

Table of contents

Human Rights Impact Assessment	2
1. Acronyms and Abbreviations	2
2. Introduction.....	3
3. Project Description	4
4. HRIA Approach and Methodology	8
4.1. General approach.....	8
4.2. Human rights assessment scope under Equator Principles and the UN Guiding principles on business and human rights.....	9
4.3. HRIA methodology	9
4.3.1. Identification of affected groups and screening of human rights risks.....	11
4.3.2. Human rights analysis and categorization	12
4.3.3. Measures to avoid and mitigate human rights impact	13
4.3.4. Area of influence	14
5. Human Rights Context.....	14
5.1. International and regional standards and guidelines	14
5.2. Human rights actors	19
5.2.1. Regional context.....	19
5.2.2. Rights-holders.....	26
5.2.3. Duty-bearers	34
5.2.4. Other	35
5.2.5. Summary of the key rights-holders (affected stakeholders) and the key duty-bearers	36
5.3. Working Conditions and Labour Protection	37
5.3.1. Wages	37
5.3.2. Working hours	37
5.3.3. Child labour and forced labour.....	39
5.4. Land Tenure	39
5.4.1. Overview	39
5.4.2. National and local institutions enforcing land regulations	41
5.4.3. Land acquisition for the Project	41
5.5. Access to judicial mechanism	42
5.6. Security and human rights.....	43
6. Human Rights Risks and Impact of the Project	45
6.1. Scoping of the human rights issues related to the Project operations	45
6.2. Human rights impact ranking methodology.....	56
6.2.1. Assigning severity to human rights impact	57
6.2.2. Assigning priority	58
6.2.3. Residual severity	58
6.2.4. Human rights impact assessment.....	58
7. Conclusions.....	70
7.1. Overview and summary of findings	70
7.2. HRIA mitigation and monitoring action plans	74

Human Rights Impact Assessment

1. Acronyms and Abbreviations

Abbreviation/Acronym	Definition
ACs	Affected communities
AoI	Area of influence
CIG	Community Insights Group
CLO	Community Liaison Officer
EBRD	European Bank for Reconstruction and Development
EIA	Environmental Impact Assessment
EPC	Engineering, procurement and construction
EP4	Equator Principles, forth revision
ESIA	Environmental and Social Impact Assessment
ESMMP	Environmental and Social Management and Monitoring Plan
ESMS	Environmental and Social Management System
E&S	Environmental and Social
GBVH	Gender-based violence and harassment
Goscomzem	The State Committee of Land Resources of the Republic of Uzbekistan
ha	Hectare
HR	Human resources
HRIA	Human Rights Impact Assessment
HSE	Health, Safety and Environment
IFC IFIs	International Finance Corporation
ILO	International Labour Organisation
IMS	Integrated Management System
INGA	Social and Human Rights Country Context Database
LLC	Limited Liability Company
LO	Labour Officer
OHS	Occupational Health and Safety
RUz	Republic of Uzbekistan
PSs	IFC Performance Standards
PZVOS	Preliminary Statement on Environmental Impacts
UNGPs	UN Guiding Principles on Business and Human Rights
UDHR	Universal Declaration of Human Rights
ZVOS	Statement on Environmental Impacts
SEP	Stakeholder Engagement Plan
TU	Trade Union

2. Introduction

This document is a Human Rights Impact Assessment Report (HRIA, or the Report) that provides the result of human rights risk analysis and impact assessment conducted in cooperation with the Uzbek consultancy company OOO “EKOSTANDARD Expert” (jointly referred to as the Consultant) in respect of the brownfield of CASTING AND ROLLING COMPLEX (CRC) joint-stock company Uzmetkombinat (UMK), Bekabad, Uzbekistan (the Project) which will manufacture of hot rolled (h/r) steel sheets in rolls, the main part of which will be used as a blank for the manufacture of cold-rolled (c/r) sheet metal at the facilities of the Joint Venture Tashkent Metallurgical Plant LLC. The site of the planned activity is located on the industrial site of UMK.

The Project will be sponsored and operated by Uzmetkombinat Joint Stock Company (UMK) or the Project Company).

The Report has been prepared in response to the requirements set forth in the fourth revision of the Equator Principles (EP4, 2020) and the International Finance Corporation (IFC) Performance Standards (PSs) on Environmental and Social Sustainability (2012). In line with EP4, the Report gives due consideration to internationally recognised human rights statutes and guidance, including Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs) and guidelines of Danish Institute for Human Rights. Each of the IFC PSs has elements related to human rights dimensions that a project may face in the course of its operations. The HRIA has assessed the **CASTING AND ROLLING COMPLEX (CRC)** and the Project Company’s operations against these Performance Standards and will enable the Project to address identified human rights issues.

This HRIA on many occasions references and should be read in conjunction with the following documents:

- The available environmental and social baseline studies of the national EIA process documentation developed for the Project, including Statement on Environmental Impacts (ZVOS), 2020 and Preliminary EIA, 2020 by Ecolab Audit LLC
- Environmental and Social Impact Assessment (ESIA) documentation developed by SHANEKO in 2023, including:
 - ESIA Scoping Report
 - Stakeholder Engagement Plan (SEP) - ESIA Report baseline.

Therefore, it is assumed that analysis, assessment and consultations provided in the ESIA and Project Company’s internal documents give a solid basis for the conclusions made in this Report.

For the purposes of this Report, human rights risks are defined in line with the following statement contained within the UN Guiding Principles on Business and Human Rights (2011):

"Human rights risks are understood to be the business enterprise's potential adverse human rights impacts."

Therefore, the focus of this document is on the potentially adverse (rather than positive) impacts of Project-related activities to human rights.

The assessment scope includes the Project area of influence (AoI) as defined in Sub-section 4.3.4. In the HRIA, assessment predominantly focusses on the Project affected communities (ACs), private businesses and Project workforce, including workers to be attracted by the engineering, procurement and construction contractor (EPC Contractor) and sub-contractors. The assessment also covers potential human rights risks associated with the Project supply chain. The HRIA scope considers construction, operation and decommissioning phases of the Project.

The remainder of this Report is structured as follows:

- Section 3 gives a brief Project overview.
- Section 4 provides an overview of the HRIA methodology applied.
- Section 5 presents a description of the current human rights context (national, regional and local).
- Section 6 identifies existing Project policies, plans and procedures relevant to human rights impact assessment.
- Section 6 scopes in and identifies the salient human rights issues to be evaluated, describes the ranking methodology applied, assesses the potential human rights impacts identified, informs on Project responses related to these impacts, and proposes additional mitigation strategies in addressing human rights issues.
- Section 7 contains the main findings and conclusions of the assessment and presents the HRIA Action and Monitoring Plan.

3. Project Description

Uzmetkombinat is a leading ferrous metallurgy company in Central Asia.

UMK is located in the eastern part of the city of Bekabad in Uzbekistan Tashkent region. It borders Tajikistan from the north-east east and south-east. Residential areas are located to the west, north west and south west of the industrial site, and the minimum distance to residential housing is 50m, 250 m to the south-west the site runs the river Syr Darya. (Figure 1. The project location).

Total acreage of UMK site is 322.2 ha (based on updated information).

The construction of the CRC is planned on the industrial site of the UMK, on a plot free from development with a total area of 32.85 ha.

In order to increase the capacity of UMK and expand the range of products, it is planned to create a CRC comprising of the following areas:

- ASMF (Arc Steel-Melting Furnace)
- UPK (Production Control Management)
- UVS (Internal Weld Seam Control)
- Gas cleaning system
- Thin slab CCM (Continuous Casting Machine)
- Tunnel-type furnace
- Hot rolling mill
- Water treatment plan

CRC is an integrated production complex consisting of an ESMS, a continuous steel casting section (hereinafter – CSCS) and one rolling mill operation in a single process flow.

The capacity of the new ESMS will be 1,093 ktpa of liquid steel. The total volume of steel produced by UMK after its expansion will amount 1940 ktpa.

It is planned that a steel carrier can transfer the liquid steel in the amount of 358 thousand tonnes/year from the ESMS under construction to the existing ESMS for continuous casting, for the manufacture of rolled sections in the amount of 341 thousand tonnes /year at the existing rolling mill.

The output of finished rolled products at the CRC will amount to 1040ktpa, including:

- 540 ktpa of non-rolled coils intended for manufacture of thin cold-rolled (c/r) sheet at another enterprise
- 400 ktpa – for domestic market
- 100 ktpa - for export

Changes in the functional organization of the territory and territorial separation of lands for the placement of CRC facilities are not required.

The needs of the CRC in transport and engineering service will be provided by the UMK's existing and under construction infrastructure.

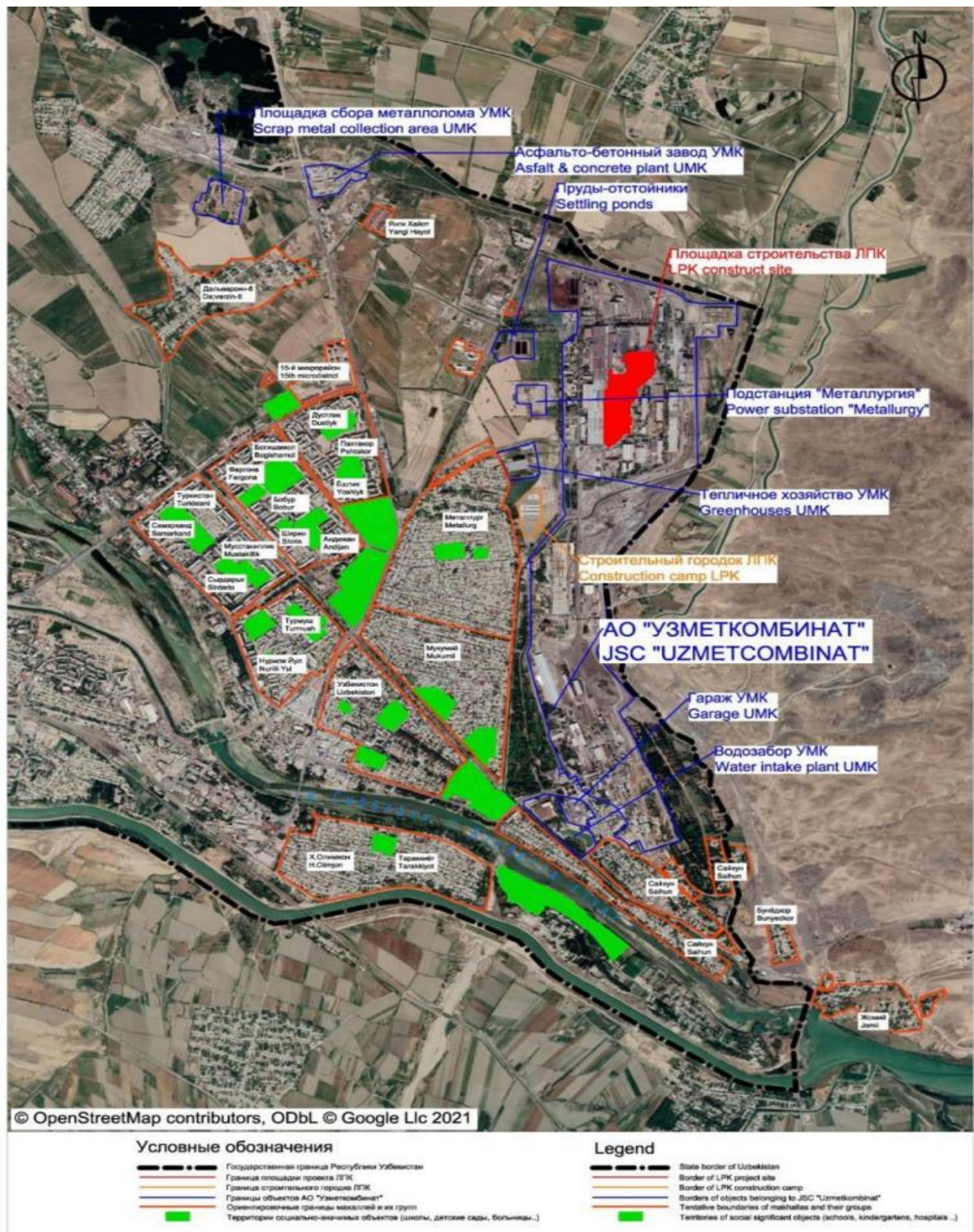


Figure 1. The Project location

Associated facilities.

Associated facilities of the CRC project are new access road to the UMK with length of 1.2 km, and power line with length of 23 km.

Land acquisition, economic displacement.

Based on the results of a survey of the right-of-way of associated projects - the route of the power line and the access road to UMK - it was found that a significant part of their territory affects

the plots of farms used mainly for planting fruit trees, growing corn, cotton, moonbeam, wheat and other crops.

Access road (built and commissioned, Bekabad district and Bekabad town), power transmission line (under construction, Bekabad district and Bekabad town, Tashkent region, and Shirin town and Bayaut district, Syrdarya region) are laid through the irrigated farmland.

The Land Code of the RUz provides for the possibility of withdrawal of land plots for state and public needs. In this context, it means the withdrawal of land from private possession for public needs, by the decision of the government, with the consent of the landowner in compliance with the provisions of the legislation on the right of the state to compulsory alienation of property, which provides for immediate and adequate compensation.

According to the results of the survey at the stage of determining the research programme of the ESIA, the need for resettlement in connection with the implementation of the project is not identified: the nearest residential buildings are remote from the boundaries of power lines and roads at a distance of 30 to 500 meters.

The construction of the casting and rolling complex infrastructure led to the economic displacement of land users, the survey found that compensation payments were partially made.

In December 2021-January 2022, a social audit will be conducted. It initiated consultations with district khokimiyats, local farmers' associations, and in-depth interviews with project-affected farmers to obtain information about owners and land plots allocated on a permanent or temporary basis (separately for each farm), verification of assessment reports and correctness of the implementation of national legislative procedures, analysis of compliance with IFC PS-5 requirements.

Construction stage.

According to the preliminary data of the cadastral bodies of Bayaut and Bekabad districts, the project affected 38 land plots, of which 7 are lands of state enterprises and UMK, 31 plots are lands of farms (19 - Bekabad district, 12 - Bayaut district).

According to the results of the social audit, 19 farms were identified for which an independent assessment was conducted during the construction period. Compensation under the independent evaluation was paid to 12 farms, and a number of farms in this list were not satisfied with the result of the evaluation in relation to the damage caused.

For the remaining 12 farms damage assessment was not made for various reasons (lack of information about the affected farms, changes in the route of power lines, etc.).

Thus, the construction of associated facilities of the casting and rolling complex - power lines and roads, had impacts associated with the alienation of land (temporary and permanent), the

consequences of which are expressed in the loss of crops, crop areas, and fruit trees, damage to drainage and irrigation structures.

Operation stage.

There is no additional land acquisition and/or economic displacement during the operational phase of the project. Production activities of casting and rolling complex are implemented in the territory of UMK without expanding the boundaries of the enterprise.

4. HRIA Approach and Methodology

4.1. General approach

The HRIA was prepared based upon the Equator Principles (4) Guidance Note: On Implementation of Human Rights Assessments under the Equator Principles (2020). The risk assessment takes into consideration the findings of the ESIA (2023) study, gap analysis study delivered by the Consultant relevant concerns raised from stakeholders during the HRIA consultation processes undertaken in June-July 2023, and other publicly available information relevant to the assessment.

In general, at the international level there is no universal methodology for conducting HRIA, just as there is no universal legally binding international agreement regarding business and human rights. For example, John Ruggie, Special Representative of the UN Secretary-General and author of UNGPs, disagrees with attempts to combine the whole range of business and human rights issues into a single comprehensive international legal document. The rationale for this is a wide range of diverse issues between business and human rights, legal and institutional differences, and an imbalance of interests between and within different UN countries.

In 2018, United Nations General Assembly Working Group Report A/73/163 was published, which analyses human rights due diligence actions outlined in the UNGPs. This report highlights new best practices that should be developed and expanded to address gaps in existing practices. The recommendations set out in the UNGPs were considered in the HRIA.

To maximise the recommendations on human rights impact assessment, the HRIA uses an integrated approach that combines various components and tools for risk and impact analysis and assessment in combination with guidelines developed by various international organisations, institutions and banks. In doing so, the underlying approach involves implementation of the EP4 as an effective assessment tool at the global level.

Guidelines and documents, in addition to EP4 and UNGPs, include:

- The Universal Declaration of Human Rights (UDHR) and other international human rights declarations, as well as national and regional legislation (see Chapter 4 for a detailed list)
- Guidance documents of the Danish Institute for Human Rights

- IFC Performance Standards
- Requirements of the Global Reporting Initiative (GRI).

4.2. Human rights assessment scope under Equator Principles and the UN Guiding principles on business and human rights

Table 1 below summarises the key elements, based on the UNGPs, that should be considered in any human rights assessment and that should be covered in the HRIA documentation.¹

4.3. HRIA methodology

According to the EP4 Guidance Note: On Implementation of Human Rights Assessments Under the Equator Principles, a general methodology to human rights impact assessment involves the following key processes:

- Identification of potentially affected groups (right-holders) and screening of potential/actual project-level adverse human rights risks
- An analysis of the identified human rights risks associated with a project, including any exacerbating contextual factors
- Categorisation of actual and potential impacts for each potentially affected group within the project's area of influence (workers, affected communities, or other stakeholders), with particular attention to vulnerable individuals and groups
- Description of the proposed actions (or those recommended by external consultants) for avoiding or mitigating such impacts.

These processes have been employed in this HRIA and are summarised in the following sub-sections.

¹file:///C:/Users/User/Downloads/SSRN-id2554726.pdf page 5: John Ruggie: "Tasioulas notes my long-standing objections to any attempt to shoehorn the entire complex of business and human rights issues into a single, overarching international legal instrument. The brief explanation is that the category of business and human rights involves an enormous range of problem diversity, legal and institutional variations, as well as conflicting interests across and even within states".
https://equator-principles.com/app/uploads/Human_Rights_Assessment_Sept2020.pdf Guidance notes on implementation of human rights assessment under the Equator Principles, page 5

Table 1: EP4 requirements towards HRIA

Elements	Main Components
Methodology	<p>Details how the Human Rights assessment was undertaken; timeline; resources consulted; parties engaged; approach taken to identify Human Rights risks. At a minimum, the assessment's methodology should describe:</p> <ol style="list-style-type: none"> 1. which Human Rights issues were evaluated 2. with respect to which affected groups, and 3. the outcome of those evaluations, including: <ol style="list-style-type: none"> a. the level of risk to the respective affected group b. the extent to which the risk can be mitigated; and c. whether any impacts may not be mitigated and may instead require other remedial action.
Local context	Gives overview of location and its unique characteristics which may give rise to Human Rights risks (i.e. poverty levels, government stability, civic freedoms, corruption presence, etc.).
Benchmark	Indicates how local laws, and enforcement thereof, are consistent (or not) with international standards for the identified Human Rights risks. In projects where they are the applicable or chosen standard consistent with Principle 3, alignment with the IFC Performance Standards will enable clients to address many relevant Human Rights risks.
Identification of actual/potential Human Rights risks	Specifies the Human Rights risks to which the project is connected based on severity and likelihood, noting where risks intersect or are interrelated, and emphasizing which vulnerable people/groups may be at risk (e.g., Indigenous Peoples; women; national or ethnic, religious and linguistic minorities; children; persons with disabilities; and migrant workers and their families).
Company practices	<p>Evaluates the potential risks vis-à-vis mitigation measures that companies may have in place.</p> <p>This would include looking over client corporate-level policies, procedures, management systems (including for tracking and monitoring risks over time), staff capacity, track record, and any project-level information on these practices, if available. Only referring to a company policy with nothing further is not usually sufficient to mitigate potential adverse Human Rights risks. If gaps are uncovered with the company's practice, recommendations should be made to address such gaps (this gap analysis aligns with the approach put forward in IFC Performance Standard 1).</p>
Risk mitigation measures	Identifies how a company already is or could in the future mitigate the identified Human Rights risks, focusing chiefly on prevention, and only as a last resort on remediation. Risks, such as local, contextual risks that might only be imperfectly or incompletely mitigated should also be discussed.
Access to legal remedies	Provides insight into the strength of a company's grievance mechanism, alongside the local legal context related to providing remedy (per Principle 6, this is required for Category A and, where appropriate, Category B projects, but can be helpful in all projects).

4.3.1. Identification of affected groups and screening of human rights risks

The Project-affected groups have been initially identified in the ESIA study and have been revised and updated by the Consultant during the human rights assessment in July - August 2023.

In the zone of potential social impact of the project (see 128-0948-ESIA-PE-3, Section 8.2) there are the following makhallas, subject to potential direct and indirect impacts of planned activities:

- The Metallurg makhalla is located in 1000 m zone from the project area, the total area is 56 hectares, there are 779 households in this area. In total, 4,597 people live in this makhalla, including 2,310 women.
- Makhalla Mukimi is in 1000 m zone from the project area, the total area is 116,3 ha, there are 1065 households on this territory. In total, 5,782 people live in this makhalla, 3,450 of them are women.
- Saihun makhalla is located in 1000 m zone from the project area, the total area is 321 ha, 416 households are located in this area. In total in this makhalla there live 2251 people including 1084 women, this makhalla is in 4.5 km from Tajikistan.
- Makhalla Uzbekistan is in 1000 m zone from the project area, the total area is 45 hectares, there are 617 households on this territory. In total, 4,568 people live in this makhalla, including 2,291 women.
- Tarakkiyot makhalla is located in 1000 m zone from the project area, the total area is 130 ha, there are 520 households in this area. A total of 2525 people live in this makhalla, including 1332 women.

Total number of residents in the social impact zone of the project is 19 723 people including women (53.07%). Youth and children under the age of 18 make up 2,760 people (26.59%) of the population of the project area.

The desk top research has informed the initial high-level scan for human rights issues and determined initial risk levels.

To align with best HRIA practice, the adverse human rights impacts are evaluated in terms of severity based

- on their scope (number of people affected),
- scale (seriousness of the impact and with reference to vulnerability) and
- irremediability (likelihood that an impacted individual or group cannot be restored to their pre-impact human rights status) characteristics.

This is also reflective of the terminology used in the UNGPs in relation to identification, prioritisation and management of human rights risks.

The screening process involved a review of all the available project-related documentation, including:

- National Environmental Impact Assessment documentation developed for the Project:
 - Preliminary Statement on Environmental Impacts (PZVOS), 2020
 - Statement on Environmental Impacts (ZVOS), 2020
- Project design documentation, technical data on scheduled activities
- Environmental and Social Impact Assessment documentation developed by SHANEGO,

including:

- ESIA Report:
 - * Socio-economic baseline
 - * Demographic characteristics
 - * Indigenous peoples
 - * Cultural heritage (tangible and intangible heritage)
 - * Land ownership and use
 - * Social infrastructure
 - * Education
 - * Healthcare
 - * Stakeholder Engagement Plan
 - * Identification of Project affected parties, interested organizations and individuals, and vulnerable groups
 - * Analysis of the current interaction between the Project Company and stakeholders
 - * Planned stakeholder engagement activities
 - * Analysis of methods of interaction.

Other information sources, such as published literature and official statistics, have been consulted and these are referenced where relevant.

4.3.2. Human rights analysis and categorization

For the contextual factors analysis, the HRIA relies on the reports of recognized international human rights organizations such as International Federation for Human Rights (FIDH),² Human Rights Watch,³

²<https://www.fidh.org/en/region/europe-central-asia/>

³<https://www.hrw.org/>

World Justice Project (WJP),⁴ etc., and data in the INGA database,⁵ an instrument developed by Community Insights Group (CIG) presenting indicators and data across a wide range of human rights topics including

- discrimination and equal treatment in the workplace,
- freedom of association and collective bargaining,
- safe and healthy labour conditions,
- working conditions (wages and working hours),
- child labour,
- forced labour,
- discrimination and equal treatment in communities,
- consultation and engagement, environmental impacts related to subsistence, health, water availability for communities and indigenous peoples,
- access to infrastructure and services,
- land and natural resources,
- conflict situation,
- community tensions,
- security arrangements,
- governance,
- accessing judicial remedies.

Based on the findings of the contextual analysis, the HRIA scoped in and categorised potential impacts for each affected group identified and ranked them using the ranking methodology described in Section 6.

4.3.3. Measures to avoid and mitigate human rights impact

Where the risk exists, that human rights impacts may not be avoided or mitigated via the existing management systems, plans and procedures of the Project Company, the HRIA has proposed additional measures focusing on prevention. The additional measures are considered as the Project Company's commitment for environmental and social performance and added in the Project's Environmental and Social Management and Monitoring Plan (ESMMP) ensuring.

⁴<https://worldjusticeproject.org/>

⁵<https://inga.communityinsights.eu>

4.3.4. Area of influence

A study area for this assessment has been established through considering the area of influence for where human rights impacts may be experienced during the construction, operation and decommissioning phases. This HRIA uses administrative boundaries in defining the Project's AoIs taking into consideration how local communities collaborate and defines an immediate AoI and a wider AoI. The wider AoI is used during the operation phase and includes indirectly affected social receptors based in Bekabad district as well as in Bayat and Saikhun, Metallurg, Tarakkiyot, Mikkimiy districts adjoining the Project. This approach is driven by the new opportunities the Project is opening for local people living in the rural sparsely populated areas within the wider AoI with strong and expanded family connections and their perception of distance when people feel comfortable to find jobs, provide services or benefit other ways from the relatively remote Project.

The communities within the immediate AoI are considered to be potentially affected given that they are exposed to construction/decommissioning noise, vibration and dust emissions and health, safety and wellbeing risks including due to the proximity of the construction site, presence of the construction workforce and construction traffic in the rural neighborhood. It includes those who are located close to all physical components for the CRC including the construction site and associated infrastructure - power transmission line, access and bypass roads, water main and water abstraction site, gas pipeline, construction laydown areas and the construction camp.

5. Human Rights Context

5.1. International and regional standards and guidelines

The HRIA has been conducted in line with the applicable international requirements referenced in Section 4.1. The human rights assessment process has considered and reviewed relevant national policies, laws and institutional arrangements to establish linkages to all phases of construction, operation, and decommissioning, as follows:

Table 2: National laws, regulations, and standards relevant to HRIA and the Project context

Framework	Policy
Policy Framework	<ul style="list-style-type: none">• Constitution of Uzbekistan, 1992, 2022
Legal Framework	<ul style="list-style-type: none">• Civil Code of Uzbekistan, 1996• Law “On water and water use”, 1993• Law “On air safety”, 1996• Law “On wastes”, 2002• Law “On environmental control”, 2013• Land Code, 1998• Law on Farms No.602-I, 2004

	<ul style="list-style-type: none"> • SanPiN RUz No.0179-04 Hygiene standards. List of Maximum Permissible Concentrations (MPCs) of Pollutants in the Air of Residential Areas in the Republic of Uzbekistan (RUz) • SanPiN RUz No.0267-09 Permissible noise level in the residential area, both inside and outside the buildings • Decree of the RUz Cabinet of Ministers No.911 dated 16.11.2019 “On additional measures to ensure guarantees of property rights of individuals and legal entities and improving the procedure for expropriation of land plots and payment of compensations” • Decree of the RUz Cabinet of Ministers No.22 dated 31.01.2013 “On Approval of the Regulation on the Farm and Optimisation and Liquidation Procedure” • Decree of the RUz Cabinet of Ministers No.146 dated 25.05.2011 “On Improvement of the Procedure for Provision of Land Plots, Protection of the Rights of Legal Entities and Individuals to Land Plots for Improvement of the Architectural Appearance of Residential Areas of the Republic, Optimal Use of their Lands for Development”. • Employment Act Law No.510-XII dated 13.01.1992 • Labour Code of the Republic of Uzbekistan (1995) – Article 7 clearly prohibits forced labour • RUz Law No.210 of 16.04.2009 “On Compulsory Insurance of Third-Party Liability of Employers” • RUz Law No.410 of 22.09.2016 “On Occupational Health and Safety” • RUz Law No.174 of 10.09.2008 “On Compulsory Industrial Accident and Occupational Disease Insurance” • RUz Law No.938-XII of 03.09.1993 “On Public Pension Provisions” • Decree No.5723 dated 21.05.2019 “On Improving the Procedure for Determining the Size of Wages, Pensions and Other Payments” • Decree No.5291 dated 28.12.2017 “On Additional Measures to Create Favourable Conditions for Certain Categories of Pensioners Engaged in Labour Activities” • Resolution of the Government of Uzbekistan (GoU) No.4235 dated 07.03.2019 “On Measures to Further Strengthen Guarantees for Labour Rights and Support of Women's Entrepreneurship” • Decree of the Ministry of Employment and Labour and the Ministry of Health of the Republic of Uzbekistan No.22-14-02019k/k No.48 of 22.07.2019 “On Approval of the List of Hazardous Occupations for Women not Recommended to be Used to Employ Women” • GoU Resolution No.4008 dated 07.11.2018 “On Measures to Create Favourable Conditions for Labour Activity in the Republic of Uzbekistan for Qualified Foreign Specialists” • GoU Resolution No.3839 dated 05.07.2018 “On Additional Measures to Improve the System of External Labour Migration in the Republic of Uzbekistan” • GoU Resolution No.3439 dated 20.12.2017 “On Measures to Improve Cooperation with International and Foreign Financial Institutions” • Cabinet of Ministers Order No.250, dated 28.04.2021, “On Additional Measures for Social Support of Families, Women and Youth in Need of Financial Assistance and Support” • Family Code, 1998 • Law on Cultural Heritage, 2018
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Institutional Framework	<ul style="list-style-type: none"> • Ministry of Energy • Ministry of Employment and Labour Relations • Ministry of Economic Development and Poverty Reduction • Ministry of Health • Tashkent Regional Health Authority • Ministry of Agriculture • Ministry of Emergency Situations • State Committee for Industrial Safety • Bekabad city Hokimiyat • Khokimiyat of Bekabad district, Tashkent region • Khokimiyat of Bayaut district, Syrdarya region • Khokimiat of Shirin city, Syrdarya region • Mahallas Mukimiy, Metallurg, Saikhun • Employment authority of the Bekabad District • Employment authority of the Bayaut District • Employment authority of the Shirin District • Agency for Youth Affairs • Trade Union for Workers of Metallurgical and Machine-building industry, of Uzbekistan • Republican and regional Women's Affair Committees
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Below describes the status of ratification of international human rights instruments including those relevant to: the International Bill of Rights (i.e. the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights); the principles concerning the fundamental rights in the ILO's Declaration on Fundamental Principles and Rights at Work; and other standards relevant to the country and Project context.

Table 3: International human rights instruments relevant to the country and Project context

Topic	Legislation
International Safeguards and Best Practices	<ul style="list-style-type: none"> • Universal Declaration of Human Rights (UDHR) • International Covenant on Economic, Social and Cultural Rights (ICESR), ratified in 1995 • International Covenant on Civil and Political Rights (ICCPR), ratified in 1995 • Optional Protocol to the International Covenant on Civil and Political Rights, ratified in 1995 • Second Optional Protocol to the International Covenant on Civil and Political Rights (focused on the abolition of the death penalty) ratified in 2008 • OP-CEDAW Optional Protocol to the United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women ratified in 1995 • CRC UN Convention on the Rights of the Child ratified in 1994 • International Convention on the Elimination of All Forms of Racial Discrimination ratified in 1995

	<ul style="list-style-type: none"> • Convention on the Rights of Persons with Disabilities, ratified in 2021 • CAT – Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment, ratified on 28 Sep. 1995 • International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, not ratified
ILO Conventions ratified by Uzbekistan	<ul style="list-style-type: none"> • Convention No.29, forced Labour, (1930), ratified by Uzbekistan in 1992 • Protocol of 2014 to the Forced Labour Convention, 1930 (No.P29), ratified by Uzbekistan in 2019 • Forty-Hour Week Convention, 1935 (No.47), ratified by Uzbekistan in 1992 • Holidays with Pay Convention, 1936 (No.52), ratified by Uzbekistan in 1992 • Labour Inspection Convention, 1947 (No.81), ratified by Uzbekistan in 2019 • Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), ratified by Uzbekistan in 2016 • Right to Organise and Collective Bargaining Convention, 1949 (No.98), ratified by Uzbekistan in 1992 • Abolition of Forced Labour Convention, 1957 (No.105), ratified by Uzbekistan in 1997 • Employment Policy Convention, 1964 (No.122), ratified by Uzbekistan in 1992 • Workers' Representatives Convention, 1971 (No.135), ratified by Uzbekistan in 1997 • Minimum Age Convention, 1973 (No.138), ratified by Uzbekistan in 2009 • ILO No 144, Tripartite Consultation (International Labour Standards) Convention (1976), ratified by Uzbekistan in 2019 • Collective Bargaining Convention, 1981 (No.154), ratified by Uzbekistan in 1997 • Worst Forms of Child Labour Convention, 1999 (No.182), ratified by Uzbekistan in 2008 • Legislation
On gender and equal opportunities	<ul style="list-style-type: none"> • ILO No.167, Safety and Health in Construction Convention, 1988. The Convention enter into force for Uzbekistan on 09 Jun 2023. • ILO No 187, Promotional Framework for Occupational Safety and Health Convention, 2006 (not in force). It will enter into force for Uzbekistan on 14 Sep 2022 • Equal Remuneration Convention, 1951 (No.100), ratified by Uzbekistan in 1992 Maternity Protection Convention (revised 1952) (No.103), ratified by Uzbekistan in 1992 • Discrimination (Employment and Occupation) Convention, 1958 (No.111), ratified by Uzbekistan in 1992
ILO Conventions on equal opportunities (not ratified by Uzbekistan)	<ul style="list-style-type: none"> • ILO No.156, Equal Treatment and Equal Opportunities for Men and Women Workers: Workers with Family Responsibilities (1981) • ILO No 189, Domestic Workers Convention, 2011 • ILO No.190, Violence and Harassment Convention, 2019 • ILO No 169, Indigenous and Tribal Peoples Convention, 1989 • ILO No.143, Migrant Workers (Supplementary Provisions) Convention, 1975 • ILO No.148, Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 • ILO No.157, Maintenance of Social Security Rights Convention, 1982

International HSE guidance Workers' accommodation	<ul style="list-style-type: none"> • IFC Environmental, Health and Safety General Guidelines, 2007 • EBRD Building and Construction Activities Sub-Sectoral Environmental and Social Guidelines, 2010 • A guidance note by IFC and the EBRD. Workers' Accommodation: Process and Standards, 2009
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Table 4: presents further policy and national legislation which specifically relates to the human rights impact assessment for the proposed Project

Table 4: National policy and legislation related to human rights impacts

Framework	Policy
Labour and working conditions	<ul style="list-style-type: none"> • Law No.ZRU-588 “On Trade Unions”, 2019 • Joint Decree of the Ministry of Labour and Social Protection of the Population (No.7) and the Ministry of Healthcare (No.1) of Uzbekistan dated 30 May 2001 to approve the list of occupations with unfavorable working conditions to which it is forbidden to employ persons under 18 years of age
Gender and equal opportunities	<ul style="list-style-type: none"> • Resolution of the Senate of the Oliy Majlis of the Republic of Uzbekistan No.SK-297-IV “On Approval of the 2030 Gender Equality Strategy in the Republic of Uzbekistan”, 2021 • Law No. № ZRU-562 “On Guarantees of Equal Rights and Opportunities for Men and Women”, 2019
Gender based violence and harassment	<ul style="list-style-type: none"> • Law No.ZRU-561 “On Protection of Women from Harassment and Violence”, 2019
Human rights safeguards	<ul style="list-style-type: none"> • Presidential Resolution No.PP-5163 “On Additional Measures to Improve the System for the Detection and Prevention of Torture Cases”, 2021 • Presidential Decree No.UP-6312 “On measures to Improve Activities of the Commissioner for Human Rights Ombudsman) of the Oliy Majlis of the Republic of Uzbekistan”, 2021 • Presidential Decree No.UP-6012 “On Adoption of the National Human Rights Strategy”, 2020 • Law No.ZRU-641 “On the Rights of People with Disabilities”, 2020 • Law No.ZRU-139 “On Child's Rights Guarantees”, 2008 • Law No.669-II “On Commissioner for Human Rights of the Oliy Majlis (Ombudsman)”, 2004
Land acquisition and resettlement	<ul style="list-style-type: none"> • Law No.152-XII “On Property in the Republic of Uzbekistan”, 1990 • Law of the Republic of Uzbekistan "On the protection of private property and guarantees of the rights of owners." ZRU-336 dated 24/09/2012
Community health and safety	<ul style="list-style-type: none"> • Law No.ZRU-713 “On Ensuring Seismic Safety of the Population and Territory of the Republic of Uzbekistan”, 2021 • Law No.754 “On Improving the Procedure for Preparing the Population for Emergency Situations and Civil Protection”, 2019 • Low No.ZRU–353 “On Counteracting the Spread of the human immunodeficiency virus (HIV infection)”, 2013 • Law No.ZRU-226 “On Fire Safety”, 2009 • Law No.ZRU-57 “On Industrial Safety of Hazardous Production Facilities”, 2006 • Law No.824-I “On Protection of the Population and Territories from Natural and Man-made Disasters”, 1999

Workers' accommodation	<ul style="list-style-type: none"> • Construction Code of the Republic of Uzbekistan, 2021 • Sanitary Rules “Sanitary and Epidemiological Requirements to Public Facilities and Amenities approved by Order of the Minister of National Economy No.183” of 03.03.2015 • SanPin RUz No.0289-10 Hygienic Requirements for the Organisation of construction Sites and Construction Works”, 2010
Social welfare and support	<ul style="list-style-type: none"> • Resolution of the RUz Cabinet of Ministers No.248 “On Approval of Administrative Regulations for the Provision of State Services for Granting Pensions to Certain Categories of Citizens in Need of Social Protection”, 2021 • Law No.ZRU-162 “On Social Protection of the Disabled in the Republic of Uzbekistan”, 2008

5.2. Human rights actors

This section presents an overview of the regional context and describes key groups of rights-holders and duty-bearers based on the information provided in the ESIA and collected during the Consultant's site visit and consultations.

5.2.1. Regional context

Uzbekistan is the most densely populated republic in Central Asia. Covering an area of 447,000 km², Uzbekistan is the only Central Asian republic that borders all four other states in this group.

Tashkent region borders in the north and northwest with Kazakhstan, in the northeast – with Kyrgyzstan, in the east – with Namangan region, in the south – with Tajikistan, in the southwest – with Syrdarya region.

The date of establishment of Tashkent Region is 15 January 1938. The administrative centre is the Nurafshon town. Main industries: electric power, non-ferrous metallurgy, machine building, metal processing, fuel (oil and gas), chemical and gas-chemical, building materials, light and food industries. Main agricultural sectors: cotton growing, grain farming, meat and dairy cattle breeding, horticulture and viticulture, poultry farming and silkworm breeding. The region is divided into 15 administrative districts: Akkurgan, Akhangaran Bekabad, Bostanlyk, Buki, Chinaz, Kibray, Parkent, Piskent, Kuyi-Chirchik, Orta-Chirchik, Yangiyol, Tashkent, Yukori Chirchik and Zangiata

The administrative division of the Tashkent region is shown in Table 5 and Figure 2

Table 5: Administrative areas of Tashkent region

Item	Name of the area	Administrative centre
1	Bekabad district	Zafar
2	Bostanlyk district	Gazalkent
3	Bukinskiy district	Buka
4	Chinazsky district	Chinaz
5	Kibraisky	Kibray
6	Akhangaran	Akhangaran
7	Akkurgansky district	Akkurgan
8	Parkentsky district	Parkent
9	Piskentsky district	Pskent
10	Kuyi-Chirchik district	Dustobad
11	Orta-Chirchik district	Toytepa
12	Yangielsky district	Gulbahor
13	Yukori-Chirchik district	Yangibazar
14	Zangiatinsky district	Eshanguzar
15	Tashkent district	Keles

Source: <https://stat.uz/ru>

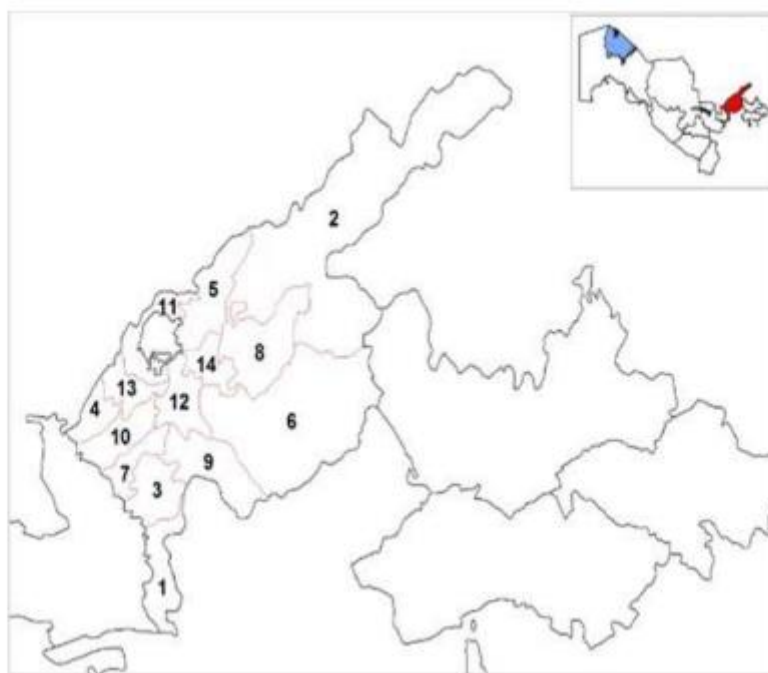


Figure 2. Administrative areas of Tashkent region

UMK JSC is located in Tashkent region, in the city of Bekabad, in the immediate vicinity of Tajikistan and Bekabad district. Bekabad district covers an area of 760 km².

There are 81 settlements, 51 makhallas, 41.9 thousand families are located in the Bekabad district. The district borders the Republic of Tajikistan, Syrdarya Region, the city of Bekabad and Bukinsk district of Tashkent region.

The area of Bekabad is 350 km²

As of 2021, there are 35 makhallas and 28,200 families in Bekabad.

Table 6: Social and economic figures for the Tashkent region

Description	Figures
Territory, km2	15,250
Population	
Population density, pers./km2	194.2
Total number of people	2,961,600
Women, pers.	1,477,100
Men, pers.	1,484,500
Urban population, pers.	1,454,900
Rural population, pers.	1,506,700
Educational institutions	
Primary schools	870
Secondary vocational institutions (colleges)	120
Academic lyceums	6
Higher Educational Institutions	2
Medical institutions	
Hospitals	81
Municipal clinics	9,9
Infrastructure, km	
Vehicles	Highways
	Railways
	An airport
	Tashkent Airport

There are 2,961,600 people in Tashkent province (early 2021), with 49% of the population living in urban areas. According to available data, the population of the Bekabad district is 159,900 people.

The population in Bekabad is growing and in 2021 reached 96,900 people. Distribution of the number of permanent population of Bekabad city by main age groups is shown in Figure 3.

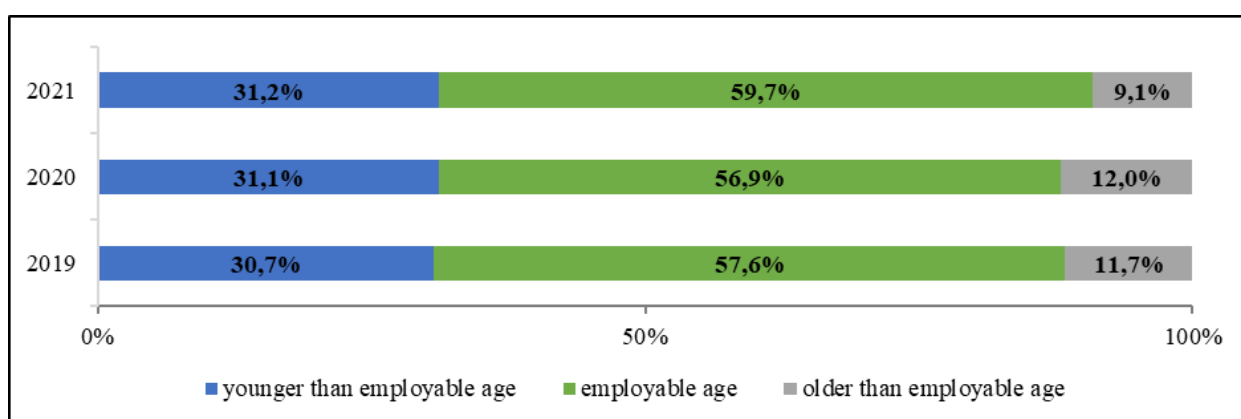


Figure 3. Permanent population of Bekabad by age groups, persons (at the beginning of the year; in relation to the total number of the population, in %)

Source: <https://stat.uz/ru>

In 2020, according to <https://countrysmeters.info/ru>, life expectancy in Uzbekistan was estimated at 72.5 years. According to this figure, the republic ranks 100th among 228 countries of the world. For comparison, Tajikistan ranks 113th in this rating (life expectancy is 70.8 years),

and the UK is in 22nd place (81.4 years). Life expectancy in the Republic is 69.5 years for men and 75.7 years for women, 69.8 years for men and 75.1 years for women in Tashkent province and 70 years and 74.2 years for men and women in Bekabad.

Based on the above, life expectancy of women in Bekabad is lower than the national and regional level, life expectancy of men is slightly higher than the national and regional level.

The average age of the population of the city of Bekabad is shown in Figure 4

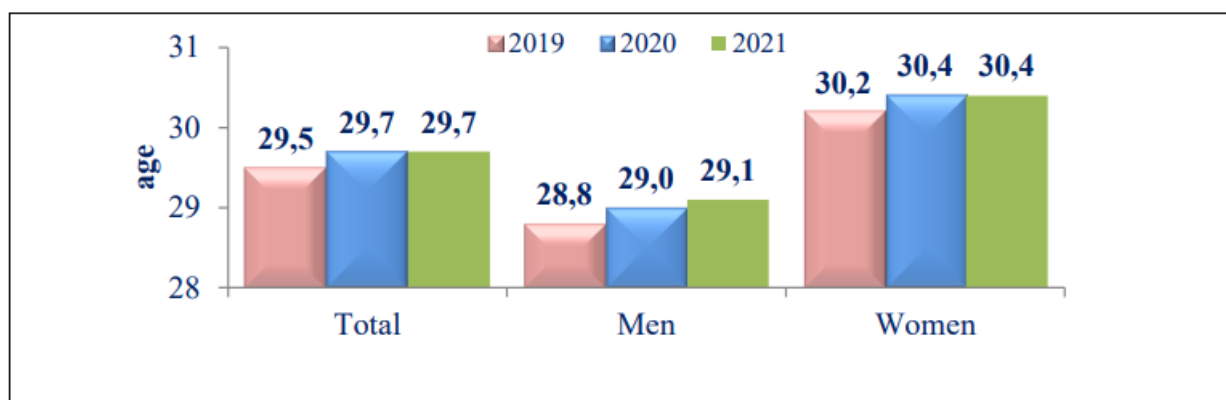


Figure 4. Average age of the population of Bekabad (at the beginning of the year; years)

Source: <https://stat.uz/ru>

The average age of the population of Uzbekistan is 28.6 years, while the average age of male is 28 years, and female - 29.2. The figure above shows the average age of the population of Bekabad, which is on average one year higher than the population in the republic.

In 2020 and 2021, a stable population growth was observed in the Republic of Uzbekistan, it amounted to 1.93%, which is slightly more than the indicator for the Tashkent region (1.16%). The population growth in the town of Bekabad (1.13%) is slightly lower than in the Tashkent region and is one of the lowest in other regions of Uzbekistan.

Table 7: Figures of natural movement of the population of Bekabad (per year; people)

Figures	As of early 2019.		As of early 2020.		As of early 2021.	
	Quantity	per 1000 people .	Quantity	per 1000 people .	Quantity	per 1000 people .
Birth rate	3570	23,2	3775	24,2	3641	23,0
Mortality	735	4,8	777	5,0	817	5,2
Infant mortality* (aged under 1)	34	10,2	36	9,7	26	7,0
Natural growth	2835	18,4	2998	19,2	2824	17,8
Weddings	1436	9,3	1423	9,1	1572	9,9
Divorces	162	1,1	155	1,0	125	0.8

Over the period 2019-2021 the fertility rate for the Republic of Uzbekistan increased from 23.3‰ to 24.6‰, while the fertility rate for Tashkent region, being one of the lowest among other regions (only Bukhara and Khorezm regions are lower) was 22.4‰ at the beginning of 2021.

The birth rate in Bekabad town is higher than that of Tashkent region, and showed a definite growth from 2019-2020. The birth rate in Bekabad town is higher than that in Tashkent region (23.2% and 24.2%), but decreased sharply at the beginning of 2021 to 23 %, showing a level below 2019.



Figure 5. Birth rate in the town of Bekabad

Source: <https://stat.uz/ru>

Mortality rate in Uzbekistan rises from 4.7 ‰ to 5.1 ‰ in 2019-2021, while Tashkent region, the highest among other regions, has 6.2% by the beginning of 2021. The mortality rate in Bekabad town is much lower than in Tashkent region, despite a certain increase from 2018 to the beginning of 2021 (4.8% - 5.2%), demonstrates the mortality rate in Uzbekistan on average.

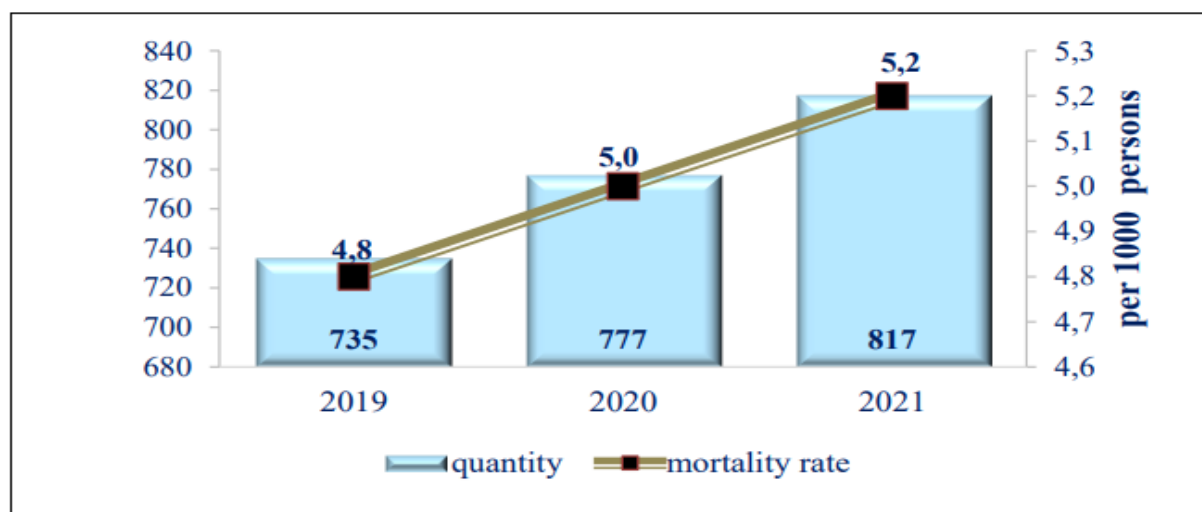


Figure 6. Mortality rate in Bekabad town

Source: <https://stat.uz/ru>

Characteristics of the population of Uzbek enclaves in the Republic of Tajikistan are given in the section 7.12.

Table 8: The population of the project's social impact zone

Makhalla	Metallurg	Mukimiy	Sayhun	Uzbekistan	Tarakkiet	Total
Population, people	4597	5782	2251	4568	2525	19723
Households, ea	779	1065	416	992	520	3772
Number of families, ea	1047	1572	626	1457	716	5418
Women, pers	2310	3450	1084	2291	1332	10467
Men, pers.	2287	2332	1167	2277	1193	9256
Women, %	50,25%	59,67%	48,16%	50,15%	52,75%	53,07%
Men, %	49,75%	40,33%	51,84%	49,85%	47,25%	46,93%
Children aged under 18, people	1112	1648	956	1621	841	6178
Children under 18, %	24,19%	28,50%	42,47%	35,49%	33,31%	31,32%

The key benefits of the casting and rolling complex project related to economic growth include the following aspects:

- reduction in the outflow of foreign exchange resources from the Republic of Uzbekistan in the amount of 300 million EUR, subject to the replacement of imports of rolled sheets from Russia, Ukraine, and Kazakhstan;
- increase in the inflow of foreign currency due to the export of finished products in the amount of 52.9 million EUR per year;
- increase in the industrial potential of the republic by 511.5 million EUR;
- increase in the revenue part of the country's budget each year in the amount of. 29.7 million EUR;
- an increase in the country's gross domestic product by 282 million EUR or 0.6% of GDP in 2019;
- Bekabad town budget will increase due to the growth of tax revenues associated with the commissioning of the casting and rolling complex (VAT - 15%, profit tax - 15%, property tax - 1.5%, social tax - 12%), as well as the indirect impact of the project on the development of the local economy;

A general decrease in the dependence of the metallurgical industry of Uzbekistan on imports of one of the basic products of ferrous metallurgy is projected.

The scale of the project will provide orders for specialized enterprises in Uzbekistan.

Construction companies and subcontractors, transport and service organizations will be involved in the construction, construction materials, ready-made reinforced concrete products and structures will be purchased on the local market, etc.

Participation in the project will provide additional income, the preservation of existing or the creation of new jobs, and tax payments to the budgets (VAT, income tax, etc.).

Income growth will stimulate subsequent consumption of goods and services.

The main factors contributing to the growth of GDP (gross domestic product per employee) are the growth of labour productivity and employment growth. The project is expected to simultaneously increase employment and productivity.

The average labour productivity for the project will be 39,600 USD. The average labour productivity in Uzbekistan is 4,000 to 5,000 USD.

Increased productivity will ensure the creation of more efficient and therefore higher-paying jobs.

During the operation period, the design calculations provide for contributions to regional social development/charity in the amount of 2% of net profit. The average annual deductions will be 2.6 million UZS or 26.3 billion UZS.

The implementation of the project will also create an opportunity for socially significant investments and charity. Improving the infrastructure of Bekabad town and the Republic of Uzbekistan by carrying out major repairs, reconstruction and construction of new roads and railway access roads, as well as the construction of additional facilities to provide electricity.

Additional tax revenues to the budget during the operation of the casting and rolling complex will increase budget funding for education, health, culture, social policy, including state benefits and compensation payments to the population at the local, regional, and national levels.

Thus, the salaries of those employed in the budget sector increase, new jobs are created in the social sphere, which affects the level and quality of life of the population: the situation in the labour market improves and the income from employment and social transfers to the population increase, the availability and quality of social services increase.

The average amount of the net increase in deductions to the state budget (less VAT) in 2023-2057 for the project will be 35 mln USD or 357.7 bln UZS per year.

Thus, the implementation of the project will increase funding for education by 1% or funding for general health care by 2%. If the amount of the increase in tax revenues from the implementation of the project is directed to social support - such support will increase by 5% across the country and will increase funding for the construction, reconstruction and major repairs of educational institutions across the country by 9% or funding for the construction, reconstruction and major repairs of medical institutions by 33%.

The activities of the casting and rolling complex will make a significant contribution to increasing the income and the level of domestic solvency of the population of Bekabad town and Bekabad district, as well as the Republic of Uzbekistan as a whole. The growth of the population's

income and the expansion of effective demand are the result of remuneration of labour of those employed at the jobs created at the projected facilities and the development of current production.

At the operation stage it is also expected to reduce the outflow of foreign exchange resources by import substitution and reducing the dependence of the metallurgical industry of Uzbekistan on imported metal products. In connection with the development of the machine-building and construction industries of the national economy in the medium- and long-term growth in consumption of sheet metal is projected

The development of the construction industry, car building, metallurgical and machine building industries as a result of localization of sheet metal production will also allow the Republic of Uzbekistan to increase the level of self-sufficiency in a wide range of products of ferrous metallurgy and machine building industry.

Implementation of the project will give an additional impetus to the development of the metallurgical industry of Uzbekistan, creating a base for the development of production of steel structures, welded pipes, hot-rolled sheet in sheets, strips, thin-sheet cold-rolled hot-galvanized rolled steel, cold-rolled hot-galvanized sheet with polymer coating, cut-and-drawn sheet and other demanded products. The commissioning of the casting and rolling complex will make it possible to provide JV Tashkent Metallurgical Plant LLC with raw materials in hot-rolled sheets in coils and enterprises in the republic that use hot-rolled steel sheets in production.

5.2.2. Rights-holders

Local communities within the Project area of influence

This sub-section describes local communities within the Project area of influence or in its proximity for understanding on how the local communities may become affected by the Project activities.

In the zone of potential social impact of the project (see 128-0948-ESIA-PE-3, Section 8.2) there are the following makhallas (Figure 7.2.6), subject to potential direct and indirect impacts of planned activities:

- The Metallurg makhalla is located in 1000 m zone from the project area, the total area is 56 hectares, there are 779 households in this area. In total, 4,597 people live in this makhalla, including 2,310 women.
- Makhalla Mukimi is in 1000 m zone from the project area, the total area is 116,3 ha, there are 1065 households on this territory. In total, 5,782 people live in this makhalla, 3,450 of them are women.

- Saihun makhalla is located in 1000 m zone from the project area, the total area is 321 ha, 416 households are located in this area. In total in this makhalla there live 2251 people including 1084 women, this makhalla is in 4.5 km from Tajikistan.
- Makhalla Uzbekistan is in 1000 m zone from the project area, the total area is 45 hectares, there are 617 households on this territory. In total, 4,568 people live in this makhalla, including 2,291 women.
- Tarakkiyot makhalla is located in 1000 m zone from the project area, the total area is 130 ha, there are 520 households in this area. A total of 2525 people live in this makhalla, including 1332 women.

Approximately 19723 people live in the Project wider AoI, including 10467 females. Most of the population in the wider AoI is rural as the districts are historically engaged in crop farming and livestock production.

Table 9: Resident population by gender in the wider AoI (2021)

Location	Total population, people	Female population (% of total)
Metallurg makhalla	4,597	50,25%
Mukimiy	5,782	59,67%
Sayhun	2,251	48,16 %
Uzbekistan	4,568	50,15%
Tarakkiet	2,525	52,75%
Total	19,723	53,07%

The immediate AoI (construction, operation and decommissioning phases)

The immediate AoI is used during the construction and decommissioning phases and includes directly affected social receptors based or working within:

- 1 km radius from the boundary of the CRC site
- 1km either side of the center. line of the linear Project infrastructure (power overhead line, access road).

By the time ESIA investigations began, the associated facilities of the CRC Project were in different state of readiness:

- The new 1.2 km access road to UMK was commissioned;
- The 23 km power transmission line: construction works were completed, pylons were installed, and assembly was in progress.

Immediate Area of Influence, 1 km radius

The communities within the immediate AoI are considered to be potentially affected given that they are exposed to construction/decommissioning noise, vibration and dust emissions and health, safety and wellbeing risks including due to the proximity of the construction site, presence

of the construction workforce and construction traffic in the rural neighborhood. The immediate AoI includes the city of Bekabad and the Mettalg, Mukiniy, Sayhun, Uzbekistan, Tarakkiet and communities are located in close proximity to the power line route and are also included in the immediate AoI and assessment.

Vulnerable groups of the population.

Vulnerable groups include families without breadwinners, women, heads of households and victims of gender imbalance, single elderly people (pensioners and war veterans), the disabled, the unemployed, including unemployed young people and women, poor and dysfunctional families. Vulnerable populations living in nearby makhallas are likely to be highly affected by the Project as they are more likely to be affected by the Project and/or be more limited than others in their ability to benefit from the Project due to their social status (Table 6).

Table 10: Vulnerable groups of the population of the makhallas of the project territory

Description	Metallurg	Mukimiy	Sayhun	Uzbekistan	Tarakkiet	Total	Percentage (%) of the total number of families/ residents of the makhallas
Number of families without breadwinners, units	11	17	4	18	20	70	1,29%
Number of single mothers/fathers, pers.	1	7	2	14	6	30	0,15%
Lonely elderly people, pers.	0	4	0	3	2	9	0,05%
Number of large families, ea.	15	25	18	24	22	104	1,92%
Number of poor families, ea.	0	0	0	0	6	6	0,11%
Number of recipients of financial assistance, ea.	1	7	0	0	5	13	0,07%
Number of recipients of disability benefits, ea	104	59	36	45	38	282	1,43%

Social research estimates that the female population is about 10,467, including 5,464 women of working age. There are 5,418 families in total in 5 makhallas. Living conditions in the makhallas are assessed at a fairly high level, given that almost all households have access to water, electricity and gas supply. Families who have lost a breadwinner are considered dysfunctional

households experiencing difficulties in maintaining their income due to the loss of household members involved in economic activity. The available data indicate a small number of such families, only 70 families, which is only 1.29% of the families of all makhallas. There are also 104 large families registered in the makhallas, 6 families have the status of poor and receive an appropriate allowance.

Land acquisition, economic displacement.

Based on the results of a survey of the right-of-way of associated projects - the route of the power line and the access road to UMK - it was found that a significant part of their territory affects the plots of farms used mainly for planting fruit trees, growing corn, cotton, moonbeam, wheat and other crops.

Access road (built and commissioned, Bekabad district and Bekabad town), power transmission line (under construction, Bekabad district and Bekabad town, Tashkent region, and Shirin town and Bayaut district, Syrdarya region) are laid through the irrigated farmland.

The Land Code of the RUz provides for the possibility of withdrawal of land plots for state and public needs. In this context, it means the withdrawal of land from private possession for public needs, by the decision of the government, with the consent of the landowner in compliance with the provisions of the legislation on the right of the state to compulsory alienation of property, which provides for immediate and adequate compensation.

According to the results of the survey at the stage of determining the research programme of the ESIA, the need for resettlement in connection with the implementation of the project is not identified: the nearest residential buildings are remote from the boundaries of power lines and roads at a distance of 30 to 500 meters.

The construction of the casting and rolling complex infrastructure led to the economic displacement of land users, the survey found that compensation payments were partially made.

During focus groups with farmers from Bekabad and Bayaut districts, whose lands were affected during the construction of associated facilities, power lines and roads, a mixed assessment of the project activities was received. The main reason why the respondents were not positive towards the project was that the construction of these facilities affected the land and crops not considered in the preliminary independent evaluation.

In connection with these allegations, the Consultant has initiated a Social Audit process on land acquisition and compensation issues in project activities.

In December 2021-January 2022, a social audit will be conducted. It initiated consultations with district khokimiyats, local farmers' associations, and in-depth interviews with project-affected farmers to obtain information about owners and land plots allocated on a permanent or temporary basis (separately for each farm), verification of assessment reports and correctness of the

implementation of national legislative procedures, analysis of compliance with IFC PS-5 requirements.

Women's Affair Committees.

Each mahalla operates a Women's Affair Committee that supports and represents interests of local women living in respective communities. District Hokimiyats also run Women's Affair Committees to protect interests of women, govern and promote participation of women in decision-making and civil society organisations and provides support and assistance to women in different social fields, such as, healthcare, education, culture, sport, etc. They also open 'adaptation centres' (shelters), carry out seminars, workshops and trainings for women, who want to open their own business, offer legal, psychological, medical consultative services to women, arrange exhibitions and fairs. These Committees will be used by the Project Company to encourage participation of women in the Project stakeholders engagement events.

The influx of the temporary construction workforce may affect men and women differently in the surrounding communities. Men in Uzbekistan are more often hired for formal jobs, while women are more often hired for related work. It was illustrated during the Focus Group Discussions (FGDs), where women were mostly interested in the Project as the potential source of work for their male relatives.

The construction workforce or rotation workers, predominantly men, are normally isolated from their families and possibly their culture, which can lead to depression, alcohol and drug abuse, sexual activity in the community and violence. The rise of gender-based violence and harassment (GBVH) within the immediate AoI could be provoked by the Project.

Due to their roles as primary carers for other family members and because they are primarily responsible for sourcing safe food for their families, women at the FGDs were also particularly concerned about pollution issues that could impact food availability, health and child development.

Where land acquisition is involved, the following should be taken into account: Women's vulnerability in negotiations dealing with the sale and leasing of land, including in some cases, the lack of legal provision for women to hold title to land and property. Impact of large-scale production on women's small-scale farming and access to markets for their products; Pressure on women as primary carers and guardians of the domestic sphere in issues of resettlement and economic displacement.

Vulnerable groups.

Based on the above information the vulnerable groups potentially affected by the Project include:

- Women: particularly those who are involved in seasonal work and have very few opportunities to earn their own incomes and those who lack education or training to find employment, and those aiming to return to work following maternity leave
- Young adults: who face high unemployment rates in the wider and immediate AoIs, limited job opportunities and lack experience or training
- Unskilled seasonal workers and farm workers in the ACs: these are landless low-income workers with job and income insecurity
- The unemployed: those who have lost employment and regular incomes
- Children in the ACs: who typically work seasonally and are generally at risk of the worst forms of child labour in construction and dangerous working conditions
- Disadvantaged families in the ACs experiencing difficulties in sustaining their incomes
- The disabled: this group includes people with physical challenges, people with autism, and those with mental health issues and long-term diseases. People with disabilities who can work often experience difficulties in finding full time decent-pay jobs
- The elderly: these family members often do not have income which puts more pressure on the main income provider and reduces household expenditure per head and are particularly vulnerable to noise impacts, especially if they live in close proximity to the construction site.

Rural households in the ACs within the immediate AoI: living conditions tend to be worse in the rural communities than in urban areas specifically taking into account that not all households may benefit from access to potable water, wastewater utilities and gas supply.

Workforce.

This section provides an overview of the workforce planned to be retained by the Project.

As industrial projects are likely to be labour intensive and involve a range of labour arrangements such as employment and contracting workers, labour rights can be adversely impacted in areas such as working conditions, differential treatment of subcontractor workers and discriminatory practices towards specific individuals such as women and minorities. The rights to freedom of assembly and collective bargaining are also often potential impact areas.

During the operation phase, the total number of new jobs under the project will be 1,253 people, including 1,091 people (87% of workers). (87%) workers and 162 (13%) managers, specialists, and employees, including 51 people (0,5%) referred to as administrative and managerial personnel.

The total number of jobs created by the project is 406, which is three times less than the influx of labour during the construction phase. It is assumed that the residents of the Bekabad district and the town of Bekabad will mainly be involved as production and service personnel, (presumably - 200 people of production personnel).

Regime of work and rest of the main workers, duty personnel, managers and specialists employed in shifts, adopted in accordance with the mode of operation of the main process equipment - continuous, two-shift, 12-hour, four-brigade; for managers, specialists not engaged in shifts, as well as for part of the maintenance staff - single shift work schedule with two days off.

The inflow of labour due to the project will lead to increased pressure on social infrastructure, such as hospitals and other medical facilities, schools, recreational facilities, housing, public transportation, and others.

Analysis conducted at the stage of basic socio-economic research showed insufficient provision of the population of Bekabad with hospitals.

Despite the fact that in the short term the influx of labour will lead to some increase in the burden on social infrastructure, we can expect that growth in demand will lead to the development of infrastructure, which will provide additional positive effect.

The enterprise will be recommended to develop and implement a programme for the development of local infrastructure (construction/expansion of medical facilities, schools, and pre-schools) to reduce the burden associated with the additional migration inflow.

Based on the assessment provided in 128-0948-ESIA-PE-2, Sections 7.4 and 7.5, it is determined that the average fill rate of schools in Bekabad town is 912 students, which shows an insufficient number of schools in the town and overcrowded classes (on average 40 students per class),

Also, the assessment showed insufficient provision of Bekabad town with hospitals. Bekabad hospitals in Bekabad town on the basis of 96 thousand people amounted to 62.5%. When the data are compared to population growth, the inflow of the labour force is assumed to produce 200 new casting and rolling complex employees, for a total of 1,200 households (an average of 6 family members). To provide these households with social infrastructure, it is necessary to build at least one school and kindergarten and to open a medical unit or hospital.

It is unlikely that the increased burden on social infrastructure due to the implementation of the project will lead to a decrease in the welfare of the population. Helping potentially vulnerable groups of people who may be directly affected by adverse impacts will be key.

Increases in inflation, particularly food and housing prices, can also be caused by an influx of labour and a change in the level of demand. It is unlikely that this impact will lead to an actual decrease in the overall well-being of people, since demand will stimulate additional production and increase the number of services provided to the population, but it should be understood that this impact may affect vulnerable groups.

During the operation phase, there may be unmet employment expectations of the able-bodied population, as well as dissatisfaction of the local population - those employed by the project, and those whose applications were unsuccessful.

Most operational tasks will be performed by locally hired personnel. Priority for high skilled jobs will be also hired locally. However, for certain engineering jobs the company will refer to the expats through international recruitment strategies. There will be established a Training Centre both for technical and administrative staff members. Trainings such as HSE, sessions for newcomers and specific functional trainings will be delivered on a regular basis by professional experts. In-house trainers will be also selected among leading expats and tailored programs for specific needs will be developed for regular delivery. The centre will be at the plant's premises and access to its resources will be available to all staff members.

The Project will also create a number of permanent jobs within the Bekabad region. Employment opportunities will be created in both the construction and operational phases with the peak construction workforce expected to be over 1,300 people. During operation the Project Total manpower requirements of the project for the period of operation is 1 253 people, including 1 091 workers and 162 managers, specialists, and employees, including 51 administrative and managerial personnel. The total number of jobs created by the casting and rolling complex is 406 units, tentatively, more than 200 people out of the production staff.

The maximum number of permanent production personnel will be reached in 2024, when the casting and rolling complex will employ about 1,200 people, including laboratory and product quality control personnel.

It is assumed that, as in the case of construction workers, local residents (i.e. residents of Bekabad district and the town of Bekabad) will mainly be employed as production (with special technical education) and service personnel (up to 200 people of production and service personnel). people, although it is estimated that with the associated jobs from the Project supply chain and other associated manufacturing industries, permanent employment during operations will be much higher.

The EPC Contractor and sub-contractors provide skilled and unskilled workers for the construction phase. Part of skilled workforce will be sourced internationally from the EPC Contractor's country of origin. The projected facilities will be built by the personnel, mostly working on a rotational basis and living in the construction camp located near the UMK site.

Renaissance Heavy Industries LLC (Russia), a contractor, will engage the qualified personnel from other regions of Uzbekistan, citizens of the Republic of Uzbekistan who gained the necessary experience and qualifications at previous sites and, possibly, even from other countries.

It is assumed that some of the construction workers, the residents of Bekabad district and Bekabad town, will be unskilled labour. Given the total number of people employed in the construction industry of the town (about 800 people), the attraction of labour resources to the construction of the casting and rolling complex can cause short-term positive changes in the labour market.

Workers will be accommodated in the designated camps regulated by a number of policies and the Camp Sanitation and Hygiene Plan, which will be developed by the EPC Contractor, to manage accommodation in line with the IFC Performance Standards, Guidance Note by IFC and the EBRD “Workers’ Accommodation: Processes and Standards”.

The workers will not arrive to the Project facilities with families. Although the exact gender distribution of the construction workers was not available at the time of HRIA preparation, it is assumed that the vast majority of workers will be male at both construction and operation phases, based on the similar projects’ experience.

5.2.3. Duty-bearers

Duty-bearers are actors who have human rights duties or responsibilities towards rights-holders. The following key duty-bearers have been identified in the Project area.

State actors

Per definition, states are the primary human rights duty-bearers as they have a legal obligation to respect, protect and fulfil human rights. The key state-led duty-bearers include:

- Bekabad Khokimiyat (regional level), Khokimiyat of Bekabad city, District Khokimiyats (Bekabad and Bayaut districts) and Mukimiy, Metallurg, Saikhun, Uzbekistan and Tarakkiyot makhallas (local level). Their duties are substantiated by a broad range of obligations, of which most relevant are to support the vulnerable groups (including state financial support to community members living in poverty), environmental protection and monitoring, medical services, educational services, ensuring security of communities.

- Also, the Bekabad Regional Department for Ecology and Environment Protection is interested in impacts and benefits of the Project and responsible for environmental protection, environmental permitting, environmental pollution, charging for the use of natural resources, supervision on environmental performance and enforcement.

- As well as the Department of Agriculture and Water Resources of the Bekabad Region, responsible for ensuring the strict observance of the legislation on the use of land and water resources.

- Regional Inspectorate for Safety in the Metallurgy Industries and Municipal Sector of the Bekabad Region – responsible for supervision and maintenance of industrial safety legislation on

hazardous facilities, supervision on mining and mineral industries; safe operation of gas facilities; oversight of the oil and gas industry.

- Sanitary and Epidemiological Centre of the Bekabad Region controls the public health and epidemiological conditions, provision of disease prevention services.

- Social Protection and Labour Authority of the Bekabad Region takes care of the growth and regulation of labour and employment, regulates labour relationships and labour protection, the provision of social services to the population.

- Agency of Cultural Heritage Under the Ministry of Tourism and Cultural Heritage of the Republic of Uzbekistan. Department for Bekabad – Bekabad takes care of the management and protection of material cultural heritage, museums, archaeology, export and import of cultural values, preserving uniqueness, natural landscape and peculiar features of the cultural territories and historical mahallas.

- Territorial and regional state authorities, local authorities, controlling and state organisations, Local cadastral bodies

The Project Company and the Project

The Project Company and the Project (i.e., including all contractors, subcontractors and, to the extent required by the IFC PS2, organisations within the primary supply chain⁶) have a responsibility to respect human rights and to avoid infringing upon the rights of others and to address those impacts with which they are involved. Such responsibility is defined by both obligations imposed by applicable legal statutes of Uzbekistan, and by voluntary obligations taken by the Project as part of the ESIA process.

EPC Contractor and sub-contractors

The EPC Contractor Renaissance Heavy Industries LLC will provide monthly reports on all the sub-contractors to the Project Company.

The sub-contractor companies are assumed to be construction businesses from Uzbekistan and their number is not known yet.

5.2.4. Other

Local and international non-governmental organisations (NGOs)

As indicated in the SEP, there is a number of NGOs that may have a potential interest in the Project, including:

- Uzbek-German Forum for Human Rights

⁶ IFC defines the “primary supply chain” as those suppliers who, on an ongoing basis, provide goods or materials essential for the core business processes of the IFC client’s project, and “supply chain workers” as those workers engaged by a primary supplier.

- Anti-Slavery International
- Red Crescent Society of Uzbekistan
- Ecological Movement of Uzbekistan
- Association of trade union organization of trade union federation of Uzbekistan,

Tashkent region

- National Human Rights Centre of the Republic of Uzbekistan
- Eco-forum of Non-governmental Non-profit Organisations of Uzbekistan
- Farmers Associations of the _____districts.

The representatives of these NGOs may be interested in participating during the international ESIA disclosure processes.

Trade Unions (TU).

On 8 March 2020, the new Law “On Trade Unions” came into force in Uzbekistan. The law includes inter alia further development of rights and responsibilities of TU organisations in accordance with the Conventions of the International Labour Organisation (ILO); simplification of the procedure for state registration of trade union bodies and eradication of norms that were of a declarative nature.

In addition, the Law of the Republic of Uzbekistan "On Trade Unions " (No.ZRU-588 as amended of 17.05.2022), sets out that "citizens have the right, at their choice, to voluntarily form trade unions to protect their legitimate interests, join them, engage in trade union activities and leave from the trade unions".

According to the United States Uzbekistan 2020 Human Rights Report, national legislation prohibits anti-union discrimination of workers by senior management. The Law “On Trade Unions” states that workers may not be fired on the reasons of TU membership.

The Project Company’s Collective Bargaining Agreement (CBA) will address all labour-related issues including working hours, labour conditions, health and safety, labour guarantees, etc. and references all ILO conventions ratified by Uzbekistan.

5.2.5. Summary of the key rights-holders (affected stakeholders) and the key duty-bearers

Based on the information provided in Sections 5.2.2 and 5.2.3, the following key rights-holders and duty-bearers are identified for the purpose of this HRIA:

- Rights-holders (affected stakeholders):
 - Communities Bayat, Saikhum. Mettalurg, Takakkiyot, Mikkimiy and city of Bekabad
 - Affected farmers along the from Bekabad and Bayaut districts

All Project Company workers, including:

- Vulnerable groups of the Project Company workers and women

All Project workers, including:

- Vulnerable groups of the Project workers, including migrant workers and women,
- Non-employee workers, including construction workers and workers in the primary supply chain.
- Duty-bearers:
 - National Government Agencies - Regional and local authorities
 - The Project Company
 - Project EPC Contractors and sub-contractors
 - Organisations within the primary supply chain.

Within each of these groups, there may be people who are affected more severely than others including migrants, land users, women and children.

The human rights issues scoped in and adverse impacts assessed further in this HRIA relate to the rights of the affected stakeholders and obligations of the duty-bearers listed above.

5.3. Working Conditions and Labour Protection

Table 11 below provides data across a number of indicators related to labour standards and labour protection

5.3.1. Wages

Uzbekistan has a government-mandated minimum wage, and no worker in Uzbekistan can be paid less than this mandatory minimum rate of pay. Employers in Uzbekistan who fail to pay the Minimum Wage may be subject to punishment by Uzbekistan's government. Uzbekistan's minimum wage rate is 920,000 Uzbek som per month for all workers. Uzbekistan's minimum wage was last changed in June 2022.

According to the national statistics in Uzbekistan, men earn 39% more than women, but the UMK Collective Bargaining Agreement contains reference to ILO and a clause saying that male and female salaries on the same position should be equal.

5.3.2. Working hours

The working hours on all sites during the construction phase are eight hours per day and one-hour lunch break in one shift. The workers on site will be engaged in a few shifts depending on different construction periods. Special health and safety measures will be taken during the night shifts.

Table 11: Uzbekistan labour and working conditions profile

Topic	Data	Indicator	Source
Child labour	4,5 Child Diligence Response	Child Rights in Workplace (child labour and decent work for young workers, parents and caregivers) Index Score, 0-10 (heightened due diligence)	UNICEF, The Children's Rights and Business Atlas ⁷
Forced labour	Tier 2	Trafficking in persons, Tier 1/ Tier 2 / Tier 3 Watchlist / Tier 3 (worst)	U.S Department of State Labour Trafficking in Persons Tier placement, 2021 ⁸
Forced labour	14	Prevalence Index Rank within Europe and Central Asia, country rank 50-1 (worst)	Global Slavery Index, Country data, 2018. (Victims per 1,000 population) ⁹
Forced labour	30.4	Government response by milestone percentage, overall score, and rating within Europe and Central Asia (75.2 best – 20.7 worst)	Global Slavery Index, Country data, 2018
Forced labour	71.7	Vulnerability to modern slavery by dimension for 167 countries 1-100(worst)	Global Slavery Index, Country data, 2018
Gender	74	Women Peace and Security Index 1-170 (worst)	Georgetown Institute for Women, Peace and Security 2021/22 ¹⁰
Gender	106 HDI Rank 0,288 value	Global Inequality Index, 0,642-0,045 (best) Rank (1-189 worst)	Gender Inequality Index (GII), 2020 ¹¹
Gender	70.6	Equality score 100 –1 (worst)	Women, Business and the Law 2021 ¹²

Vacation is paid and cannot be less than 15 working days. Extra vacations can be granted by the employer in the employment agreement or other local documents. For the period of annual leave, the employee is guaranteed payment in the amount not lower than the average earnings.

⁷<https://www.childrensrightsatlas.org/country-data/countries/uzbekistan/>

⁸<https://www.state.gov/reports/2021-trafficking-in-persons-report/uzbekistan/>

⁹<https://www.globalslaveryindex.org/>

¹⁰<https://giwps.georgetown.edu/the-index/>

¹¹<https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

¹²<https://openknowledge.worldbank.org/handle/10986/35094>

5.3.3. Child labour and forced labour

National legislation associated with the prevention of forced labour and human trafficking reflects the Constitution, Article 37 of the Labour Code. Article 7 of the Labour Code states that forced labour is prohibited apart from exceptional circumstances. The taking of passports from workers is illegal.

According to the US 2021 Trafficking in Persons Report¹³ the Government of Uzbekistan does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so. The government demonstrated overall increasing efforts compared to the previous reporting period, considering the impact of the COVID-19 pandemic on its anti-trafficking capacity; therefore, Uzbekistan was upgraded to Tier 2. These efforts included passing a new anti-trafficking law outlining improved victim protection protocols; amending the criminal code to explicitly criminalise child forced labour in the first offense; identifying more victims than in prior years; investigating, prosecuting, convicting, and sentencing significantly more traffickers than the previous reporting period.

Authorities also undertook new efforts to expand provision of monitoring access to civil society and international organisations, and other factors and continued to fine officials for labour violations, for the ninth consecutive year it did not criminally prosecute any officials for their alleged complicity in forced labour crimes. Existing laws establishing forced labour as an administrative violation at first offense continued to constrain effective enforcement.

The government increased law enforcement efforts. Article 135 of the Criminal Code criminalised sex trafficking and labour trafficking and prescribed penalties of three to five years' imprisonment for offenses involving an adult victim and eight to 12 years' imprisonment for those involving a child victim, which were sufficiently stringent.

5.4. Land Tenure

5.4.1. Overview

In Uzbekistan there is no private land ownership. Land belongs to the State and is not liable to sale, exchange, donation, mortgage, as stipulated in the 1998 Land Code. The Land Code also provides that individuals may hold land under lifelong inheritable possession, permanent use, temporary use, lease and joint possession and use. A use right allocation can be cancelled in case the stipulated land use is constantly violated.

¹³<https://www.state.gov/reports/2021-trafficking-in-persons-report/uzbekistan/>

Agricultural land may be held under different tenure arrangements. The various types of land tenure may co-exist in several combinations:¹⁴

a. Household plots are plots on which the house is built and comprise a small garden. Household plots are held in perpetuity and are inheritable, although only the house is really considered private property.

b. Tamorka is the private subsidiary plot, usually adjacent to the house, to which all citizens are entitled for their own use. The legal size of these plots has been increased from 0.06 hectares (ha) to 0.25 ha and then to 0.35 ha of irrigated land and 0.5 ha of non-irrigated land. However, allocation of land depends on availability, as these plots are usually taken from land reserves of collective farms, based on transactions between the collective and the head of the household.

c. Shirkats, the former state farms, have been restructured as collective joint stock enterprises and occupy the bulk of agricultural land, accounting for about 50% of the value of all crops. The Shirkat consists of fields, agricultural installations and settlements that form almost small towns. The Shirkat contracts annually fields to farmers with conditions on crop types and production levels. The Shirkat, as a community, possess the land through the lifelong inheritable possession. In some areas farmers have been cultivating the same land parcels for years.

d. Farmers may also set up independent farms as separate juridical entities on long-term leases lasting up to 50 years. The agricultural authority and the local government plan the fields to be privatised, select the farmers among applicants, define the crop types, impose production levels, finance the farming, sell seeds and fertilizers and buy and market all the products. The selection of farmers is based on demonstrated managerial and farming skills. The maximum lease term is 49 years, but the small farms, averaging 2ha, have been leased for 10-15 years. Apart from the cotton or dairy production fields, a lease farm includes a garden where vegetables may be planted. Only a small percentage of farms have been privatised. As of 2002, independent farms accounted for 6% of the total arable land.

e. Dekhan are peasant farms which can be established on applying to the Shirkats. The land may be used for agricultural and residential purposes and be held under life-long, inheritable tenure. Only family members can work on the plots. The maximum size of a dekhkan ranges from 0.35ha to 1ha. Legislation passed in 1998 makes a distinction between dekhkan and independent farmers.

Land parcels can also be granted to citizens for running collective gardening, vineyard, and kitchen gardening, as provided for by Article 56 of the 1998 Land Code. The size of these land

¹⁴https://www.fao.org/gender-landrights-database/country-profiles/countries-list/land-tenure-and-related-institutions/en/?country_iso3=UZB

parcels is set at up to 0.06 ha per member of a garden-vineyard company; and at up to 0.08ha of the kitchen-gardening group.

5.4.2. National and local institutions enforcing land regulations

The Cabinet of Ministers of the Republic of Uzbekistan and the local state institutions are the main authorities that are responsible for adopting and implementing land regulations, as stated in Article 4 and for land management, as stated in Article 12 of the 1998 Land Code.

The State Committee of Land Resources (Goscomzem), set up by the Presidential Decree of 24 July 1998, has the task of enforcing land legislation among its objectives. Courts and Enterprise Courts are in charge of dealing with land disputes between juridical and real persons, as stated in Article 89 of the Land Code, which clarifies that land disputes are solved in court or enterprise court as defined by the law.

5.4.3. Land acquisition for the Project

For the farmers affected by the project, during the construction of associated facilities (road 1.2 km from UMK to R-20 highway and power transmission line 23 km from Syrdarya GRES to UMK's Metallurgia 220/110 Kv substation) a check was carried out on the procedure for the land alienation, compensation payments, land acquisition, economic displacement.

Land acquisition, economic displacement.

Based on the results of a survey of the right-of-way of associated projects - the route of the power line and the access road to UMK - it was found that a significant part of their territory affects the plots of farms used mainly for planting fruit trees, growing corn, cotton, moonbeam, wheat and other crops.

Access road (built and commissioned, Bekabad district and Bekabad town), power transmission line (under construction, Bekabad district and Bekabad town, Tashkent region, and Shirin town and Bayaut district, Syrdarya region) are laid through the irrigated farmland.

The Land Code of the RUz provides for the possibility of withdrawal of land plots for state and public needs. In this context, it means the withdrawal of land from private possession for public needs, by the decision of the government, with the consent of the landowner in compliance with the provisions of the legislation on the right of the state to compulsory alienation of property, which provides for immediate and adequate compensation.

According to the results of the survey at the stage of determining the research programme of the ESIA, the need for resettlement in connection with the implementation of the project is not identified: the nearest residential buildings are remote from the boundaries of power lines and roads at a distance of 30 to 500 meters.

The construction of the casting and rolling complex infrastructure led to the economic displacement of land users, the survey found that compensation payments were partially made.

During focus groups with farmers from Bekabad and Bayaut districts, whose lands were affected during the construction of associated facilities, power lines and roads, a mixed assessment of the project activities was received. The main reason why the respondents were not positive towards the project was that the construction of these facilities affected the land and crops not considered in the preliminary independent evaluation.

In connection with these allegations, the Consultant has initiated a Social Audit process on land acquisition and compensation issues in project activities.

In December 2021-January 2022, a social audit will be conducted. It initiated consultations with district khokimiyats, local farmers' associations, and in-depth interviews with project-affected farmers to obtain information about owners and land plots allocated on a permanent or temporary basis (separately for each farm), verification of assessment reports and correctness of the implementation of national legislative procedures, analysis of compliance with IFC PS-5 requirements.

5.5. Access to judicial mechanism

The independence of the judiciary is established by law in Uzbekistan. In particular, the Constitution enshrines both the principle of separation of powers¹⁵ and the independence of the judiciary from the legislative and executive authorities, political parties and other public associations. It also provides that: in the exercise of their functions, judges are independent and only subject to law; any interference with their activities is not permitted and is punishable by law; and judges can only be removed from office before the completion of their terms in the cases provided by law.¹⁶

Persons seeking access to justice in judicial or administrative fora should be guaranteed access to legal advice and representation, including, where necessary, free legal aid. The free legal aid system in Uzbekistan covers only criminal cases.¹⁷ As regards civil cases, including those relating to economic, social and cultural rights, free legal aid is provided only in respect of a narrow range of rights, such as those regarding violations of the equal rights of men and women.¹⁸

¹⁵ The Constitution of the Republic of Uzbekistan, article 11.

¹⁶ The Constitution of the Republic of Uzbekistan, article 112.

¹⁷ The Constitution of the Republic of Uzbekistan, article 112; Law on Lawyers, op. cit., article 11; and Law on Courts, article 10; Criminal Procedure Code of the Republic of Uzbekistan, 22 September 1994, No. 2013-XII, article 50.

¹⁸ Law on Guarantees of Equal Rights and Opportunities for Women and Men of the Republic of Uzbekistan, 2 September 2019, No. ZRU-562, article 28, <https://lex.uz/docs/4494873>; Presidential Decree of the Republic of Uzbekistan, 7 March 2019, No. PP-4235, "On measures to further strengthen guarantees of labour rights and support for women's entrepreneurial activity".

However, the impact of these recent measures on the ability of women, including those from the rural areas, to report cases of discrimination against women and access justice and legal aid is not yet clear.¹⁹

The following table provides the Uzbekistan's score and rank across a few of the World Justice Project Rule of Law Index factors. Note that within Civil Justice under the subcategories, 'Civil Justice is Free from Improper Government Influence Within Civil Justice', which measures whether the civil justice system is free of improper government or political influence, Uzbekistan scored 0.51 marking medium adherence.

Table 12: Relevant indicators from World Justice Rule of Law Index Uzbekistan²⁰

Factor	Description	Score and rank (out of 128 countries)
Rule of Law Index, overall score	Overall rule of law score across eight factors: Constraints on Government Powers, Absence of Corruption, Open Government, Fundamental Rights, Order and Security, Regulatory Enforcement, Civil Justice, and Criminal Justice	Score: 0.47 Rank: 92/128
Fundamental Rights	Evaluates human rights that are firmly established under the United Nations Universal Declaration of Human Rights and are most closely related to rule of law concerns.	Score: 0.41 Rank: 110/128
Civil Justice	Measures the accessibility and affordability of civil courts, including whether people are aware of available remedies	Score: 0.51 Rank: 72/128
Regulatory enforcement	Measures the extent to which regulations are fairly and effectively implemented and enforced	Score: 0.44 Rank: 96/128

5.6. Security and human rights

The table below provides indicators related to the security situation in Uzbekistan. Additional indicators such as the protections of civil and political rights (e.g., freedom of movement, freedom of opinion or expression) and corruption are provided as these are potential sources or causes of potential risks related to security and human rights. Accordingly, based on these indicators in Uzbekistan there are risks in civil and political rights, and around governance due to corruption being perceived as a problem in the country.

¹⁹ E.g., Committee on the Elimination of Discrimination against Women, List of issues and questions in relation to the sixth periodic report of Uzbekistan, CEDAW/C/UZB/Q/6, 27 July 2020, para. 2

²⁰ Additional information on Uzbekistan can be found in: <https://worldjusticeproject.org/rule-of-law-index/country/2020/Uzbekistan/>

Table 13: Peace and security indicators for Uzbekistan

Indicator	Data	Description	Source (Period)
Civil and political rights	72.0	Fragile States Index, 0-120 (worst)	The Fund for Peace, Fragile States Index, 2021 ²¹
Corruption	28/100	Corruption index, score 0-100 (best)	Transparency International, Corruption Perceptions Index (2021) ²²
Global Peace Index, 1-5 (worst)	2.001	Global Peace Index, of the Institute for Economics & Peace (IEP), ranks 163 countries according to 23 qualitative and quantitative indicators of peace across three areas: level of Societal Safety and Security; extent of Ongoing Domestic and International Conflict; and degree of Militarisation. Scores closer to 1 correspond to higher levels of peace	Institute for Economics & Peace. Global Peace Index 2022 ¹⁰⁴
Global Peace Index, country ranking	86	(See previous) Countries are ranked in descending order with the worst scores listed first in the index.	Institute for Economics & Peace. Global Peace Index 2022: Measuring Peace in a Complex World, Sydney, June 2022. ²³
Political Terror Scale, 1-5 (worst)	3	Measures levels of political violence and terror that country experiences based on a 5-level terror scale originally developed by Freedom House. Data sources include annual reports from Amnesty International, the U.S. State Department Country Report on Human Rights Practices, and Human Rights Watch's World Reports	Gibney, M., et al. 2019. The Political Terror Scale 1976-2020 ²⁴
Security Apparatus, 0-10 (worst)	6,5	Scores are based on a scale of 0 (improving) to 10 (worsening). The Security Apparatus indicator considers the security threats to a state, such as bombings, attacks and battle-related deaths, rebel movements, mutinies, coups, or terrorism. It also takes into account serious criminal factors, such as organized crime and homicides, and perceived trust of citizens in domestic security.	The Fund for Peace, Fragile States Index (2020)

²¹ <https://fundforpeace.org/2020/05/11/fragile-states-index-2020/>

²² <https://www.transparency.org/en/cpi/2021>

²³ <https://www.economicsandpeace.org/wp-content/uploads/2022/06/GPI-2022-web.pdf>

²⁴ <https://www.politicalterrorscale.org/>

Group Grievance, 0-10 (worst)	8,8	Scores are based on a scale of 0 (improving) to 10 (worsening). The Group Grievance Indicator focuses on divisions between different groups in society – particularly divisions based on social or political characteristics – and their role in access to services or resources, and inclusion in the political process. Group Grievance may also have a historical component, where aggrieved communal groups cite injustices of the past, that influence that group’s role in society.	The Fund for Peace, Fragile States Index (2020)
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6. Human Rights Risks and Impact of the Project

6.1. Scoping of the human rights issues related to the Project operations

Uzbekistan has identified human rights protection as one of the priority areas for the government. The country has made a breakthrough in ensuring socio-economic, civil, and political rights. The state adopted the National Human Rights Strategy on June 22, 2020. It became the first strategic document in the history of Uzbekistan to define a set of long-term targeted measures to ensure personal, political, economic, social, and cultural human rights. The Strategy contains the appendix with the Human Rights Road Map with 78 listed priority activities, part of which have already been implemented. In particular, the National Human Rights Strategy provides for the adoption of 33 bills, including 20 new ones, such as: “On Combating Human Trafficking” (new edition), “On Employment of the Population” and “On the Rights of Persons with Disabilities”.

On October 13, 2020, for the first time in history, Uzbekistan was elected a UN Human Rights Council member for a three-year term from 2021-2023. The Human Rights Council is an inter-governmental body within the United Nations system made up of 47 States responsible for the promotion and protection of all human rights around the globe. The election of Uzbekistan to this authoritative body is a clear confirmation and recognition of the broad support of the international community for the ongoing large-scale reforms in the protection and promotion of human rights in the country.

During the HRIA consultations the human rights issues were raised by the local communities, and these concern corruption and discrimination with regard to employment, lack of access to information, and threat to their households.

The potential human rights issues on this Project relate to labour, land acquisition, gender, and security.

This subsection lists the human rights issues that are considered relevant to the Project based on:

- Human rights context information provided in Chapter 4
- Description of the key affected rights-holders and key duty-bearers provided in Sub-sections 5.2.2 and 5.2.3
- Project Company's corporate documents recognising salience of the human rights issues listed, including the ESIA developed for the Project and Project Company documents
- Internationally recognised human rights, including those contained in:
 - Universal Declaration of Human Rights (United Nations 1948)
 - International Covenant on Civil and Political Rights (United Nations 1966) – including two optional Protocols
 - Eight ILO Core Labour Standards
 - International Covenant on Economic, Social and Cultural Rights (United Nations 1966).

The tables below listing the human rights topics and specific human rights related to the Project activities are subdivided on two sections:

- Human rights in the workplace and business relationships
- Human rights in communities

The tables scope the human rights issues that are considered relevant to the Project with brief justification provided, and the actual and potential impacts that are expected to be caused by the Project in each human rights category. Additionally, the tables reference the applicable human rights and legal instruments

Table 14: Human rights in the workplace and business relationships

Human rights category	Justification and description	Potentially affected stakeholders (rights-holders)	Associated potential and actual human rights impacts	Applicable human rights and legal instruments
Discrimination and equal treatment in the workplace	<p>There is a risk that the Project (particularly, contractors involved) may discriminate against individuals or groups based on sex, gender identity and sexual orientation with regards employment.</p> <p>The groups potentially vulnerable to discrimination and/or harassment in the workplace among contractor workforce are migrant workers, women and sexual minorities, which is based on the description of the country human rights context</p> <p>National legislation associated with the prohibition of discrimination on the grounds of race, gender and disability is reflected in the constitution and Article 6 of the Labour Code. In 2019 national legislation was amended to include a new law on gender equality through Law Number 562 on ‘Guarantees of Equal Rights and Opportunities for Women and Men’.</p> <p>In 2019 the government lifted the ban on female workers in heavy industries and professions, such as mining, oil and gas enterprises, and construction, as part of a presidential decree on strengthening the guarantees of women’s labour rights.</p> <p>According to the United States Uzbekistan 2020 Human Rights Report, discrimination does occur in the workplace to people with disabilities.</p>	Workers – Part of the workforce may be subject to discrimination or harassment. Migrants and women are particularly at risk	<p>Actual impacts:</p> <p>Workforce issues particularly among contractors:</p> <ul style="list-style-type: none"> • Inadequate living and housing conditions of contractors and Project Company workforce in worker camps • Discriminatory practices, infringement on the right of workers to form unions and participate in collective bargaining. • Discrimination against individuals or groups based on sex, gender identity and sexual orientation with regards employment. 	<ul style="list-style-type: none"> • Right to non-discrimination (UDHR 2, ICCPR 2, ICESCR 2) • Right to equality before the law (UDHR 7, ICCPR 26) • Right to freedom of thought, conscience and religion (UDHR 18, ICCPR 18) • Right to participate in the cultural life of the community (UDHR 15, ICCPR 27, ICESCR 15) • Convention on the Rights of Persons with Disabilities • Migrant workers’ rights (e.g., International Convention on the Protection of the Rights of All Migrant Workers) • Women’s rights (Convention on the Elimination of all Forms of Discrimination Against Women)

	<p>Nevertheless, the law protects those infected with HIV from discrimination and provides for free health care.</p> <p>Article 120 of the criminal code criminalises consensual same-sex sexual conduct between men, which is punishable by up to three years' imprisonment if convicted of this crime. The law does not criminalise consensual same-sex sexual conduct between women. Society generally considered same-sex sexual conduct as a taboo subject. There are no known lesbian, gay, bisexual, transgender, and intersex (LGBTI) organisations active in the country. There are generally deeply negative social attitudes related to sexual orientation and gender identity limited the freedom of expression of the LGBTI community and led to discrimination. The law does not prohibit discrimination against LGBTI persons in housing, employment, nationality laws, and access to government services, such as health care. Following the country's Universal Periodic Review in 2018, the government rejected recommendations related to decriminalization of LGBTI status and called LGBTI issues "irrelevant to Uzbek society."</p>			
Freedom of association and collective bargaining	<p>The Project Company acknowledges the right of own workers and contractors' workers to collective bargaining. However, all unions remain centralised, controlled by and are dependent of the government. All regional and industrial trade unions remain state managed</p>	<p>Workers – Contracted workers within the supply chain may not be able to create or join a union or other type of association of their choice due to the attitude of senior management or other type of barrier.</p>	<p>Actual impacts: Workforce issues particularly among contractors: infringement on the right of workers to form unions and participate in collective bargaining.</p>	<ul style="list-style-type: none"> • Right to freedom of association and collective bargaining (UDHR 20, ICCPR 22 and 23, ICESCR 8) • Right to freedom of assembly (UDHR 20 ICCPR 21)

Safe and healthy working conditions	<p>Provided the nature of Project activities at both construction and operation stages, the workers are exposed to OHS risks associated with such factors as air pollution, a range of physical impacts (noise, vibration), risk of injuries (e.g., falls from heights, electric shocks, machinery movement). Harsh climate conditions may cause adverse impact on physical health and psychological well-being of personnel.</p> <p>As per the HSSE policies and other related documents (e.g., IMS, Collective Bargaining Agreement, Internal Labour Regulations, etc.), the Project Company is committed to provide safe and healthy working conditions for all workers including access to drinking water, sanitary food treatment and storage, appropriate washing and toilet facilities, canteen. The Project will implement its Human Resource Policy which will stipulate necessary requirements that all contractors appointed by the Project Company will need to comply, including fair compensation, provision of meals and proper accommodation, sufficient time for rest, legally appropriate leave policy, etc. The Project will provide necessary accommodation to all workers in line with IFC/EBRD guidance note on workers' accommodation and the Camp Sanitation and Hygiene Plan. The Project will accommodate women and men separately. Nonetheless, based on similar projects implementation, there is a risk that contractors will fail to provide accommodation in strict compliance with the said guidelines.</p>	All Project workers	<p>Actual impacts:</p> <p>Inadequate living and housing conditions of Project Company and contractors' workforce in worker camps, OHS issues, issues related to shift-based work (e.g. availability of sufficient time off)</p>	<ul style="list-style-type: none"> • Right to work and to just and favourable conditions of work (UDHR 23 and 24, ICESCR 7) • Right to an adequate standard of living (UDHR 25, ICESCR 11) • Right to equal pay for equal work (UDHR 23, ICESCR 7)
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Security arrangements	<p>Security services for the Project site and construction/operation camp are provided by third-party organisations of the Ministry of Defence and Ministry of Internal Affairs respectively. The training presentation will be given to the security authorities of the Project with the explanation of the expected level of conduct toward workers and the ACs.</p> <p>The Project Company also employs own staff to provide security services in the operational staff accommodation camp and for the landfill site. The Project Company will develop a due diligence review procedure for recruiting security personnel, including provisions for identification of cases of past abuse and checking their qualifications and certifications. Job descriptions for the security personnel will include the requirement that prohibits any acts of force, alcohol and drugs.</p> <p>The Project Company considers and, if necessary, investigates all complaints of any allegations of unlawful or abusive acts by security personnel and takes actions.</p>	All Project workers Vulnerable groups of Project workers: migrant workers, women and sexual minorities	Potential impact: Impact on workers' health and security due to abuses by security personnel, social disorder in camps	<ul style="list-style-type: none"> • Right to life, liberty and security of person - (including freedom from arbitrary arrest, detention or exile) (UDHR 3 and 9, ICCPR 6) • Right to health (UDHR 25, ICESCR 12) • Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7)
Child labour	<p>The Project human resource system is sufficient in verifying the ages of workers during the recruitment process, keeping copies of valid documents, cross checking documents where possible.</p> <p>As the Project Company has limited leverage on operations of organisations within its supply chain, there is a risk that underage workforce is used within Project's supply chain. This noted, the Project Company needs to develop a Supply Chain</p>	Workers – There is a potential for child labour to be present within supply chain companies used by the EPC Contractor, particularly those that are contracted to provide catering, cleaners and other low skilled roles, or from the suppliers of construction materials	Potential impact: Infringement of workers' rights in organisations in the Project supply chain.	<ul style="list-style-type: none"> • Right of the child to be protected from work that threatens his or her health, education or development (UDHR 25, ICESCR 10) • Right against worst forms of child labour (UDHR 25, ICESCR 10) • Right to education (UDHR 26, ICESCR 10)

	Management Plan to control potential health and safety risks and risks of child labour and forced labour in the suppliers' organisations.			
Forced labour	National legislation associated with the prevention of forced labour and human trafficking reflects the Constitution, Article 37 of the Labour Code, and Article 7 which states that forced labour is prohibited apart from exceptional circumstances. The taking of passports from workers is illegal. As the Project Company has limited leverage on operations of organisations within its supply chain, there is a risk of use of forced labour within the Project supply chain. This noted, the Project Company needs to develop a Supply Chain Management Plan to control potential health and safety risks and state unacceptability of human rights violations by Project suppliers.	Workers – Modern slavery may exist within the contracted workforce where people (including migrants and women) are forced to work, or where their employer has placed them into a position of financial debt upon their start of work. There is also the potential for workers' passports to be retained by their employer to prevent them from leaving the workplace	Potential impact: Infringement of workers' rights in organizations in the Project supply chain.	<ul style="list-style-type: none"> • Right to freedom from forced labour and servitude (UDHR 4, ICCPR 8) • Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7) • Right to freedom of movement (UDHR 13, ICCPR 12)

Table 15: Human rights in communities

Human Rights Category	Justification and description	Potentially affected stakeholders (rights-holders)	Associated potential and actual human rights impacts	Applicable human rights and legal instruments
Discrimination and equal treatment	<p>The Project affects local communities among which the following vulnerable categories were identified</p> <ul style="list-style-type: none"> • Women: particularly those who are involved in seasonal work and have very few opportunities to earn their own incomes and those who lack education or training to 	Vulnerable groups of local communities	Potential impacts: Project may contribute to disproportional impacts on vulnerable groups of communities which may struggle to adapt to changing environment.	<ul style="list-style-type: none"> • Right to non-discrimination (UDHR 2, ICCPR 2, ICESCR 2) • Right to equality before the law (UDHR 7, ICCPR 26) • Right to freedom of thought, conscience and religion (UDHR 18, ICCPR 18)

	<p>find employment, and those aiming to return to work following maternity leave.</p> <ul style="list-style-type: none"> • Young adults: who face high unemployment rates in the wider and immediate AoIs, limited job opportunities and lack experience or training • Unskilled seasonal workers and farm workers in the ACs: these are landless low-income workers with job and income insecurity • The unemployed: those who have lost employment and regular incomes • Children in the ACs: who typically work seasonally and are at risk of the worst forms of child labour in construction and dangerous working conditions • Disadvantaged families in the ACs experiencing difficulties in sustaining their incomes • The disabled: this group includes people with physical challenges, people with autism, and those with mental health issues and long-term diseases. People with disabilities who can work often experience difficulties in finding full time decent-pay jobs. • The elderly: these family members often do not have income which puts more pressure on the main income provider and reduces household expenditure per head and are particularly vulnerable to noise impacts, especially if they live in close proximity to construction site • Rural households in the ACs within the immediate AoI: living conditions tend to be worse in the rural communities than in 			<ul style="list-style-type: none"> • Right to participate in the cultural life of the community (UDHR 15, ICCPR 27, ICESCR 15)
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	urban areas specifically taking into account that not all households may benefit from access to potable water, wastewater utilities and gas supply.			
Consultation and engagement	There is no information in the Project documentation on performing consultations with the affected communities in order to identify cultural heritage sites in respect of the associated facilities, as well as taking into account their views on such sites.	The affected communities' members	Actual impacts: Lack of access to information and participation in decision-making, particularly for affected communities on plans and operations of the Project that may affect their rights to life, health and an adequate standard of living	<ul style="list-style-type: none"> • Right to access to information (UDHR 19, ICCPR 19)
Grievance Mechanism and remedy	The Project Company has a well-established community grievance mechanism operated by a dedicated division. The Project Company website has a tool that allows submission of electronic grievances. Grievances may also be submitted via the confidential hotline number disclosed on the website.	Workers and affected communities – People may not be able to raise a grievance or seek remedy from a Project impact if they are unaware of the grievance mechanism, or do not understand/are unwilling to use it for fear of retribution or other issue.	Potential impacts: Both individuals and their communities could be affected from human rights abuses.	<ul style="list-style-type: none"> • The Right to a Remedy and Reparation for Gross Human Rights Violations (UN General Assembly Resolution 60/147)
Housing and business structures	No physical displacement is predicted as per the ESIA.	N/A	N/A	<ul style="list-style-type: none"> • Right to adequate standard of living (UDHR 25, ICESCR 11) • Right to property • Right to housing (UDHR 25, ICESCR 11) Right to water (UDHR 25, ICESCR 11)
Land and natural resources	The land acquisition process for the Project will be led by the Cabinet of Ministers of the Republic of Uzbekistan. For any resettlement if needed for the project, the Project Company will commit to collaborate with the responsible government	farms in the Project affected area	Actual impacts: Economic displacement and deteriorating livelihoods (also referred to as property) of affected farmers as they have restricted access to land	<ul style="list-style-type: none"> • Right to adequate standard of living (UDHR 25, ICESCR 11) • Right to property (UDHR 17) • Rights to freedom of movement (UDHR 13, ICCPR 12)

	<p>agency, to achieve outcomes that are consistent with IFC PS5.</p> <p>In case the project involves economic displacement only, the Project Company will need to identify and describe the measures that the responsible government agency plans to use to compensate affected persons. If these measures do not meet IFC PS5 requirements an Environmental and Social Action Plan is to be developed that complement government actions. This may include additional compensation for lost assets at full replacement cost, and additional efforts to restore lost livelihoods, other assistance that meet the objectives of IFC PS5.</p>		during construction and operation.	<ul style="list-style-type: none"> • Right to food (UDHR 25, ICESCR 11) • Right to water (UDHR 25, ICESCR 11)
Community health and safety	<p>The Project may cause a range of impacts on community health and safety, most prominent of which relate to Project traffic, stress triggered by noise, vibration and light, and potentially construction and operation of the associated facilities.</p>	The affected communities' members	<p>Actual impacts:</p> <p>Impacts on the affected communities' members health and safety due to:</p> <ul style="list-style-type: none"> • The development of onshore linear facilities (particularly, pipelines) • Noise, vibration, dusting, air emissions; • Spread of diseases to local populations; • Vehicle accidents; • Interruption to traditional food supply <p>Potential impacts:</p> <p>Impacts on affected communities health and safety due to disruption and pollution of surface water and</p>	<ul style="list-style-type: none"> • Right to life, liberty and security of person (including freedom from arbitrary arrest, detention or exile) (UDHR 3 and 9, ICCPR 6) • Right to health (UDHR 25, ICESCR 12) Right to freedom of association and collective bargaining (UDHR 20, ICCPR 22 and 23, ICESCR 8) • Right to freedom of assembly (UDHR 20) • ICCPR 21) • Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7) • Right to participate in the cultural life of the community (UDHR 27)

			groundwater systems and flows due to disposal or release of contaminated water, etc.	
Security arrangements	Security services for the Project site and construction/operation can be provided by third-party organisations of the Ministry of Defence and Ministry of Internal Affairs respectively. The training presentation will be given to the security authorities of the Project with the explanation of the expected level of conduct toward workers and the ACs. The Project Company also employs own staff to provide security services in the operational staff accommodation camp. The Project Company will develop a due diligence review procedure for recruiting security personnel, including provisions for identification of cases of past abuse and checking their qualifications and certifications. Job descriptions for the security personnel will include the requirement that prohibits any acts of force, alcohol and drugs. The Project Company considers and, if necessary, investigates all complaints of any allegations of unlawful or abusive acts by security personnel and takes actions	The affected communities' members	Potential impacts: Inappropriate/heavy handed responses of security personnel may lead to injury to local communities and workers; and private security providers hired from the dominant ethnic/racial group, may lead to a rise in harassment and assaults against vulnerable or marginalized individuals from minority groups.	<ul style="list-style-type: none"> • Right to life, liberty and security of person (including freedom from arbitrary arrest, detention or exile) (UDHR 3 and 9, ICCPR 6) • Right to health (UDHR 25, ICESCR 12) • Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7)

Based on the analysis above, the following potential and actual human rights risks are scoped in for the analysis and ranking of human rights impacts provided:

- Actual human rights risks in the workplace and business relationships
 - Inadequate living and housing conditions of contractor workforce in workers' camps.
 - Workforce issues particularly among contractors: poor working conditions, discriminatory practices, infringement on the right of workers to form unions and participate in collective bargaining.
 - Discrimination against individuals or groups based on sex, gender identity and sexual orientation with regards employment.
- Actual human rights risks in communities
 - Lack of access to information and participation in decision-making on plans and operations of the Project that may affect their rights to life, health and an adequate standard of living.
 - Economic displacement of farmers in the Project area. Restriction of farming activities due to construction/operational activities, etc.;
 - Negative environmental impacts including:
 - * Contamination of land (especially pastures used for livestock traditional activities) or Insufficient waste management activities including waste disposal in open tundra
 - * Construction of Project linear infrastructure that may block access routes to pastures or Generation of dust and distribution of construction sand polluting pastures used for livestock
- Potential human rights in the workplace and business relationships
 - Impact on workers' health and security due to abuses by security personnel, social disorder in camps
 - Infringement of workers' rights in supply chain of the Project
- Potential human rights in communities
 - Project may contribute to for disproportional impacts on vulnerable groups of communities which may struggle to adapt to changing environment.

Analysis and ranking of the impacts are provided in Section 6.2. Please note that some of the impacts listed above are assessed jointly in the Section 6.2 based on their topic.

6.2. Human rights impact ranking methodology

In this subsection an analysis and ranking of the potential human rights impacts is provided. In analysing actual or potential impacts, the following ways of Project's involvement with the impacts are taken into account as per the UN Guiding Principles:

- Project may cause an impact through its own activities

- Project may contribute to an impact either directly or through some outside entity (government, business or other)
- Project may not do anything to cause or contribute to an impact, but an impact may be linked to its operations, products or services through a business relationship (or series of relationships).

6.2.1. Assigning severity to human rights impact

Ranking of the potential human rights impacts is conducted via a methodology developed by CIG. As per this methodology, all potential impacts require a management response, prioritised by ‘severity’. Severity is determined by the scope (number of people affected), scale (seriousness of the impact) and irremediability (any limits to restore the individual impacted to at least the same as, or equivalent to, their situation before the adverse impact occurred). It is of note that as per Danish Institute for Human Rights there is no universal threshold for when impacts are ‘severe’, and assessment of impacts’ severity is relative to the impacts identified. Table 16 provides an overview of approach determination of severity adapted from the methodology provided by CIG and informed by the guidance of Danish Institute for Human Rights.

Table 16: Parameters for evaluating impact severity

Severity Of impact	Determination of Severity		
	Severity		
Right Holders	Parameter	Description	Score
	Scale	Threat to human life or long-term threat to health	A
		Non-life or health threats, but tangible infringement of access to basic life necessities or freedoms (such as livelihoods)	B
		Other impacts	C
	Scope	>50% of identifiable group or > 50% of Project-Affected People	A
		11 to 50% of Project-Affected People	B
		<10 % of Project-Affected People	C
	Irremediability	High Moderate Low	A B C
	Vulnerability of affected people:		
		Very limited capacity to absorb change	High
	Vulnerability	Limited capacity to absorb change	Medium
		Some capacity to absorb change	Low

Source: Adapted from methodology provided by CIG and from information provided in: Danish Institute for Human Rights. 2020. Human Rights Impact Assessment: Guidance and Toolbox: Danish Institute for Human Rights: Copenhagen

Impacts will be scored A-C for scale, scope and irremediability as identified in Table 16 above. An impact that scores mostly “A”s for scale, scope and irremediability which affects individuals or groups with a high level of vulnerability will be given an overall severity assessment score of “5”, for ‘high severity’, as shown in Table 17 below. Impacts scoring mostly “C”s for scale, scope and irremediability affecting individuals or groups which are not vulnerable will receive a severity score of “1”, for ‘not severe’. Professional judgement is also used when considering and determining overall assessment ratings

Table 17. Overall impact severity classification criteria

Vulnerability	Scale, scope and irremediability scores Mostly As	Scale, scope and irremediability scores Mostly Bs	Scale, scope and irremediability scores Mostly Cs
High	5	4	3
Medium	4	3	2
Low	3	2	1

6.2.2. Assigning priority

Severity has been assessed to prioritise measures to be implemented by the Project in order to mitigate potential human rights risks and related impacts. Where it is challenging to address all identified human rights impacts at once, the most severe, likely and imminent impacts must be prioritised and addressed first. Therefore, we have assigned the highest priority to those impacts which are actual and most severe; and a lower priority to those actions designed to address potential, less likely and less severe impacts.

6.2.3. Residual severity

Residual severity is assessed as severity that remain after the application of mitigation measures. Severity scored “4” or “5” after application of mitigation measures is considered as “high” residual severity. Severity scored “1” or “2” after application of mitigation measures is “low” residual severity.

6.2.4. Human rights impact assessment

Table 18: presents human rights impact assessment. It also describes Project responses related to the potential human rights impacts identified, informs whether sufficient mitigation strategies are included into the ESIA and are planned by the Project, or whether appropriate additional mitigation measures are required. Assessment of the residual human rights impacts is also provided in the table.

Table 18: Human rights impacts analysis and ranking

No	Actual or potential impact on human right	Human rights affected by the impact	Type of impact (caused, contributed to or directly linked to operations)	Stakeholder engagement related to the human right	Scale	Scope	Irremediability	Vulnerability	Severity (overall)	Applicable Management or Monitoring Plans/other existing or already planned mitigations	Additional measures suggested	Residual severity
1	Inadequate living and housing conditions of contractor workforce in worker camps, OHS issues, issues related to shift-based work (e.g., availability of sufficient time off)	Right to work and to just and favourable conditions of work (UDHR 23 and 24, ICESCR 7) Right to an adequate standard of living (UDHR 25, ICESCR 11) Right to privacy (UDHR 12, ICCPR 17) Rights of persons with disabilities (Convention on the Rights of Persons with Disabilities)	Caused	Discussed with stakeholders	B Non-life or health-threatening risk of a tangible infringement of right of just and favourable conditions of work and living conditions	B Potentially, a significant share of workers between 11% to 50% may be affected	C Impact likely remediable through straightforward remedial measures being implemented by the Project (e.g., Camp Sanitation and Hygiene Plan, camp audits	High	4	<ul style="list-style-type: none"> •EPC Contractor's Camp Sanitation and Hygiene Plan (EPC) •Grievance mechanism •EPC Contractor's Code of Conduct (12 rules) •EPC Contractor's Induction for New-starters 	<p>An overarching HR Policy of the Project Company that extends and is disclosed to all direct staff, contractors and supply chain workers.</p> <ul style="list-style-type: none"> •Appointed Social and Labour Officers in the Project Company and EPC Contractor's organisation •Camps audits by the Project Company using a checklist from the IFC/EBRD guidance note "Workers' Accommodation: processes and standards" •Auditing and monitoring implementation of the EPC Contractor's Code of Conduct 	2 (the mitigation measures for this impact should be prioritised)

											<ul style="list-style-type: none"> •Include in the EPC Contractor and sub-contractor's contracts clauses to respect and recognise workers' rights in alignment with ILO •Suppliers' Code of Conduct 	
2	Discrimination against individuals or groups based on sex, ethnicity, political views, religion, gender identity and sexual orientation with a risk of violence and harassment within male-dominated workforce regards to employment and working environment (e.g., exclusion or isolation by co-workers or job refusal	Right to non-discrimination (UDHR 2, ICCPR 2, ICESCR 2) Right to equality before the law (UDHR 7, ICCPR 26) Right to freedom of thought, conscience and religion (UDHR 18, ICCPR 18) Right to manifestation of religion of belief in teaching, practice, worship and observance Rights of persons with disabilities (Convention on the Rights of Persons with Disabilities) Migrant workers' rights (International Convention on the Protection of the Rights of All Migrant Workers)	Caused	Not discussed with stakeholders	A Potentially long-term threat to health of vulnerable groups of workers	C Potentially, individual cases, up to 10% may be affected	B Moderate level of irremediability is expected via implementation of a set of policies and procedures.	Medium	2	<ul style="list-style-type: none"> •Internal Labour Regulations •Grievance mechanism •EPC Contractor's Code of Conduct (12 rules) •EPC Contractor's Induction for New-starters 	<ul style="list-style-type: none"> •Ethics Code to be developed •Human Rights Policy of the Project Company with a clear non-discrimination (on all forms of discrimination) clause •The HR Policy of the Project Company shall incorporate provisions for unacceptability of GBVH •Workforce trainings to raise awareness on diverse cultural and ethnic backgrounds of workers present on-site; the trainings are also to be delivered to personnel responsible for the employment process (e.g., human resources and recruiting staff) 	1

		Right to equal pay for equal work (UDHR 23, ICESCR 7) Women's rights (Convention on the Elimination of all Forms of Discrimination Against Women)									•Suppliers' Code of Conduct	
3	Workforce issues particularly among contractors: infringement on the right of workers to form unions and participate in collective bargaining	Right to non-discrimination (UDHR 2, ICCPR 2, ICESCR 2) Right to freedom of thought, conscience and religion (UDHR 18, ICCPR 18) Right to participate in the cultural life of the community (UDHR 15, ICCPR 27, ICESCR 15)	Caused	Discussed with stakeholders	B Non-life or health-threatening risk of a tangible infringement of right of just and favourable conditions of work and of the rights of freedom of association, particularly among contractors.	C The at-risk group is probably under 10% of the affected group (all workers)	C Impact may be remediable through application of a set of policies, procedures and other remedial measures	Medium	2	•Grievance mechanism •Project Company Policy on Occupational Health and Safety	•Develop and disclose the HR Policy to all staff, as well as contractors and suppliers involved in the Project. •Include in the EPC Contractor and sub-contractor's contracts clauses to respect and recognise workers' rights in alignment with ILO, including to freedom of association and collective bargaining •Developed Suppliers' Code of Conduct •Auditing and monitoring of working and labour conditions of the EPC Contractor and sub-contractors on Project sites to ensure inclusion of all types of workers.	1

4	Impact on workers' health and security due to abuses by security personnel, social disorder in camps	Right to life, liberty and security of person (including freedom from arbitrary arrest, detention or exile) (UDHR 3 and 9, ICCPR 6) Right to health (UDHR 25, ICESCR 12) Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7)	Caused	Not discussed with stakeholders	A Potentially long-term threat to health of workers	C The at-risk group is probably under 10% of the affected group (all workers)	C Impact may be avoided implementation of a set of mitigation measures; remediability is assessed as medium	Low	2	•Job descriptions of the security staff	•The security guards training programme of the outsourced security authorities to include the provision of the training presentation with the explanation of the expected level of conduct toward workers and the ACs •A Due Diligence Review Procedure for recruiting in-house security personnel, including provisions for identification of cases of past abuse and checking their qualifications and certifications •Job descriptions for the in-house security personnel to include the requirement that prohibits any acts of force, alcohol and drugs •In-house security personnel trainings to raise awareness on 1) salient human rights issues (particularly in personnel and community security); 2) requirements of the applicable	1
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											international standards; 3) diverse cultural and ethnic backgrounds of workers present on-site	
5	Infringement of workers' rights in the Project supply chain	Right to freedom from forced labour and servitude (UDHR 4, ICCPR 8) Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7) Right to work and to just and favourable conditions of work (UDHR 23 and 24, ICESCR 7) Right to freedom of movement (UDHR 13, ICCPR 12)	Directly linked to operations	Not discussed with stakeholders	B Non-life or health-threatening risk of a tangible infringement of right of non-discrimination in suppliers' organizations	C The risks may be expected only in the Project supply chain. No risk is expected among Project Company or contractors' workforce	C Impact likely remediable through change in discriminatory practices and other remedial measures	Medium	2	<ul style="list-style-type: none"> •Project Company Policy on Occupational Health and Safety, •EPC Contractor's Code of Conduct 	<ul style="list-style-type: none"> •A Supply Chain Management Policy to be developed by the Project Company •A Supply Chain Management Plan to be developed by the EPC Contractor •Conduct an assessment of existing Project supply chain organisations to identify suppliers with the highest risk of adverse human rights impacts •Contract managers of the Project will receive training on Project human rights principles and policy relevant to their role •Conduct labour audit of new supply chain organisations prior to contracting (e.g., Outside Service Questionnaire) •Regular audit of supply chain organisations on key workers' rights 	1

											including those related to child labour, forced labour and occupational health and safety	
6	Lack of access to information and participation in decision-making, particularly for the affected communities regarding plans and operations of the Project that may affect their rights to life, health and an adequate standard of living	Right to access to information (UDHR 19, ICCPR 19)	Caused	Limited discussion with stakeholders	A Potential long-term impacts related to health and traditional activities including vulnerable community members	B The at-risk group is probably 11% to 50% of the affected group	B Remediation is possible via mitigation suggested in ESIA, SEP	High	4	<ul style="list-style-type: none"> •SEP •Grievance mechanism 	<ul style="list-style-type: none"> •Update the SEP prior to the start of the Project construction phase to reflect any changes in the Project design, implementation status, key Project stakeholders and engagement methods. Update the engagement programme for the construction and operation phases of the Project and assign responsibilities for the SEP implementation, updates, reporting and grievance management •Translate the Project SEP in Uzbek language and disclose it on the Project Company's website •Appoint a Project Community Liaison Officer (CLO) and assign responsibilities for 	2 (the mitigation measures for this impact should be prioritised)

											the SEP implementation, reporting and grievance management to the Project CLO. Disclose CLO contact details to the ACs/right-holders and other stakeholders •Additional engagement with the ACs will be held in order to review the results of this HRIA	
7	Economic displacement and deteriorating livelihoods (also referred to as property) of affected farmers as they have restricted access to pasture or farmland during construction and operation	Right to adequate living (UDHR 25, ICESCR 11) Right to property (UDHR 17) peoples) Articles 8, 10, 26 Rights to freedom of movement (UDHR 13, ICCPR 12) Right to food (UDHR 25, ICESCR 11) Right to water (UDHR 25, ICESCR 11)	Caused	Not discussed with stakeholders	A Substantial infringement of the right to property accompanied by potential impacts on the right to freedom of movement and the right to an adequate standard of living. Infringement likely to especially affect the families with livelihoods dependent	C Potentially six farms will be affected	B Remediation is possible via mitigation suggested in the ESMMP	High	4	•SEP •Grievance mechanism •Framework ESMMP	•The Project Company to disclose land acquisition information and ensure participation of the affected persons in the land acquisition process in line with IFC PS5 •Appoint a Project Community Liaison Officer (CLO) and assign responsibilities for managing and reporting on economic displacement grievances of the affected farmers. Disclose CLO contact details to the affected farmers.	2 (the mitigation measures for this impact should be prioritised)

					only on livestock and crop farming						<ul style="list-style-type: none"> •The Project Company to carry out a census of the affected persons to collect socio-economic baseline data of the affected persons to inform the Government-led land acquisition process for the gas pipeline project. •A Resettlement Policy Framework to be developed •The Project Company to develop a Supplemental Resettlement Plan if government resettlement measures do not meet IFC PS5 requirements 	
8	Negative environmental impacts including: •Contamination of land •Insufficient waste management activities •Construction of Project linear infrastructure that may block access	Right to health (UDHR 25, ICESCR 12) Right to an adequate standard of living (UDHR 25, ICESCR 11) Right to food (UDHR 25, ICESCR 11) Right to water (UDHR 25, ICESCR 11)	Caused	Engagement with affected communities was held on public hearings as described in the ESIA appendices	A The impact poses a risk of a continuing decline environmental 'quality' with consequential social and community health threats, change of nutrition	B Potentially affecting between 11% to 50% of the affected group	B Remediation is possible via mitigation suggested in ESIA, stakeholder engagement in line with SEP, a set of environmental management plan,	Medium	3	<ul style="list-style-type: none"> •EPC Contractor's Air Emission and Dust Control Plan •EPC Contractor's Procedure for Controls of Materials Hazardous to Health •EPC Contractor's Traffic 	<ul style="list-style-type: none"> •Ensure that monitoring of negative impacts on pasture and farms lands and water bodies is performed in consultations with the ACs and designed in a participatory manner •Inform the ACs on the monitoring results 	2

	routes to pastures, farms land or water resources •Generation of dust and distribution of construction sand polluting land used for livestock and crop farming				systems, and traditional economic and cultural activities; the impact may especially affect vulnerable community members Infringement likely to especially affect the families with livelihoods dependent on livestock and crop farming					Management Plan •Framework ESMMP •Waste Management Procedures •Project Company Policy on Occupational Health and Safety •Project Company's and EPC Contractor's grievance mechanism		
9	Impacts on the affected communities' health and safety due to: •The development of onshore linear facilities (particularly, pipelines) •Noise, vibration, dust, air emissions •Vehicle accidents	Right to health Caused (UDHR 25, ICESCR 12) Right to an adequate standard of living (UDHR 25, ICESCR 11) Right to food (UDHR 25, ICESCR 11) Right to water (UDHR 25, ICESCR 11)	Caused	Engagement with affected communities was held on public hearings as described in the ESIA appendices	A The impact poses a risk of a continuing consequential social and community health threats; the impact may especially affect vulnerable community members	B Potentially affecting between 11% to 50% of the affected group	B Remediation is possible via mitigation suggested in ESIA, stakeholder engagement in line with SEP, a set of environmental management plan	Medium	3	•EPC Contractor's Traffic Management Plan •EPC Contractor's Induction for New-starters •EPC Air Emission and Dust Control Plan •EPC Contractor's Temporary Barriers and Fencing Procedure	•The Traffic Management Plan should be updated and supplemented with the regulation of interaction with the ACs •Communicable Disease Exclusion Procedure applicable for all phases of the Project	2

	<ul style="list-style-type: none"> • Interruption to traditional food supply • Spread of diseases 									<ul style="list-style-type: none"> • EPC Contractor's Emergency Response Procedure 		
10	<ul style="list-style-type: none"> • Culture and religion: • damage to or loss of sacred sites, relics and artefacts due to construction and operation activities 	ICCPR 22 and 23, Potential ICESCR 8) Right to freedom of assembly (UDHR 20 ICCPR 21 Right to participate in the cultural life of the community (UDHR 27)	Potential	Not discussed with stakeholders	B No life or health threats are expected	B Potentially affecting between 11% to 50% of the affected group	B Prevention is possible via mitigation suggested in ESIA, stakeholder engagement in line with SEP	Low	3	<ul style="list-style-type: none"> • SEP 	<ul style="list-style-type: none"> • A Chance Finds Procedure to be developed for the Project 	1
11	Impacts on affected communities' health and safety due to inappropriate/heavy handed responses or harassment of security personnel may lead to injury and rise in harassment and assaults against local communities	Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7)	Caused	No particular engagement activities held on inappropriate/heavy handed responses or harassment of security personnel	A No life threats are expected; however, potential harm to health is present. Potential for inappropriate use of force in relation to local people	C Less than 10% of affected stakeholders may be affected	C Remediation is possible via mitigation suggested in ESIA and stakeholder engagement in line with SEP	Low	2	<ul style="list-style-type: none"> • SEP • Security staff job descriptions • Project Company's grievance mechanism • Project Company's Policy on Occupational Health and Safety 	<ul style="list-style-type: none"> • The training presentation will be given to the security authorities of the Project with the explanation of the expected level of conduct toward workers and the ACs • Clear non-discrimination clause to be included into the Human Rights Policy (refer to Sub-section 5.3.2) • A Due Diligence Review Procedure for recruiting in-house security personnel, including provisions for identification of cases of past abuse 	1

											<p>and checking their qualifications and certifications</p> <ul style="list-style-type: none"> •Job descriptions for the in-house security personnel to include the requirement that prohibits any acts of force, alcohol and drugs •In-house security personnel trainings to raise awareness on 1) salient human rights issues (particularly in personnel and community security); 2) requirements of the applicable international standards; 3) diverse cultural and ethnic backgrounds of workers present on-site •A training plan for relevant workers on the procedures and on culturally appropriate ways of interacting with local communities, especially women 	
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7. Conclusions

7.1. Overview and summary of findings

This Report presents the Human Rights Impact Assessment prepared in line with international standards. In particular, the HRIA assessed:

- *Rights of the Project Company's personnel*
- *Rights of the workers of the EPC Contractor, sub-contractors and supply chain organizations*
- *Rights of local communities.*

To assess the impact on certain human rights, The HRIA applied an integrated approach to human rights assessment with a key focus on compliance with the Equator Principles (4).

Based on the scoping of human rights issues, the following potential and actual impacts were identified in respect of the Project and these, if actually materialize, may affect human rights and the right-holders:

- Potential labour and working conditions issues, especially in contractors' and subcontractors' organisations: poor working conditions, health and safety issues, the risk of violence and harassment among workers, the vast majority of whom are men, infringement of the workers' right to form or join trade unions of their choice and participate in collective bargaining, shift work issues
- Inadequate living and housing conditions for contractors' and subcontractors' workers in temporary accommodation facilities
- Discrimination at workplace against individuals or groups of individuals based on gender, age, ethnicity, political opinions, religion and sexual orientation
- Impact on the workers and community health and safety due to abuses by security personnel
- Lack or no access to information and participation in the Project decision-making and planning for the affected communities and other stakeholders' that may affect their rights to life, health and a satisfactory standard of living
- Economic displacement and deteriorating livelihoods of local farmers in the Project area. Restriction of farming activities due to construction/operation of (associated facility)
- Community health and safety impacts due to traffic and workforce influx.

Conclusions on the identified human rights impacts, either potential or actual, are based on the findings of the site visits, desktop studies, context analysis, similar projects' experience, and results of the ESIA.

The Project key rights-holders include: communities of city of Bekabad and the Metallurg, Mukiniy, Sayhun, Uzbekistan, Tarakkit mahaliis ,affected farm owners operating their business

along the power line and connection road, all Project Company and non-employee workers, and primary supply chain workers including vulnerable groups and women.

The duty-bearers of the Project involve national government agencies, regional and local authorities, the Project Company EPC Contractor and sub-contractors and organisations within the Project's primary supply chain.

Potentially the Project may adversely affect the following human rights of Project's rights-holders:

- The right to work and to just and favorable working conditions
- The right to non-discrimination
- The right to equality before the law
- The right to freedom of thought, conscience and religion
- The right to an adequate standard of living
- The right to privacy
- The right to life, liberty and security of person
- The right to health
- The right to be free from torture and other cruel or degrading treatment or punishment
- The right to access information, etc.

In order to mitigate the identified impacts, the Project envisages implementation of a set of measures that will remedy the negative effects on human rights of the Project rights-holders, including but not limited to:

- Implementation of community and workers' grievance mechanisms
- Implementation of the existing policies, plans and procedures in protecting inter alia human rights (including communities' and workers' rights):
 - the Ethics Code,
 - Internal Labour Regulations,
 - Policy on Quality,
 - Occupational Health and Safety,
 - Environmental Protection and Energy Efficiency,
 - operational staff accommodation camp management documents,
 - EPC Contractor's Camp Sanitation and Hygiene Plan,
 - EPC Contractor's Code of Conduct,
 - EPC Contractor's Induction for New-Starters
- Additional control of suppliers' human rights performance (including workers' rights) via application of the Suppliers' Code of Conduct's clauses related to human rights protection

(including necessary provisions on inadmissibility of worst forms of child labour and forced labour and GBVH)

- Implementation of a set of environmental policies and management plans including
 - Framework Environmental and Social Management and Monitoring Plan;
 - EPC Contractor's management plans, including Air Emission and Dust Control Plan,
 - Procedure for Controls of Materials Hazardous to Health,
 - Traffic Management Plan,
 - Waste Management Procedures,
 - Temporary Barriers and Fencing Procedure,
 - Emergency Response Procedure; and controls for dust prevention and air quality monitoring

- Implementation of the Stakeholder Engagement Plan.

Additional mitigation measures are suggested by HRIA, including but not limited to:

- Additional engagement with a wide range of stakeholders on the key human rights topics and impacts as identified in the HRIA including:
 - Project workers including contractor's personnel, including regular surveys on workers' rights highlighted in the HRIA;
 - Suppliers' workers;
- Clear non-discrimination on all forms of discrimination clause to be included into Human Rights Policy to be developed and followed with plans for implementation.
- The HR Policy shall incorporate provisions for unacceptability of the use of child labour and forced labour and gender-based violence and harassment.
- Preparation and implementation of the Suppliers' Code of Conduct by suppliers in the Project supply chain.
- Regular auditing and monitoring of working and labour conditions of contractors to include engagement of all types of workers.
- Appoint Labour Officers in the Project Company and EPC Contractor's organisations
- Camps audits by the Project Company using a checklist from the IFC/EBRD guidance note "Workers' Accommodation: processes and standards"
- Include in the EPC Contractor and sub-contractor's contracts clauses to respect and recognise workers' rights in alignment with ILO
- Suppliers' Code of Conduct
- Conduct an assessment of existing Project supply chain organisations to identify suppliers with the highest risk of adverse human rights impacts.
- Conduct labour audit of new supply chain organisations prior to contracting.

- Regular audit of supply chain organisations on key workers' rights including those related to child labour, forced labour, working conditions (all aspects living wage, working hours, paid leave) and occupational health and safety.
- Appoint a **Project Community Liaison Officer (CLO)** and assign responsibilities for the SEP implementation, reporting and grievance management to the Project CLO. Disclose CLO contact details to affected communities/right-holders and other stakeholders.
- The security guards training programme of the outsourced security authorities to include the provision of the training presentation with the explanation of the expected level of conduct toward workers and the affected communities
- A Due Diligence Review Procedure for recruiting in-house security personnel, including provisions for identification of cases of past abuse and checking their qualifications and certifications.
- Job descriptions for the in-house security personnel to include the requirement that prohibits any acts of force, alcohol and drugs.
- In-house security personnel trainings to raise awareness on 1) salient human rights issues (particularly in personnel and community security); 2) requirements of the applicable international standards; 3) diverse cultural and ethnic backgrounds of workers present on-site.
- Development of a training plan for relevant workers regularly trained on the procedures and on culturally appropriate ways of interacting with local communities, especially women.
- Conduct additional stakeholder engagement activities to inform the rights holders, including the affected communities, on the results on this HRIA and to collect their comments and opinions. Stakeholder engagement will include discussion of the salient human rights issues and related impacts with the affected stakeholders and a local NGO. The mitigation actions proposed in this HRIA may be amended based on the stakeholder engagement conducted. The SEP will need to be updated accordingly based on the consultations results.
- Develop a Resettlement Policy Framework.
- Develop a Supplemental Resettlement Plan if government resettlement measures do not meet IFC PS5 requirements.

The embedded controls that the Project Company already implements or is committed to implementing, as well as additional preventative and mitigation measures suggested by this HRIA, will allow the Project to reduce the residual severity of all identified human rights impacts to being “low”.

It is of note that the Project is in the process of establishing the processes related to management of salient human rights issues, and responsible staff members understand the necessity to expand applicable human rights capacities. As the mitigation measures will be

developed and applied, the Project will gradually mature in terms of human rights performance and practice, which will be captured by annual monitoring of the effectiveness of implementation of relevant documents, procedures and practices.

7.2. HRIA mitigation and monitoring action plans

The HRIA mitigation and monitoring action plans have been developed and are presented below

Table 19: Human rights mitigation and enhancement measures

Mitigation and enhancement measure	Monitoring parameters, frequency	Implementation timing	Responsibility
An overarching HR Policy of the Project Company that extends and is disclosed to all direct staff, contractors and supply chain workers.	<ul style="list-style-type: none"> • Senior level commitment to the HR Policy and KPIs identified in the HR Policy (linked to item 2). • Annually 	All phases	Project Company
Suppliers' Code of Conduct (action by suppliers)	<ul style="list-style-type: none"> • Numbers of signed Suppliers' Codes of Conducts as a % of project suppliers (linked to items 2 and 3). • One-off. 	Construction	The Project Company and EPC Contractor
Construction workers' accommodation camp audits by the Company	<ul style="list-style-type: none"> • Topics in the checklist from the IFC/EBRD guidance note "Workers' Accommodation: processes and standards" • Monthly 	Construction	Project Company
Human Rights Policy of the Project Company with a clear non-discrimination (on all forms of discrimination) clause.	<ul style="list-style-type: none"> • Senior level commitment to human rights policy. • Annually. 	All phases	The Project Company and EPC Contractor
Stakeholder engagement carried out in a meaningful and inclusive way, providing access to remedy	<ul style="list-style-type: none"> • Meaningful two-way consultation opportunities provided in timely manner 	All phases	Project Company and its E&S consultants
The HR Policy of the Project Company shall incorporate provisions for unacceptability of GBVH.	<ul style="list-style-type: none"> • Review the grievance mechanism for GBVH complaints and satisfactory close-out. • Quarterly 	Throughout Project lifecycle	Project Company EPC Contractor
The security guards training program of the in-house and outsourced	<ul style="list-style-type: none"> • % of staff trained • Annually 	All phases	Project Company

security staff to include the provision of the training presentation with the explanation of the expected level of conduct toward workers and the ACs.			
Supply Chain Management Policy	<ul style="list-style-type: none"> • Senior level commitment to the Supply Chain Management Policy. • Annually 	Throughout the Project lifecycle.	Project Company
Supply Chain Management Plan	<ul style="list-style-type: none"> • Implementation of the Supply Chain Management Plan 	Throughout the Project lifecycle.	The EPC Contractor
Resettlement Policy Framework	<ul style="list-style-type: none"> • The Project Company to carry out a census of the affected persons to collect socio-economic baseline data of the affected persons to inform the Government-led land acquisition process for the project. 	Immediately	Project Company

Monitoring of human rights

Monitoring will be undertaken to determine the effectiveness of mitigation measures in terms of potential or actual human rights impacts. Many of the relevant monitoring measures are included under social aspects in ESIA, so monitoring that is specific only to the human rights impact assessment is outlined below.

Table 20: Monitoring Plan

Monitoring topic	Responsibility	Monitoring parameters	Monitoring area	Monitoring frequency	Monitoring timing / duration	Potential response in case of issues
Consultation and information disclosure	Project Company	<ul style="list-style-type: none"> • Accessibility of engagement activities for vulnerable groups including women and people with disabilities • Meaningful two-way consultation opportunities provided in timely manner 	Affected communities	Quarterly	Throughout project lifecycle	Carry out more appropriate methods of consultation in line with communities' needs
Public grievances	Project Company	<ul style="list-style-type: none"> • Numbers of grievances • Types of grievances • Number of grievances related to GBVH • Appropriate close-out measures and actions to prevent recurrence • Grievances closed out within timeframes 	Affected communities	Quarterly	Throughout project lifecycle	Revise grievance management system and capacity
Training	Project Company	<ul style="list-style-type: none"> • Numbers of staff trained on human rights topics, dates of courses and refreshers • Inclusion of human rights issues in induction training • Understanding of human rights topics (such as GBVH) among workers 	Project staff on site	Quarterly	Throughout project lifecycle	Increased training efforts, hiring external capacity for inputs

Human rights policy	Project Company	<ul style="list-style-type: none"> • Senior level commitment to human rights policy • Contract clauses for EPC/O&M contractor to adhere to human rights policy 	Project managers on site	One-off	Once at the start of construction and once at the start of operations	Increased training efforts, hiring external capacity for inputs
GBVH measures	Project Company EPC Contractor	<ul style="list-style-type: none"> • Senior level commitment to GBVH policy • Numbers of signed workers' codes of conducts as a % of project workers • Review grievance mechanisms for GBVH complaints and satisfactory close-out • Contract clauses for EPC/O&M contractor to adhere to GBVH policy 	Project managers and staff on site	Quarterly	Throughout project lifecycle	Revise grievance management system and capacity
Access to remedy strategy	Project Company EPC Contractor	<ul style="list-style-type: none"> • Number of times access to remedy strategy has been used • Number of successful remedies provided for human rights infringements (how many people affected, signed statements to say that they are satisfied with the outcomes) • Contract clauses for EPC/O&M contractor to adhere to access to remedy strategy 	Project managers on site	Quarterly	Throughout project lifecycle	Revision of access to remedy strategy with lessons learned
Data security	Project Company EPC Contractor	<ul style="list-style-type: none"> • Number of personal data breaches • Contract clauses for EPC/O&M contractor to adhere to data security policy 	Project managers on site	Quarterly	Throughout project lifecycle	Revise policy and procedures for safe storage and handling of data. Staff training.