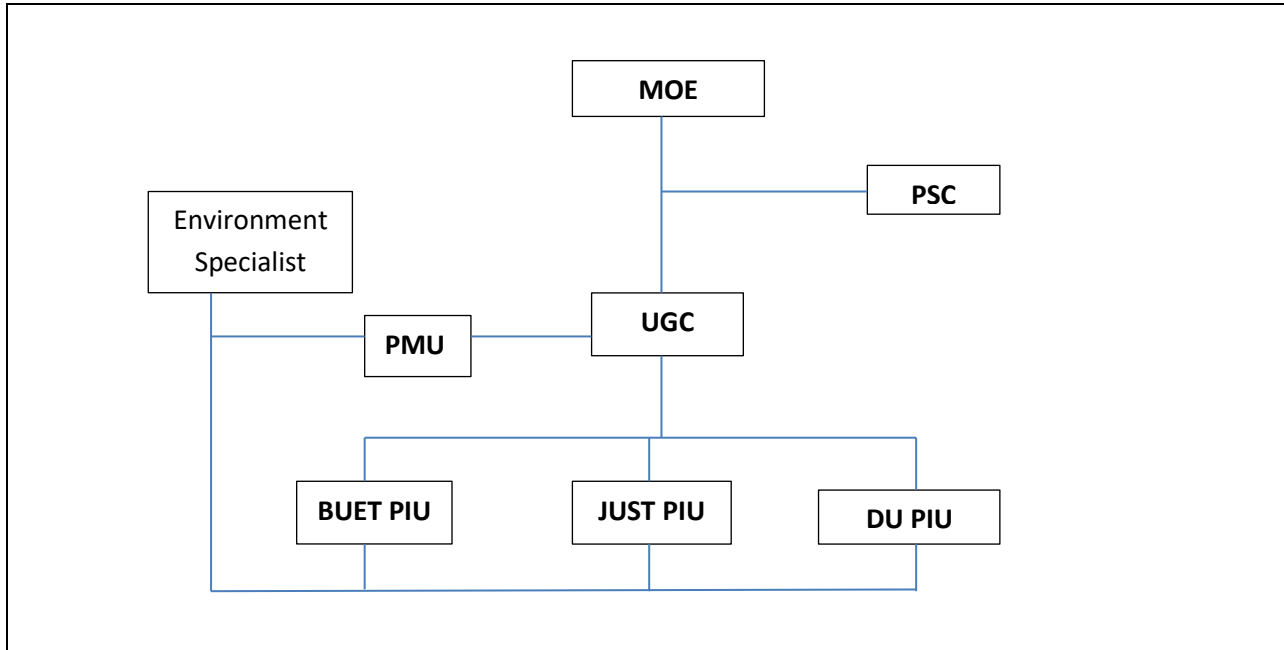
14. The Project Implementation Committee (PIC) has been chaired by the Chaiman of UGC and the Project Director is the member secretary of the PIC. The PIC is responsible for coordinating implementation activities, reviewing program implementation progress, making recommendations to improve monitoring, reporting systems, overseeing all the reporting and ensuring the quality and seek guidance of PSC, overseeing M&E activities and provides guidance to PMU to develop the higher education performance and recommending the approval of the annual implementation plan. The last PIC meeting was held on 1st September, 2025.

15. Project Coordination Committee (PCC) has been established in each University (BUET, DU and JUST) for overall monitoring of environmental issues and supervision of the project activities at the university level and providing guidance to the PIU staff and project focal person

when applicable. The meeting has been held in monthly basis. The last PCC meeting was held at JUST on January 22, 2026 by online.

16. Moreover, Project Management Unit (PMU) has been arranged numbers of meetings in PMU office as required by the project requirement such as review of Contractors SEMP, Verifying the monitoring of EMP implementation ensure the corrective actions.

**Figure 1: Safeguard Responsibilities within the project governance structure**



BUET = Bangladesh University of Engineering and Technology, DU = University of Dhaka, JUST = Jashore University of Science and Technology, MOE = Ministry of Education, PIU = Project Implementation Unit, PMU = Project Management Unit, PSC = Project Steering Committee, UGC = University Grants Commission

## II. COMPLIANCE TO NATIONAL REGULATION

### A. Compliance with Statutory Environmental Requirements

17. Regarding the ADB Safeguard Policy Statement (SPS) 2009, the ICSETEP is classified as Category B with respect to environment as the civil works for the new buildings of CSE departments at BUET, JUST and Institute of Information Technology at DU will have location-specific, time-bound impacts during construction. The proposed land for the project is inside the 3 universities campus and university's own land, no land acquisition and resettlement issues are there. But at the DU site, no demolition works will be undertaken without prior assurance to current occupants for and allocation of housing or accommodation in the new staff housing. In BUET site no civil works will commence prior to the relocation of the two small graveyards following the requirements of the Ministry of Liberation War Affairs and SPS 2009.

18. The applicable national environmental regulatory framework for the project is the Environmental Conservation Act (1995) and Environmental Conservation Rules (2023), which provide for the categorization of projects and the requirements for environmental clearance. Based on preliminary review, the ICSETEP civil works are considered to fall under the "Orange" category as per ECR 2023. The applicability of an Environmental Clearance Certificate (ECC) for the project is currently under consultation with the Department of Environment (DoE). Formal written guidance from the DoE is awaited, and the PMU will comply with any regulatory requirements communicated by the DoE.

19. The Environmental Conservation Rules (2023) provide for the classification of projects, identification of applicable environmental assessments, and establishment of National Environmental Quality Standards. In addition, the Air Pollution Control Rules (2022) and the Noise Pollution Control Rules (2025) prescribe applicable standards and control measures for air quality and noise. The relevant national standards applicable to the project are presented in Table 3.

**Table 3: Ambient Air Quality Standards as per APCR 2022**

AIR		
Pollutant	Standards	Averaging Period
Carbon Monoxide: CO	05 mg/m <sup>3</sup>	8-hours
	20 mg/m <sup>3</sup>	1-hour
Lead: Pb	0.25 µg/m <sup>3</sup>	Annual
	0.50 µg/m <sup>3</sup>	24-hours
Nitrogen Dioxide: NO <sub>2</sub>	40 µg/m <sup>3</sup>	Annual
	80 µg/m <sup>3</sup>	24-hours

Particulate Matter 10: PM <sub>10</sub>	50 µg/m <sup>3</sup>	Annual
	150 µg/m <sup>3</sup>	24-hour
Particulate Matter 2.5: PM <sub>2.5</sub>	35 µg/m <sup>3</sup>	Annual
	65 µg/m <sup>3</sup>	24-hour
Ozone: O <sub>3</sub>	180 µg/m <sup>3</sup>	1-hour
	100 µg/m <sup>3</sup>	8-hour
Sulphur Di-Oxide: SO <sub>2</sub>	250 µg/m <sup>3</sup>	1-hour
	80 µg/m <sup>3</sup>	24-hour
Ammonia	100 µg/m <sup>3</sup>	Annual
	400 µg/m <sup>3</sup>	24-hour
<b>NOISE (NPCR 2025)</b>		
Zone Class	Limits in Leq dB(A)	
	Daytime	Night time
	(6 A.M. – 9 P. M.)	(9 P.M. – 6 A.M.)
i) A sensitive area where quietness is of primary importance such as schools, hospitals, mosques etc.	50	40
ii) Residential zone	55	45
iii) Mixed areas, which are, used as residential areas as well as commercial and industrial purposes	60	50
iv) Commercial areas	70	60
v) Industrial areas	75	70

**Table 4: Relevant Environmental Standards from IFC-WB EHS Guidelines 2007**

Table 1.1.1: WHO Ambient Air Quality Guidelines <sup>7, 8</sup>			Table 1.7.1- Noise Level Guidelines <sup>54</sup>		
	Averaging Period	Guideline value in µg/m <sup>3</sup>	One Hour L <sub>Aeq</sub> (dBA)		
			Receptor	Daytime 07:00 - 22:00	Nighttime 22:00 - 07:00
Sulfur dioxide (SO <sub>2</sub> )	24-hour	125 (Interim target-1) 50 (Interim target-2) 20 (guideline)	Residential; institutional; educational <sup>55</sup>	55	45
	10 minute	500 (guideline)			
Nitrogen dioxide (NO <sub>2</sub> )	1-year	40 (guideline)	Industrial; commercial	70	70
	1-hour	200 (guideline)			
Particulate Matter PM <sub>10</sub>	1-year	70 (Interim target-1) 50 (Interim target-2) 30 (Interim target-3) 20 (guideline)			
	24-hour	150 (Interim target-1) 100 (Interim target-2) 75 (Interim target-3) 50 (guideline)			
Particulate Matter PM <sub>2.5</sub>	1-year	35 (Interim target-1) 25 (Interim target-2) 15 (Interim target-3) 10 (guideline)			
	24-hour	75 (Interim target-1) 50 (Interim target-2) 37.5 (Interim target-3) 25 (guideline)			
Ozone	8-hour daily maximum	160 (Interim target-1) 100 (guideline)			

<sup>12</sup> US EPA Prevention of Significant Deterioration Increments Limits applicable to non-degraded airsheds.

20. Further to above the following table presents a summary of relevant environmental regulations.

Table 5: Relevant Regulations in Bangladesh

<b>Regulation</b>	<b>Brief Description</b>	<b>Potential Applicability</b>	<b>Compliance Status</b>
Bangladesh National Building Code 2020	Sets minimum standards for design, construction, quality of materials, use and occupancy, location and maintenance of all buildings to safeguard, within achievable limits, life, limb, health, property and public welfare.	Design of toll Building must be followed due to stability, durable, safety and workable.	Incorporated in design
Bangladesh Building Construction Rules 2008	These rules superseded the previous Building Construction rules of 1984. These rules seek to control development plot-plot and case-by-case. It controls development by imposing conditions on setbacks, site coverage, construction of garages, access to plot, provision of lift, land use of that plot and height of building.	Environmental Health and Safety to the workers with community, cost and time of construction minimization.	To be complied with during construction
Disaster Management Act 2012	Coordinates activities on disaster management, making them object-oriented and strengthens and formulate rules to build up infrastructure of effective disaster management to fight all types of disaster.	Will prevent natural disaster.	Incorporated in design
Vehicular Act 1927, the Motor Vehicles Ordinance 1983, and Bengal Motor Vehicle Rules 1940	These are under the Bangladesh Road Transport Authority which regulates vehicular emissions and noise including road safety and community safety.	Environmental Health and Safety to the workers with community, cost and time of construction minimization.	To be complied with during construction
Bangladesh Labor Act 2006 (amended 2013) Bangladesh Labor Rules 2015	These regulations are under the Ministry of labor, which provides for the occupational rights and safety of factory/construction workers and the provision of comfortable work environment and reasonable working conditions including the prohibition of child labor and adolescent labor.	Environmental Health and Safety to the workers with community, cost and time of construction minimization.	To be complied with during construction
Bangladesh Factories Act 1995	Requires every workplace including small/large-scale construction where women are employed, to have an arrangement of childcare services. Based on this Act and Labor Laws, medical facilities, first aid, accident and emergency arrangements are to be provided by the authority to the workers at workplace.	Environmental Health and Safety to the workers with community, cost and time of construction minimization.	To be complied with during construction
Environmental Conservation Rules (ECR) 2023	Provides for the declaration of ecologically critical areas, categorization of industries and projects and identification of the types of environmental assessments needed for respective categories of industries or projects.	Pollution control and monitoring standards is directly relevant to this project	To be complied with during construction

### **III. COMPLIANCE TO RELEVANT ENVIRONMENTAL REQUIREMENTS FROM THE ADB LOAN AGREEMENT**

#### **A. Compliance with Safeguard Covenants of Loan Agreement**

21. Covenants written into the loan agreement that are related to environmental and resettlement safeguards are listed in Table 3. For the most part these refer to actions that need to be taken up during the implementation of project construction activities. The status of compliance is described in the following table.

**Table 6: Status of Environment, Resettlement and Related Loan Covenants as of 31 December 2025**

Covenant	Safeguard Applicability	Status of Compliance	Evidence/ Remarks	Action Required & Timeline
<p><b>Implementation Arrangements:</b> The Borrower PMU shall ensure, or cause the Project Executing Agency and the Implementing Agencies to ensure, that the preparation of design, construction, Implementation, operation and decommissioning of the Project and all Project facilities comply with (a) all applicable laws and regulations of the Borrower relating to environment, health and safety; (b) the Environmental Safeguards; and (c) all measures and requirements set forth in the IEE, the EMP, and any corrective or preventative actions set forth in a Safeguards Monitoring Report.</p>	<p>Section VII of the PAM, paras 49 thru 58, address safeguard requirements under the loan.</p>	<p>Planned for Next Reporting Period</p>	<p>Shown as per status of implementation</p>	<p>Conversation is going on when required</p>
<p>The Borrower shall ensure or cause the Project Executing Agency PMU and the Implementing Agencies PIU to ensure, that the Project does not involve risks or impacts to tribes minor races, ethnic sects and community or involuntary resettlement impacts, all within the meaning of the SPS, in the event that the Project does have any such risk or impact, the Borrower shall take, or cause the Project Executing Agency and the implementing Agencies to take all steps required to ensure that the Project complies With the applicable laws and regulations of the Borrower and with the SPS. <u>Human and Financial Resources to Implement Safeguards Requirements</u></p>	<p>During Construction period.</p>	<p>Planned for Next Reporting Period</p>	<p>Not applicable now</p>	<p>PIUs advised to expedite</p>
<p>The Borrower shall make available, or cause the Project Executing Agency PMU and implementing Agencies PIU to make available, necessary budgetary and human resources to fully implement the EMP. <u>Safeguards-Related Provisions in Bidding Documents and Works Contracts</u></p>	<p>During Bidding process</p>	<p>Complied</p>	<p>Shown as per implementation status</p>	<p>PIUs advised to implement during construction period</p>
<p>The Borrower shall ensure, or cause the Project Executing Agency</p>	<p>During Bidding</p>	<p>Complied</p>	<p>Shown as per implementation</p>	<p>Will be</p>

<b>Covenant</b>	<b>Safeguard Applicability</b>	<b>Status of Compliance</b>	<b>Evidence/ Remarks</b>	<b>Action Required &amp; Timeline</b>
PMU and Implementing Agencies PIU to ensure that all bidding documents and contracts for Works contain provisions that require contractors to;	process		status	implement during construction
a) Comply with the measures relevant to the contractor set forth in the IEE the EMP, and any corrective or preventative actions set forth in a Safeguards Monitoring Report;	During Construction Period.	Planned for Next Reporting Period	Next EMR	PMU will monitor and reporting
b) Make available a budget for all such environmental and social measures;	During Bidding Process.	Complied	Next EMR	PMU will monitor during Implementation
c) Provide the Borrower with a written notice of any unanticipated environmental resettlement or tribes, minor races, ethnic sects and community people's risks or impacts that arise during construction, implementation or operation of the Project that were not considered in the IEE and the EMP.	Mitigation measures guarantee performance and provide basis for monitoring	Planned for Next Reporting Period	Next EMR	PIUs will be responsible during construction
d) Adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and	During pre-construction and construction period.	Planned for Next Reporting Period	Next EMR	PIUs will take necessary responsibility
e) Reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.	At Post Construction Stage	Planned for Next Reporting Period	Next EMR	PIUs will take necessary responsibility
f) Any adverse impact on the environment that may arise from the Project implementation is promptly mitigated or minimized in accordance with the EMPs;	Fundamental purpose of environmental review.	Planned for Next Reporting Period	Next EMR	PIUs will take necessary responsibility
g) Implementation of the EMPs, including any safety breaches, violation of environmental standards, and corrective measures taken in respect thereof are reported semi-annually to ADB; and	Fundamental purpose of environmental reporting.	Planned in due time	Next EMR	PMU will monitor during construction

<b>Covenant</b>	<b>Safeguard Applicability</b>	<b>Status of Compliance</b>	<b>Evidence/ Remarks</b>	<b>Action Required &amp; Timeline</b>
h) Implementation of the EMPs, including any safety breaches, violation of environmental standards, and corrective measures taken in respect thereof are reported, in the Project Management Unit (PMU) quarterly report to ADB;	Fundamental purpose of environmental reporting.	Planned for Next Reporting Period	Next EMR	PMU will monitor during construction
i) Reports and information are provided to ADB on request to enable it to verify that the Goods, Works, and consulting services financed out of the proceeds of the Loan, have been produced in a responsible manner with a view to resource efficiency, waste minimization, and other environmental considerations.	Aim of transparency in project implementation.	Planned for Next Reporting Period	Next EMR	PIUs and PMU will monitor during construction

#### IV. COMPLIANCE TO ENVIRONMENTAL MANAGEMENT PLAN

##### A. Status of Recruitment

22. Environment Specialist has been recruited officially at the PMU as national environment specialist in intermittent basis in the February 12, 2025 throughout the project implementation period and as when require. Moreover, 3 focal persons have been engaged in three PIU for the project implementation period. When Supervision Consultants are engaged, they will engage 3 Environmental Experts for 3 PIUs. During Implementation of work, the contractor will also be engaged Health Safety and Environmental Officers at three sites. Following table showing the details and contract information as available and will be filled up in time when required.

**Table-7: Environmental Safeguard Focal Persons**

Name	Designation and Organization	Email	Contact Number
Engr. Md. Harunor Rashid	Environmental Specialist, PMU-UGC	engr.harun2016@gmail.com	88-01711-884148
Mohammad Zabed Alam Mridha	Safeguard Focal Person, PIU-DU	Zabed2002@gmail.com	88-01715-364130
Muhammad Sheikh Sadi	Safeguard Focal Person, PIU-BUET	Sadi_ce@yahoo.com	88-01911-758287
Md. Nazmus Sakib	Safeguard Focal Person, PIU-JUST	Nasakib.0161988@gmail.com	88-01759-205175
	HSE Officer, Contractor-DU Site	To be mobilized upon contract award	
	HSE Officer, Contractor-BUET Site	To be mobilized upon contract award	
	HSE Officer, Contractor-JUST Site	To be mobilized upon contract award	

23. PIU will ensure the preparation and submission of Site-specific Environmental Management Plan (SEMP), Health Safety Plan (HSP) and Labor Management Plan (LMP) by the Contractor after completion of contract with PIU. The submission of above documents will be obligatory by the contractor and included in the contract document. PIU will forward to PMU for review and approval from PMU and ADB is a requirement prior to commencement of works. It is the obligatory to the experienced and capable awarded contractors, but needed PMU will support to the concerned person of the Contractor to prepare the above document.

##### B. Status of Environmental Management Plan

24. Three IEEs are prepared during PPTA period for the three proposed buildings. As the design and location of building at JUST campus is shifted to one corner to the other in the previously selected plot and the previous baseline status (under constructed building in the JUST campus are completed and in operation now) is also changed, ADB Safeguard Team suggested to update the previously prepared IEE and EMP. Proposed building site has been visited by Environment Specialist of PMU. Several discussion meetings were held with PIU, JUST and other related stakeholders. Baseline information also collected from the surrounding area and from secondary source. The updated IEE has been prepared and forwarded to ADB for their review and comments. After getting the comments the revision is in progress for incorporating the

comments it will be submitted in month. As the baseline condition has been little bit changed from the PPTA period, updated baseline monitoring indicators will be fixed now and the environmental monitoring test (air, noise, water and soil) also further done.

25. For finalization of the Green Building Concept at JUST and BUET several review, workshop, comments and consultation meeting were held in PMU Office, UGC Office and JUST, VC Office on Architectural Design. Comments and Suggestions from ADB, VC of JUST and PMU Consultants are incorporated in the proposed design. These are environmental, Climate Change, Green Building Concept, Gender Issues and sustainable building design. A detail discussion was held and close communications are continuing with PIU, JUST and BUET. They have been ensured that EMP, Site-specific Monitoring items will be included in the bid document and BoQ with adequate budget, also in the contract document and finally done as per commitment.



Proposed Site at JUST Campus, Date 28.07.2025



Proposed Site at JUST Campus, Date 28.07.2025



Discussion meeting with JUST PIU, Date 28.07.2025



Design Review Meeting at JUST

26. Tender has been floated in DU for construction of 13-storied IT Hub Building with 15-storied foundation including 3 basements after approved design and bid document. Evaluation of tender and approval from the Cabinet Committee of Government Purchase (CCGP) has been obtained following governmental law and procedures. Contract signing with the contractor has been completed. EMP is included in bid document and general EMP items are also included in BoQ. The provisional sum has been included in BoQ to minimize the site specific EMP measure if needed during construction period. This provision will be ensured during contract signing with awarded contractor.

During preparation of bid document and BoQ for two projects at JUST and BUET, EMP from the approved IEE and site specific EMP items has been included as per consultation with PIUs and Design Consultant team. Allotment letter for replacement of the existing staff residing in the staff quarter at the project site has been issued. PIU informed that they will vacate the presently occupied staff quarter within the month of January 2026 and the contractor's mobilization will be started. PIU assured that the copy of the letters will be delivered to PMU by this month and those will be shared with ADB when available. There were two separate graveyards located at BUET proposed site. That graveyard has already relocated from the proposed site to other suitable location with following ritual condition and consent from relatives of buried deceased. The consent letter is included in annex and the photographs of graveyards previous and relocated present location are shown in this report.

**Table-8: Compliance Status with Implementation of EMP measures during July-December 2025**

<b>University of Dhaka (DU)</b>					
<b>Sl. No.</b>	<b>Project Activity</b>	<b>Mitigation/Enhancement Proposed in IEE</b>	<b>Actual Measures Already Implemented</b>	<b>Implementation Status</b>	<b>Recommended Action</b>
1	Evaluation complete	Site specific EMP and monitoring items should be including in Contract	Partially implemented	In Progress	Updated status will be shown in next EMR
2	Contract Signed	EMP and ECoP included in the Contract Document	Implemented	Completed	Updated status will be shown in EMR

<b>Bangladesh University of Engineering and Technology (BUET)</b>					
<b>Sl. No.</b>	<b>Project Activity</b>	<b>Mitigation/Enhancement Proposed in IEE</b>	<b>Actual Measures Already Implemented</b>	<b>Implementation Status</b>	<b>Recommended Action</b>
1	Architectural Design	Included in Design	Implemented	Completed	No further action required
2	BoQ & Bid Document	Included in Bid Document	Implemented	Completed	No further action required

3	Relocation of Graveyards	Relocate before implementation of works	Already implemented following the ritual and consent from relatives of buried deceased	Completed	No further action required

<b>Jashore University of Science and Technology (JUST)</b>					
<b>Sl. No.</b>	<b>Project Activity</b>	<b>Mitigation/Enhancement Proposed in IEE</b>	<b>Actual Measures Already Implemented</b>	<b>Implementation Status</b>	<b>Recommended Action</b>
1	Architectural Design	Included in the Design	Implemented	Completed	No further action required
2	BoQ & Bid Document	Included in Bid Document	Implemented	Completed	No further action required
3	Update of IEE	EMP updated as per updated IEE	Implemented	Completed	No further action required

### **C. Capacity Building**

27. Capacity building is aimed as orientation and training of project implementation staff in ADB's safeguard policy and under management by the Environment Specialist at the beginning of project implementation, including procedures for monitoring and reporting. Training is being provided for the staff of the PMU and PIU staff, Supervision Consultant as well as Contractor's Supervisory staff. Awareness program on Occupational Health and Safety to the workers at each site through direct engagement on safeguard issues at the beginning of work and also in construction period in different time after engagement of the contractors. Details will be included in next EMR as when require.

28. Further capacity building may also been addressed as specific technical and social issues that arise at the project site, as for example, with operations of solid waste systems, technical aspects of environmental (air, noise and water quality) monitoring, and other potential capacity building needs. Solid waste management at JUST campus is in good track. MoU has been signed between JUST authority and Chowgacha Pourashava authority. Solid waste has been collected from different corner from JUST campus with trolley and covers van with adequate number of workers and transferred to the Chowgacha Pourashava designated disposal site.



Pourashava People collecting waste from temporary collecting point at JUST



JUST Waste collector carried the waste from JUST campus to temporary collecting point

## V. SAFEGUARD MONITORING RESULTS AND UNANTICIPATED IMPACT

### A. Environmental and Social Performance Indicators

29. Environmental monitoring will occur at the project site by observing performance during project implementation. Environmental specifications have been included in construction tender documents and contract document in due time, allowing impacts to be mitigated during the construction phase of the project. The specifications reflect requirements identified in the project Environmental Management Plans (EMPs). A provisional sum is included in the bid price to cover environmental remedial actions, which may be expended in part, or not at all, at the direction of the PIU Head and approval of the Project Director, PMU. BoQ for DU is prepared and approved from ADB. During implementation of the work cost for additional EMP measures and monitoring will be adjusted from provisional sum and other allocated fund. Details will be included in next EMR for other PIU as and when required.

**Table-9: Itinerary of monitoring visit during July-December 2025**

Name of University	Date of Inspection	Conducted by Whom
DU	13.07.2025	Environment Specialist, PMU
BUET	13.07.2025	Environment Specialist, PMU
JUST	28.07.2025	Environment Specialist, PMU

### B. Project Safeguard Monitoring

30. The system for environmental monitoring will be mobilized once projects are underway and construction contracts are let. Thus far no projects have reached the stage of implementation and the monitoring system is not yet activated.

31. The system will consist of observations and checklists for comparison with contractor performance in line with the construction specifications and the project EMP. Performance tracking will be used in a manner that provides consistent semi-annual reporting, with the objective of improving performance of contractors.

### C. Project Safeguard Performance

32. During visit the proposed site at DU there has a 14-room bachelors' staff quarters, single floor, tin shed complex, some trees in the yard, and a water source (two faucets) for the occupants. The bachelors' staff quarters serve as residence for DU male staff members generally from lower-level positions (Third Grade or lower). Main access to the site is through a secured gate connected to the Sociology Building. The site is bounded to the north by the Faculty of Fine Arts, to the south by the Faculty of Social Sciences, to the east by the Mausoleum of Poet Kazi Nazrul Islam, and to the west by the Institute of Business Administration (IBA). Dhaka University Central Mosque is located southeast of the proposed site. As per discussion with PIU Official at DU, allotment letters have been issued to the existing staff and relocation process will be

completed by this month to the newly constructed residential building, which is constructed newly near Palashi area in DU own land before hand over the construction site to the contractor. Inauguration ceremony has been arranged at VC's office premise for the proposed building on January 31, 2026.



Entrance to the DU site from University Campus, Date 13.07.2025



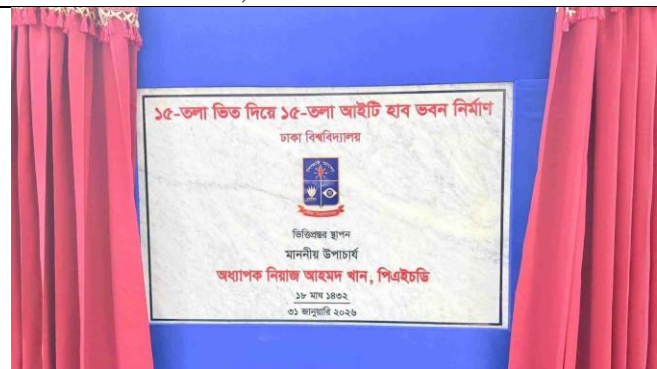
Entrance of Proposed Site at DU, Date 13.07.2025



Existing Tin Shad Structures at Proposed Site at DU, Date 13.07.2025



Consultation Meeting PIU Head, DU at his office, Date 13.07.2025



Inauguration ceremony of the proposed building at DU on 31.01.2026 at VC Office Premises



33. The proposed site at BUET is visited in the same day, met and discussed with PIU Head and BUET Engineering section's Executive Engineer regarding the status of the implementation of the proposed building and others issues. The Architectural design with drawing, Structural design, estimation, preparation of BoQ is also completed and forwarded to ADB for their review and comments. Two separate graveyards the noted in the document during PPTA period are already relocated to the suitable another place nearby and within the BUET area following the Muslim ritual and mutual discussion and permission from the relatives of buried deceased. PIU assured that EMP and site-specific EMP items and environmental monitoring items will be included in BoQ with adequate budget in the bid document and contract document.



	
<p>Discussion with BUET PIU at BUET, Date 13.07.25</p>	<p>Visit at BUET proposed site, Date 13.07.2025</p>
	
<p>Discussion with relatives of buried deceased with presence of Head Imam of BUET Mosque 05.1.2025</p>	<p>2 Separate Graveyards were at the BUET Proposed Site, Date 05.01.2022</p>
	
<p>Proposed Building Site at BUET from Top, Date 13.07.2025</p>	<p>2 Graveyards relocated at the present location at BUET, Date 13.07.2025</p>

## VI. IMPLEMENTATION OF GRIEVANCE REDRESS MECHANISM

34. A grievance redress committee (GRC) will be established by the PMU during implementation stage. The GRC will be chaired by the PMU Head and members consist of representative from the local government, representative of contractor(s), and a representative from the PIU. The environment specialist of PMU will act as the member secretary of the GRC. Cost of implementing the GRM will be borne by the PMU. Transparency in handling complaints filed and resolved will always be observed. The GRC will convene once a month to resolve the complaints received against the project (if any), will maintain a record of complaints received and resolved and will advise the complaint on the decision made. Filing of complaint can be either in writing or by phone. A sample of complaint in Bangla will be displayed near the complex box which will be at the project site in visible location of the project site. The complaint can seek redress in three levels: (i) through the PIU at each university or through the site engineer of the contractor; (ii) through the GRC; and (iii) the appropriate courts of law. As the implementation of the proposed building at DU is accelerated from the other two PIU, GRC will be established by the first quarter of this year.

### Public Consultation:

**Table-10: Consultation meetings conducted during the project period July-December 2025**

Universities	Type of consultation meeting	Category of Participant	No. of Participant		
			Male	Female	Total
JUST	Architectural Design of the Building and include building feature include in the design with Design Consultant	JUST Academic Personnel, PMU and UGC Representative	22	4	26
					
Consultation meeting at JUST		Consultation Meeting at PMU			
No further Consultation meeting is done, as no physical development yet to be started during this reporting period (July to December2025)					

## VII. CONCLUSION AND RECOMMENDATIONS

35. ICSETEP Project implementation is in beginning stage and safeguard compliance is an important and highly valued aspect. All elements are in place for enacting an efficient safeguard framework, beginning with preparation of environmental review documents, incorporation of special conditions for environmental, labor's health safety and social measures in contract procurement documents, and a high level of awareness among PMU, PIU and project staff. All the environmental safeguards required documentation already included in the bid document and contract document. Further work to be taken up in the next reporting period (January – June 2026) focuses on a system for monitoring implementation of mitigation measures; enactment of the grievance redress mechanism; and awareness and training of PIU staff with the contractor's staff.

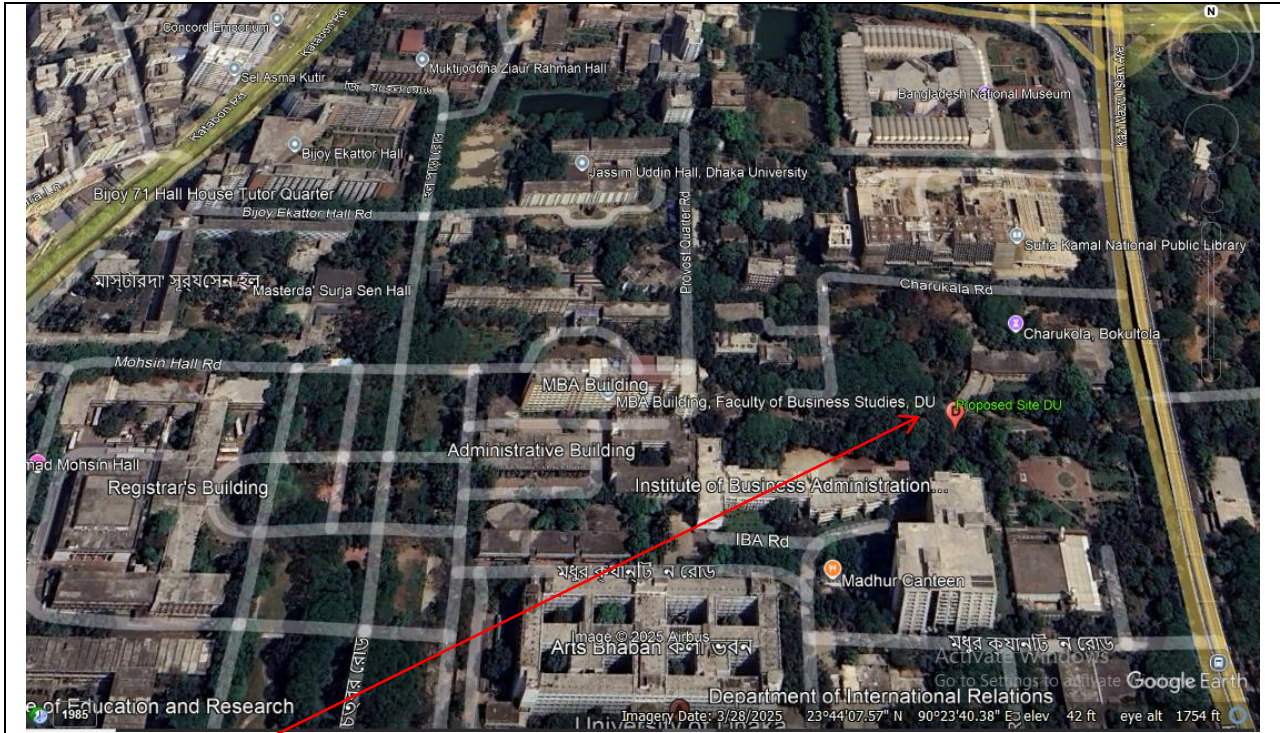
**Table-11: Recommended Corrective Action Plan for the Next Reporting period (Jan-Jun 2026)**

Sl. No.	Issues	Universities	Recommended Corrective Action Plan	Responsibility	Target Date
1	GRC/GRM not formally established	DU, BUET, JUST	Formally constitute the GRC through official order, disclose GRM at all sites (signboards, complaint boxes), and maintain grievance register	PMU, PIUs	Q1 2026
2	Baseline environmental monitoring not conducted	DU, BUET, JUST	Conduct baseline air, noise, and water quality monitoring through accredited laboratory and include results in SEMR	PMU, PIUs	By June 2026
3	EMP and site-specific measures not fully evidenced in BoQs/Contracts	DU, BUET, JUST	Attach sample BoQ pages and tender clauses showing EMP integration and provisional sums	PMU, PIUs	By June 2026
4	Capacity building and safeguard training not delivered	DU, BUET, JUST	Implement safeguard training (ADB SPS, EMP, OHS, GRM) and annex attendance sheets, photos, agendas	PMU, PIUs	By June 2026
5	SEMP, HSP, and LMP preparation not evidenced	DU, BUET, JUST	Develop templates, obtain contractor submissions, and document PMU approvals	PIUs, PMU	Prior to mobilization

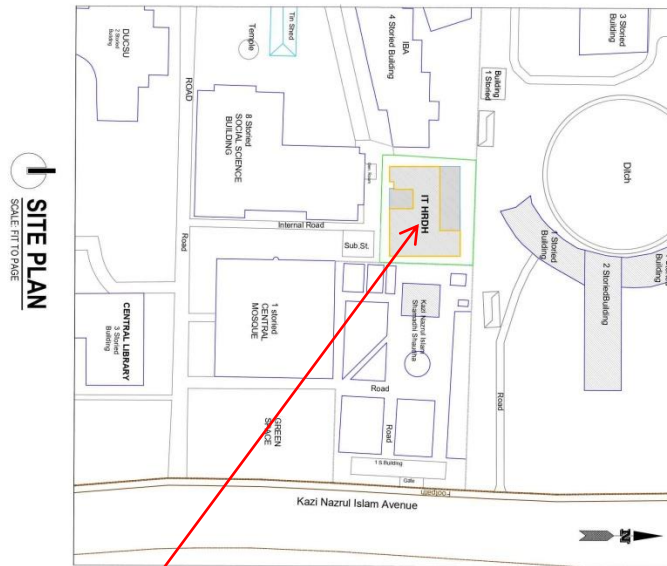
# Annexures

## Annex-1: Layout and Location Maps for 3 proposed project sites

### Layout and Google Map of DU Site

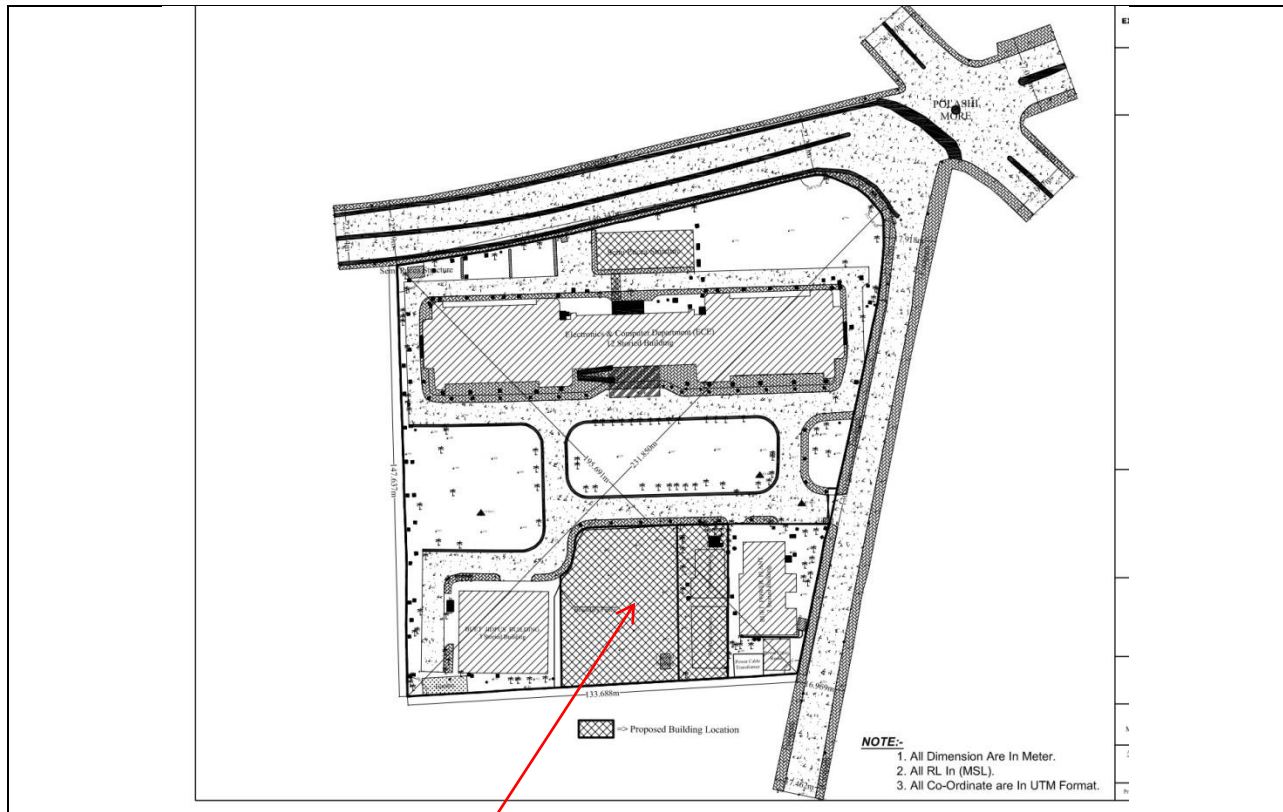


Proposed Site at DU in Google Map showing Co-ordinates and Elevation from MSL

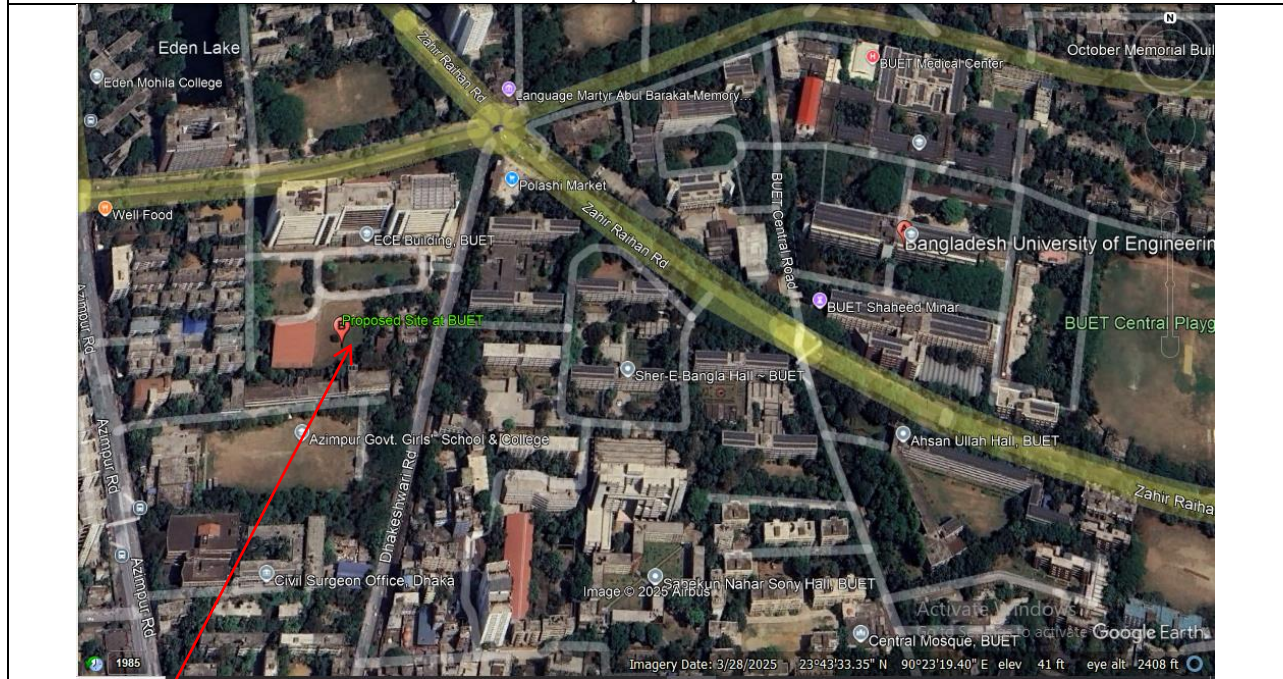


Layout Plan for the proposed building at DU

Location Map and Google Map of BUET Site

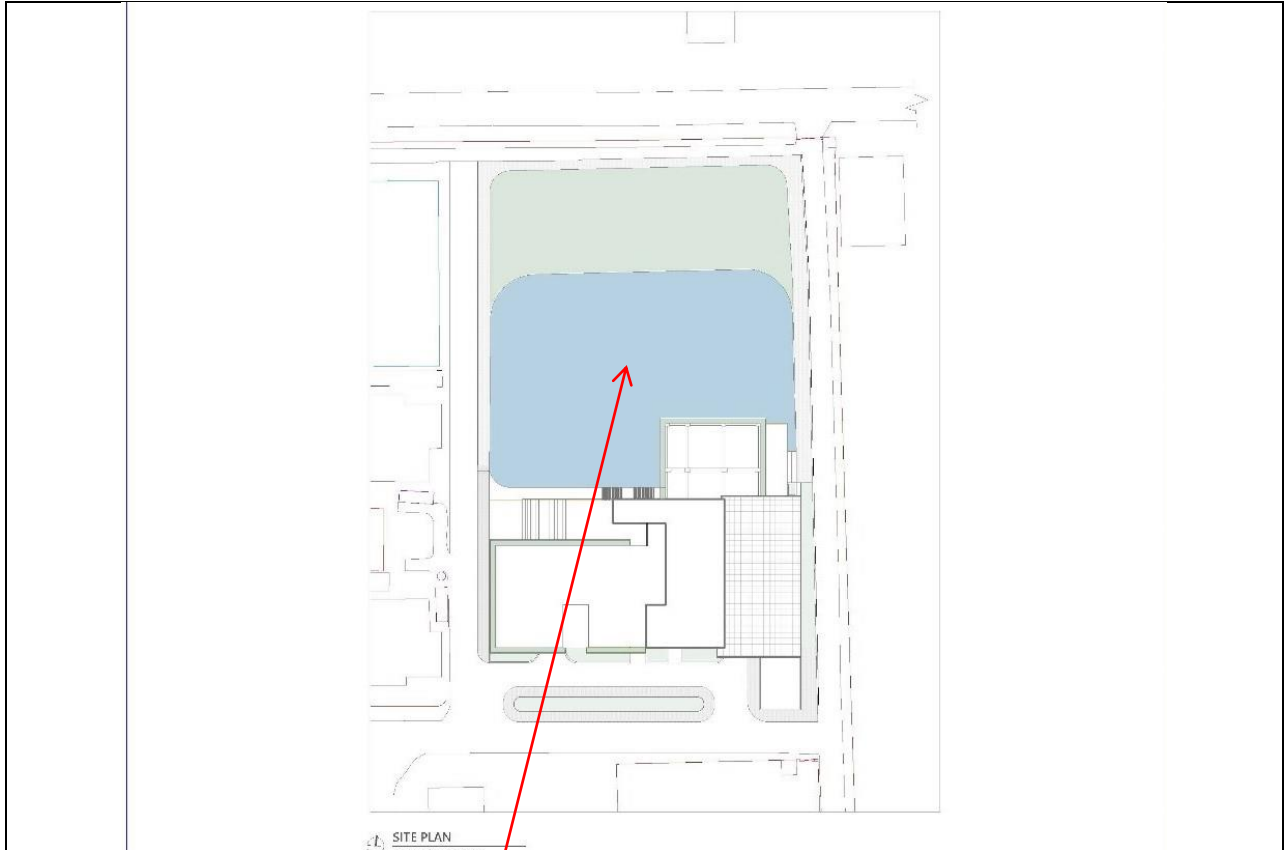


Location Map of BUET Site

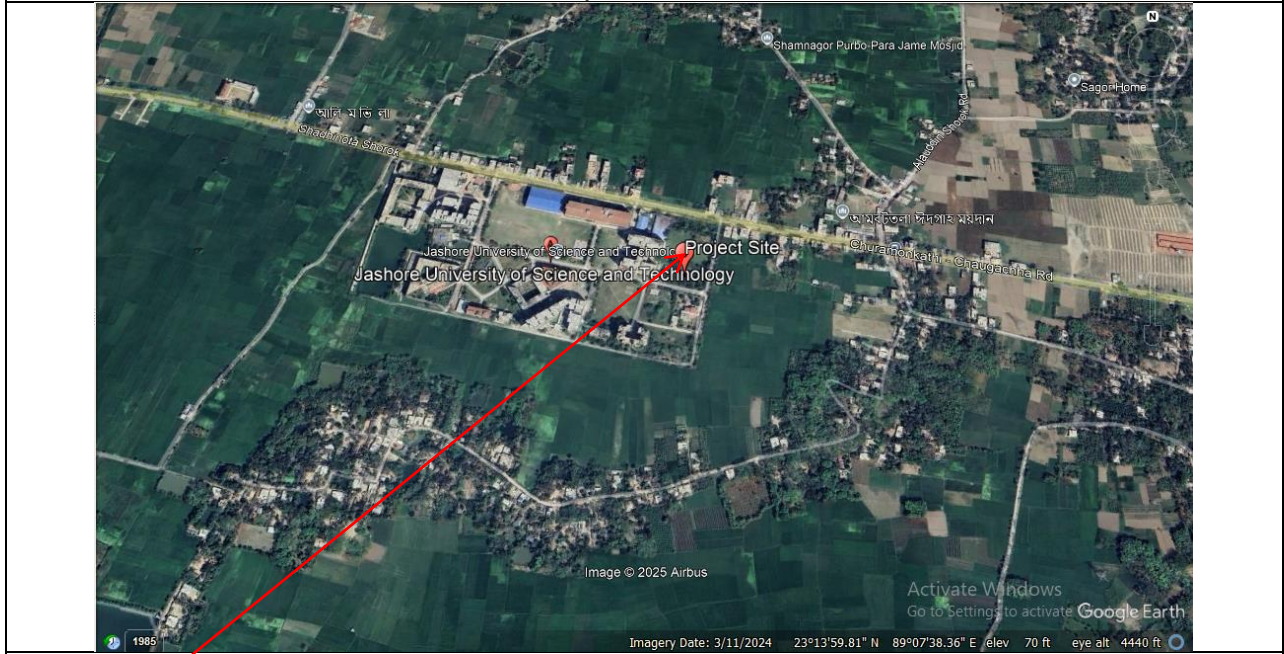


Proposed Site at BUET in Google Map showing Co-ordinates and Elevation from MSL

Site Layout Plan and Google Map of JUST Site



Site Layout Plan at JUST



Proposed Site at JUST in Google Map showing Co-ordinates and Elevation from MSL

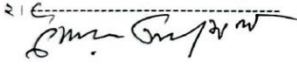
## Annex-2: Consent Letter to BUET Authority from Relatives of Buried Deceased at BUET Site

### সম্মতি পত্র

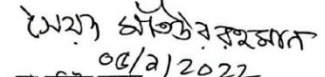
শহীদ বীর মুক্তিযোদ্ধা সৈয়দ শফিকুর রহমান "বনি"-এর একমাত্র জীবিত ওয়ারিশ এবং সহোদর ভাই হিসেবে আমি, মোঃ মতিউর রহমান, পিতা মৃত: সৈয়দ মোহাম্মদ আলী, মোহন ভিলা (মেরিমেট কমিউনিটি সেন্টারের বিপরীতে), বাসা নং ৮, রোড নং ৫/এ, মিরপুর-১১, ঢাকা- এই মর্মে সম্মতি প্রদান করছি যে, বাংলাদেশ প্রকৌশল বিশ্ববিদ্যালয়ের একাডেমিক কাজের সুবিধার্থে এবং জাতীয় স্বার্থে বিশ্ববিদ্যালয়ের পশ্চিম পলাশীস্থ ক্যাম্পাসে অবস্থিত আমার সহোদর ভাই শহীদ বীর মুক্তিযোদ্ধা শফিকুর রহমান "বনি" এর কবর যথাযথ মর্যাদার সাথে স্থানান্তরের যেচ্ছায় ও স্ব-জ্ঞানে সম্মতি প্রদান করে সহি সম্পাদন করলাম।

উপস্থিত ব্যক্তিবর্গের স্বাক্ষর ও তারিখ

  
০৫/০১/২০২২  
শীখ মুক্তিযোদ্ধা  
মোঃ এনায়েতুল করিম খান  
কমতার  
চকবাজার থানা কমান্ড  
বাংলাদেশ মুক্তিযোদ্ধা সংসদ  
০১৭১২৭৩৮৫০৯

২।   
০৫/০১/২০২২

সম্মতি প্রদানকারীর স্বাক্ষর ও তারিখ

  
০৫/০১/২০২২  
মোঃ মতিউর রহমান  
(শহীদ বীর মুক্তিযোদ্ধা সৈয়দ শফিকুর রহমান  
"বনি" এর সহোদর ভাই)  
মোহন ভিলা (মেরিমেট কমিউনিটি সেন্টারের বিপরীতে)  
বাসা নং ৮, রোড নং ৫/এ, মিরপুর-১১, ঢাকা।  
জাতীয় পরিচয় পত্র নং ৫৫২ ০৫৮ ৬৬২০

## Annex-3: Form CoC: Environmental, Health and Safety Code of Conduct for Contractor's Personnel in Bid Document at DU

### Form CoC: Environmental, Health and Safety Code of Conduct For Contractor's Personnel<sup>1</sup>

[Note to the Tenderer: The contents of the Code of Conduct form shall not be modified. The Tenderer shall initial and submit the Code of Conduct form as part of its tender as required by ITT 25.1 (k) of the Tender Data Sheet.]

We are the Contractor, [enter name of Contractor]. We have signed a contract with [enter name of Employer] for [enter description of the Works]. These Works will be carried out at [enter the Site and other locations where the Works will be carried out]. Our contract requires us to implement measures to address environmental, health and safety risks related to the Works.

This EHS Code of Conduct is part of our measures to deal with environmental, health and safety risks related to the Works. It applies to all our staff, labourers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting us in the execution of the Works. All such persons are referred to as "Contractor's Personnel" and are subject to this EHS Code of Conduct.

This EHS Code of Conduct identifies the behavior that we require from all Contractor's Personnel.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

#### Required Conduct

Contractor's Personnel shall:

1. carry out his/her duties competently and diligently;
2. comply with this EHS Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person;
3. maintain a safe working environment including by:
  - a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
  - b. wearing required personal protective equipment;
  - c. using appropriate measures relating to chemical, physical and biological substances and agents; and
  - d. following applicable emergency operating procedures.
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
6. report violations of this EHS Code of Conduct; and
7. not retaliate against any person who reports violations of this EHS Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Redress Mechanism.

<sup>1</sup> see sample form in page 91 in [User Guide for Procurement of Works—Small Contracts \(adb.org\)](#)

**Raising Concerns**

If any person observes behavior that he/she believes may represent a violation of this EHS Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done by call [ ] to reach the Contractor's hotline (if any) and leave a message.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

**Consequences of Violating the Environmental, Health and Safety Code of Conduct**

Any violation of this EHS Code of Conduct by Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

**For Contractor's Personnel:**

I have received a copy of this EHS Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this EHS Code of Conduct, I can contact [enter name of Contractor's contact person(s) with relevant experience] requesting an explanation.

Name of Contractor's Personnel: [insert name]

Signature: \_\_\_\_\_

Date: [day/month/year]: \_\_\_\_\_

Countersignature of authorized representative of the Contractor:

Signature: \_\_\_\_\_

Date: [day/month/year]: \_\_\_\_\_

Annex-4: Monitoring Checklist

**OCCUPATIONAL HEALTH & SAFETY COMMITMENT**

I, the undersigned .....as per terms and condition of the submitted bid document and signed contract between the PIU, ..... and the Contractor.....fully aware regarding commitment to maintain the ESMP and the occupational health & safety for the workers and the surrounding communities as per **Reference:** General Condition of Contract (Amendments) Clause 14 & 2 (including additional sub-clause) of Contract document.

Summary of the terms and conditions to be maintained at the work place are given below:

1. Before starting the work activities, worker’s attendance register is checked;
2. Pre-start Meeting and Toolbox Meeting (a short, regular meeting between workers and their supervisors to discuss safety issues at the workplace) done daily before commencement of any work;
3. Ensure all the workers will use PPE during work activities, otherwise will not allow to engage in the work;
4. Cleaning of the site is daily, 15 minutes before work and 15 minute after work;
5. Not complying with the safety rules and regulations on site by the workers will be dismissal from the site.

Name of the Site Manager:.....Date.....

Contractor’s Focal Person/Responsible Person:.....

Company’s H.S.E Representative:.....

Name of the Company:.....

Package No. & Name:.....

<b>Project Title:</b>	<b>ICSETEP, UGC</b>	
<b>Package No:</b>		
<b>Package Name:</b>		
<b>Name of the Contractor:</b>		
<b>Name of Construction Site</b>		
<b>Site Contract Person with Phone no.:</b>		
<b>Description of Item</b>	<b>Comments</b> (Enter N/A if not relevant)	
<b>1. Introduction and Inspection</b>		
Is there an accurate record of all persons on site? E.g. Register book	Yes/No	
Has a weekly health and safety briefing been held this week?	Yes/No	
<b>2. Reporting and Records</b>		
Site Specific ESMP report Submitted?	Yes/No	
EHS Plan Submitted?	Yes/No	
Labor Management Plan (LMP) Submitted?	Yes/No	
Commitment form submitting regularly?	Yes/No	
<b>3. PPE</b>		
Are all personnel on site wearing minimum mandatory PPE on site? i.e. Safety helmet, Safety footwear, Hi-vis Vest, Hand Globs, ear plug during MS Rod/tiles cutting, Hanging belt during work at higher place.	Yes/No	
Do workers have any issues with the PPE provided to them? (ask 2 or 3 workers)	Yes/No	
<b>4. Welfare Facilities</b>		
Is a supply of clean drinking water readily available for everyone on site?	Yes/No	
Are Toilet facilities well light, ventilated, clean and hygienic?	Yes/No	
Are sufficient hand washing facilities provided incl. soap and clean water?	Yes/No	
Are their separate toilet and Washing facilities for male and female?	Yes/No	
<b>5. Site Security &amp; Housekeeping</b>		
Is the site compound adequately fenced to prevent unauthorized access, with warning and information signs?	Yes/No	
Are appropriate safety signs in place e.g. traffic routes, authorized personnel, PPE?	Yes/No	
<b>Housekeeping</b> - Is the site tidy and well laid out? E.g., pathways are clear, no rubbish, no tools/equipment lying about	Yes/No	
Are materials and equipment stored correctly and orderly?	Yes/No	
<b>6. Fire Safety Activities</b>		
Are extinguishers in place and easily accessible?	Yes/No	
Are Buckets are available at site filled with sand?	Yes/No	
<b>7. Excavation and Backfilling Work</b>		
Are barriers in place a minimum 1m from the edge of the excavation?	Yes/No	
Are materials/waste stored directly adjacent to the excavation, or existing structures is adjacent to the excavation?	Yes/No	
<b>8. To be Checked on a monthly basis only (first week of the month)</b>		
Are records of their training available?	Yes/No	
Is there any lacking of safety observations and incidents available on site?	Yes/No	
Are sufficient toilet facilities available?	Yes/No	

Are First-Aid facilities in place and do workers know they are?	Yes/No
Are the Contractor kept contract with nearby clinic or hospital to face if any accident happen during work at site?	Yes/No
Are trained first aiders available on site/nearby?	Yes/No
Are muster points clearly signposted?	Yes/No
Are pedestrian and entrance routes clearly marked?	Yes/No

**Additional Comments**

<b>Signed:</b>	<b>Signed:</b>	<b>Signed:</b>	<b>Date of this Safety Review:</b>
<b>PIU Representative:</b>	<b>CSC Representative:</b>	<b>Contractor's Representative:</b>	

## Annex-5: Signed Declaration of Environmental, Health & Safety (EHS) by the Contractor at DU

টিসিইএল-মল্লিক এন্টারপ্রাইজ (জেভি)

**TCEL – Mollik Enterprise (JV)**

TCEL Office Address: 6<sup>th</sup> floor 69, Mohakhali C/A, Bir Uttam AK Khandakar Road, Dhaka 1212  
JV office Address: Mirpur New Market (5<sup>th</sup> Floor), 3 Main Road, Block-G, Mirpur-1, Dhaka-1216.  
Phone : +880-1713292211, E-mail : [mstmollikenterprise@gmail.com](mailto:mstmollikenterprise@gmail.com)  
Website : [www.mollikenterprisebd.com](http://www.mollikenterprisebd.com)

### Declaration of Environmental, Health & Safety (EHS)

January 15, 2025

To  
Kazi Muheymin-Ussakib  
PIU Head, University of Dhaka,  
University of Dhaka Sahabag, Dhaka – 1100,  
Bangladesh.

Invitation for Tender Reference No. : PIU/DU/CIVIL-01; Date: 26/11/2024  
Tender Package No. : PWD-1/2024  
Tender ID No. : 976411  
Lot No : 01

**Project Name: Construction of two basements and 13 storied green and smart building including sanitary, water supply, electro-mechanical works, computer networking etc for IT HUB of Dhaka University.**

Dear Sir,

With reference to the above information, we The Civil Engineers Ltd. (TCEL)-Mollik Enterprise (JV), JV Office Address: Mirpur New Market (5th Floor), 3 Main Road, Block-G, Mirpur-1, Dhaka-1216. Do hereby declared that we will execute the full project by abiding the Environmental, Health & Safety Management Plan (EHSMP).

Best Regards,



Md. Habibur Rahman  
Managing Partner  
TCEL-Mollik Enterprise (JV),  
Cell No.:+8801713292211  
[mstmollikenterprise@gmail.com](mailto:mstmollikenterprise@gmail.com)

## Annex-6: Signed Form CoC: Environmental, Health & Safety Code Conduct for Contractor's Personnel at DU

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Phone : +880-1713292211, E-mail : [mstmollikenterprise@gmail.com](mailto:mstmollikenterprise@gmail.com)

Website : [www.mollikenterprisebd.com](http://www.mollikenterprisebd.com)

### Form CoC: Environmental, Health and Safety Code of Conduct For Contractor's Personnel<sup>1</sup>

[Note to the Tenderer: The contents of the Code of Conduct form shall not be modified. The Tenderer shall initial and submit the Code of Conduct form as part of its tender as required by ITT 25.1 (k) of the Tender Data Sheet.]

We are the Contractor, **The Civil Engineers Ltd.(TCEL) – Mollik Enterprise (JV)**. We have signed a contract with **University of Dhaka** for "Construction of two basements and 13 storied green and smart building including sanitary, water supply, electro-mechanical works, computer networking etc for IT HUB of Dhaka University". These Works will be carried out at University of Dhaka. Our contract requires us to implement measures to address environmental, health and safety risks related to the Works.

This EHS Code of Conduct is part of our measures to deal with environmental, health and safety risks related to the Works. It applies to all our staff, labourers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting us in the execution of the Works. All such persons are referred to as "Contractor's Personnel" and are subject to this EHS Code of Conduct.

This EHS Code of Conduct identifies the behavior that we require from all Contractor's Personnel. Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

#### Required Conduct

Contractor's Personnel shall:

1. carry out his/her duties competently and diligently;
2. comply with this EHS Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person;
3. maintain a safe working environment including by:
  - a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
  - b. wearing required personal protective equipment;
  - c. using appropriate measures relating to chemical, physical and biological substances and agents; and
  - d. Following applicable emergency operating procedures.
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
6. report violations of this EHS Code of Conduct; and
7. Not retaliate against any person who reports violations of this EHS Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Redress Mechanism.

<sup>1</sup> see sample form in page 91 in [User Guide for Procurement of Works—Small Contracts \(adh.org\)](#)



## টিসিইএল-মল্লিক এন্টারপ্রাইজ (জেভি)

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Website : [www.mollikenterprisebd.com](http://www.mollikenterprisebd.com)

#### Raising Concerns

If any person observes behavior that he/she believes may represent a violation of this EHS Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done by call [+8801713292211] to reach the Contractor's hotline (if any) and leave a message.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

#### Consequences of Violating the Environmental, Health and Safety Code of Conduct

Any violation of this EHS Code of Conduct by Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

#### For Contractor's Personnel:

I have received a copy of this EHS Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this EHS Code of Conduct, I can contact **Md Habibur Rahman** requesting an explanation.

Name of Contractor's Personnel: **Md Habibur Rahman**

Signature:

Md. Habibur Rahman  
Authorize Personnel of TCEL & Mollik Enterprise JV  
Email: [msmollikenterprise@gmail.com](mailto:msmollikenterprise@gmail.com)  
Date: 15/01/2025



## Annex-7: Environmental, Health & Safety (EHS) Management Plan of the Contractor at DU

টিসিইএল-মল্লিক এন্টারপ্রাইজ (জেভি)

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Website : [www.mollikenterprisebd.com](http://www.mollikenterprisebd.com)

### **Environmental, Health, and Safety (EHS) Management Plan**

#### **1. Project Overview**

- **Location:** Shahbagh Thana, Dhaka District, Bangladesh, within Dhaka University campus (17,257 sq. ft).
- **Scope:** Two basement levels and a 13-storied building with green and smart features, including sanitary, water supply, electro-mechanical works, and IT infrastructure.
- **Key Surroundings:** Academic buildings, mausoleum, and mosque.
- **Funding:** Asian Development Bank (ADB).

#### **2. Goals and Objectives**

1. Protect the environment and minimize construction impacts.
2. Ensure health and safety of workers, students, and faculty.
3. Maintain and improve indoor air quality during construction.
4. Adhere to LEED standards for sustainability .

#### **3. Environmental Management**

##### **a. Indoor Air Quality (IAQ) Management Plan**

- **Ventilation:**
  - Install temporary ventilation systems to improve air exchange.
  - Ensure continuous airflow in enclosed spaces.
- **Dust Control & Mitigation:**
  - Use water sprays during demolition and earthwork to suppress dust.
  - Erect dust barriers to limit dispersion.
  - Provide HEPA-filtered vacuums for cleaning fine particles.
- **Covering Ducts:**
  - Cover all air ducts during construction to prevent contamination.
  - Clean ducts thoroughly before installing HVAC systems.
- **Material Selection:**
  - Use low-VOC (Volatile Organic Compounds) adhesives, paints, and sealants.

##### **b. Dust and Spill Management**

- **Good Housekeeping:**
  - Daily cleanup of construction debris.
  - Immediate disposal of waste to a designated area.



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Website : [www.mollikenterprisebd.com](http://www.mollikenterprisebd.com)

- **Cleaning Spills:**
  - Train workers to clean chemical or fuel spills using absorbent materials.
  - Maintain spill kits at accessible locations.

#### c. Waste Management

- Segregate recyclable, non-recyclable, and hazardous waste.
- Maintain clear signage for disposal areas.
- Encourage reuse of materials like wood and metal.

#### 4. Health and Safety Management

##### a. Personal Protective Equipment (PPE)

- Provide and enforce the use of PPE (helmets, masks, gloves, and safety vests).
- Use specialized respirators when working in areas with high dust or VOC levels.

##### b. Safety Training

- Conduct regular training sessions on safe construction practices, IAQ maintenance, and emergency procedures.

##### c. Emergency Protocols

- Develop emergency response plans for fire, spills, and injuries.
- Install first-aid stations at multiple locations.

#### 5. Community and Traffic Management

- **Noise Control:** Limit noisy activities to daytime hours and use noise-reducing equipment.
- **Traffic Management:** Coordinate with local authorities to ensure smooth traffic flow around the site.

#### 6. Monitoring and Reporting

- **IAQ Monitoring:** Regular testing for particulate matter (PM10, PM2.5), VOCs, and CO2 levels.
- **Incident Reporting:** Document and report accidents, spills, or IAQ breaches immediately.



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#### **7. Compliance and Standards**

- Adhere to Bangladeshi construction and environmental laws.
- Ensure the building complies with LEED or other sustainability certifications.

#### **8. Final Stage**

- Conduct post-construction cleaning, including thorough duct and HVAC cleaning.
- Perform a detailed IAQ assessment before occupancy.

This plan integrates key aspects of IAQ management and sustainable practices, ensuring safety, environmental conservation, and compliance with international green building principles.



**Annex-8: EMP Table for DU**

Project Activity	Potential Environmental Impacts	Mitigation/Enhancement Measures	Estimated Cost	Implementing Unit	Supervising and Monitoring Unit
<b>Pre-Construction Stage</b>					
Demolition of the existing old staff housing at the project site	Temporary inconvenience to occupants due to physical movement to another accommodation Physical and emotional adjustments to the new accommodations Generation, collection, and disposal of waste Increase dust and noise levels Transport of demolition debris Occupational and community safety risks	Once the DPP is approved, formal consultations will be conducted by IIT-DU to the legitimate occupants 60 days prior to any construction work, a signboard will be posted at the project site indicating the new development and the contact person(s) New accommodation will be much better than the current condition. Most of DU staff are in the high-rise housing also within DU. Contractor for demolition will be required to prepare a demolition plan for approval by the PIU and PMU following BNBC 2006 (and BNBC 2015 draft), and international best practices provided by the World Bank, WorkSafe British Columbia, etc. The demolition plan will include measures for occupational health and community safety, waste management, potential traffic congestion, noise and dust level containment, emergency preparedness, and communications to would-be affected people (students, mosque management, etc.) The demolition plan will include a survey of ACM and safety measures in the event ACMs are present in the existing Bachelors’ Staff Housing ECP 6.0 provides additional measures PIU and the environmental safeguard consultant at PMU will monitor compliance with EMP and Demolition Plan	Included in project cost	Contractor	PIU, Environmental Safeguard Consultant
<b>Construction Stage</b>					
Complete construction management work plan (CMP) for approval of PIU	Avoid impacts of Contractor unplanned activities Smooth work implementation	CMP will include: Temporary pedestrian and traffic management plan to minimize disturbance from vehicular traffic and workers (from Dhaka City Road to main access to the project site)	Included in the project cost	Contractor	PIU, Environmental Safeguard Consultant

		<p>Spoils disposal and construction waste management</p> <p>Noise and dust control</p> <p>Drainage and storm water management plan</p> <p>Materials management plan</p> <p>Community and safety plan</p> <p>Emergency/disaster preparedness and response</p> <p>Provide list of contact details during emergency to workers or post in billboards at construction site</p> <p>Inclusion of GRM to handle potential complaints</p>			
Orientation of workers and staff	<p>Awareness to environmental requirements and their responsibility</p> <p>Understanding the responsibility of Contractor in implementing the EMP, compliance with applicable rules and regulations of DU, ADB, and the government</p> <p>Provide HIV/AIDS orientation and disease prevention awareness talks to the workers and staff</p>	<p>Conduct briefing on EMP, records management, compliance, and reporting</p> <p>Identify areas to be monitored and the required mitigation measures</p> <p>Create awareness of sexually transmitted diseases such as HIV/AIDS</p> <p>Explain the Health and Safety Plan</p>	Included in the project cost	PIU, Environmental Safeguard Consultant	PMU
Recruitment of project staff and workers	Dispute over transparency in hiring	<p>Contractor will be required to give priority to local labour</p> <p>Contractors to keep a record of their contact details such as mobile telephone number, alternate telephone, email (if any), and address of where they are staying</p>	N/A	Contractor	PIU, Environmental Safeguard Consultant
Site preparation and related works	Disturbance and inconvenience to students, faculty, and staff of DU, and other people due to traffic, increased	<p>CMP will be strictly implemented</p> <p>Notify key persons in DU (i.e., Sociology Building, Central Mosque, etc.) on the work schedule</p> <p>Provide temporary enclosures (at least 2 m high) to contain dust and minimize noise</p>	Included in the project cost	Contractor	PIU, Environmental Safeguard Consultant

	noise and dust levels, vehicular emissions, and disposal of waste	Reference to relevant ECPs			
	Potential chance finds during earth moving works	Chance find will be included in the orientation training of workers prior to construction works Chance find procedures in ECP 1.0 will be followed			
	Potential safety risks to community	Provide temporary enclosures or fences, sufficient lights, clear warning signs, and danger signals, and take all precautions identified in the community and safety plan of CMP Assign security staff to prevent accidents, trespassing, and pilferage Contractor to strictly comply with traffic management from the CMP and to direct drivers to follow road regulations Assign staff to manage traffic particularly from the main access road to the site			
	Potential occupational health and safety risks to workers	Provide sanitary facilities and safe drinking water to workers Consider providing temporary place onsite for workers to do their prayers Provide workers with hard hat, safety shoes and belts and appropriate PPE Monitor compliance of workers to safety rules Set up first aid at construction site Comply with relevant safety measures required by law and best engineering practices Require workers and staff the mandatory use of non-medical masks and gloves Any worker that shows cough and cold symptoms will not be allowed entry to work sites, and will be advised to stay home and quarantine Install hand washing and sanitation stations at designated places Implement H&SP and monitor compliance			

	<p>Construction vehicles may increase vehicular emissions</p> <p>Transport of materials to construction site may increase dust level</p> <p>Earthmoving works and opened land areas increase dust levels</p> <p>Increase in noise level and vibration from construction vehicles, and associated works</p>	<p>Provision of temporary enclosures</p> <p>Provide space onsite for construction materials to reduce trips of material delivery</p> <p>Contractor will be required to maintain construction vehicles, equipment, and machineries regularly to reduce emissions, avoid smoke belching, and reduce noise</p> <p>Spray water in opened land areas or in sources of dust generation</p> <p>Transport of dust generating materials will be covered</p> <p>Observance of low speed by vehicles to reduce noise</p> <p>Noise-generating works will be done between 6 a.m. and 11 p.m. only.</p> <p>No blowing of horns will be allowed</p>			
Construction of IT HRDH	<p>Non-compliance with relevant regulations</p> <p>Potential accidents due to working on heights</p> <p>Occupational and community safety risks</p> <p>Generation of waste</p>	<p>Monitor compliance with occupational health and safety regulations</p> <p>Always observe good housekeeping onsite</p> <p>Provide sanitary facilities and safe drinking water</p> <p>Provide PPE to workers</p> <p>Provide first aid kits and fire-fighting system</p> <p>Conduct daily toolbox meeting prior to start of work</p> <p>Workers absent from daily toolbox meetings will not be allowed to work</p> <p>Conduct emergency mock drills</p> <p>Conduct work only from 6 a.m. to 11 p.m.</p> <p>Provide enclosures to noise-generating works and equipment, and areas generating dust</p> <p>Implement and comply with the approved H&amp;SP</p>	Included in the project cost	Contractor	PIU, Environmental Safeguard Consultant
Clean up of construction sites after completion of Construction works	<p>Improper disposal of construction debris</p> <p>Occupational and community safety risks</p> <p>Disruption to traffic and activities in DU</p>	<p>Workers will be provided with proper safety gear and equipment</p> <p>Inform relevant staff in DU on the schedule of disposal</p> <p>Dispose remaining waste and debris to sites approved by Dhaka City Corporation</p>	Included in the project cost	Contractor	PIU, Environmental Safeguard Consultant