



DAVAO DEL SUR ELECTRIC COOPERATIVE, INC. (DASURECO)
 Brgy. Cogon, Digos City, Davao del Sur, Philippines 8002
 Landline No.: 272-7777 TeleFax: 553-3589
 Email Address: dasureco_coop@yahoo.com Website: www.dasureco.com

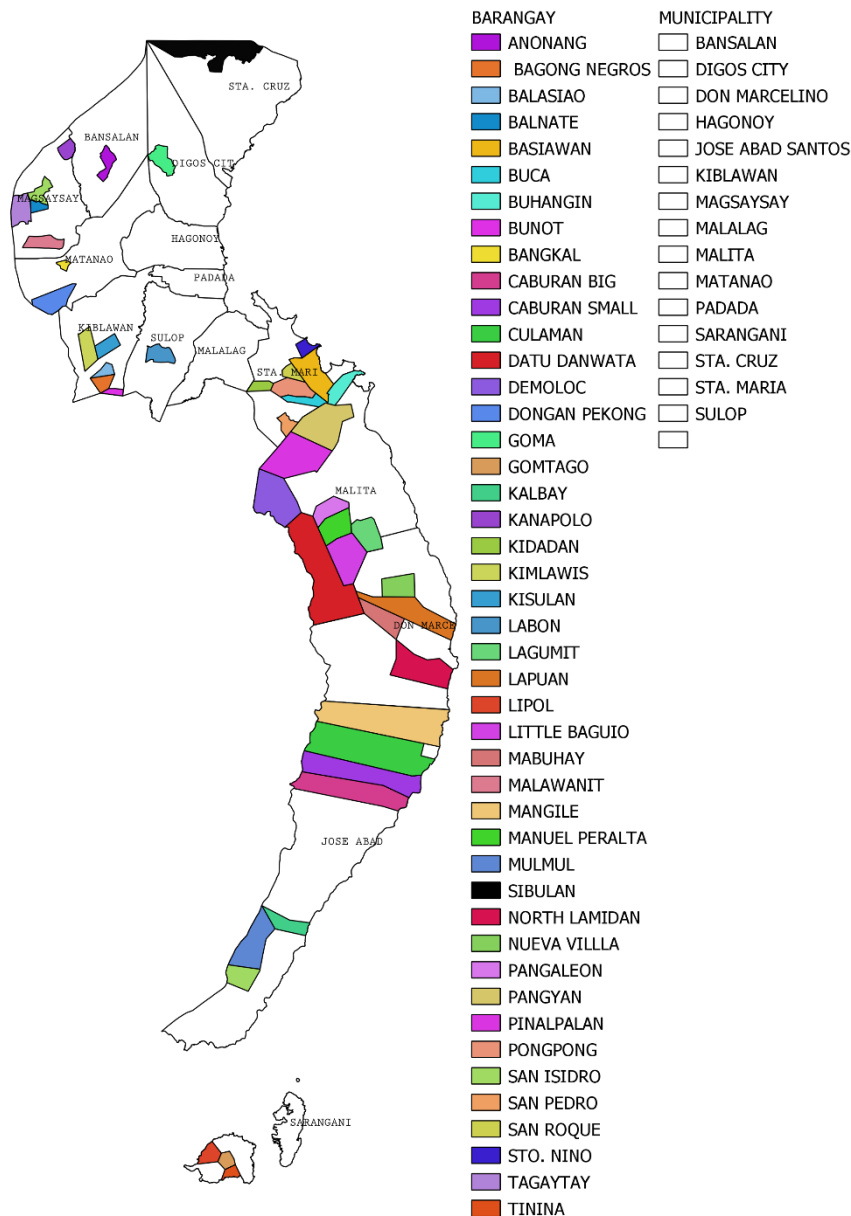
ENVIRONMENTAL AND SOCIAL MANAGEMENT & MONITORING PLAN

(DASURECO PV MAINSTREAMING PROGRAM – WINDOW 2)

A. Project Background

The European Union has committed funds for various electrification programs under the administration of World Bank and DOE as program owner wherein Solar Home System Photovoltaic Mainstreaming Project was implemented. Since DASURECO has been very eager to support the Philippine Government's target on Total Household Electrification, the cooperative was able to successfully install 2,500 SHS units in Window 1 and is fortunately granted with additional 7,500 SHS units for Window 2.

The Solar Home System Photovoltaic Mainstreaming Project will be located in the remote areas of Davao del Sur and Davao Occidental where the electricity is not feasible to fetch into the households particularly in the far-flung areas of the following municipalities and city. Below is the map.



B. DASURECO Profile

Davao del Sur Electric Cooperative, Inc. was organized on June 1, 1975 under the provision of National Electrification Administration (NEA) under RA 6038, as amended by Presidential Decree (PD) 269. The cooperative is formed primarily for the purpose of supplying, promoting and encouraging the fullest use of electric service to its member consumers.

DASURECO's main office is located in Brgy. Cogon, Digos City, Davao del Sur and is currently operating with five area offices located in the municipalities of Davao del Sur (Padada, Bansalan and Malalag) and Davao Occidental (Malita and Jose Abad Santos). It has a total franchise area of 1,014 sq.km. in fourteen (14) municipalities and one (1) city.

C. Objectives of the ESMP

This ESMP addresses adverse environmental and social impacts of the proposed project through all project stages, and to enhance project benefits.

- Facilitate implementation of mitigation measures
- Define responsibilities of project developer, contractors and agencies
- Outline monitoring indicators to determine effectiveness of mitigation measures
- Provide corrective actions of unanticipated environmental or social impacts and emerging issues.

D. Personnel

The SBU Coordinator is the designated Occupational Safety and Health (OSH) Officer on site. He/she will ensure all personnel and contractors adhere to environmental protection measures and specific mitigation measures outlined in this ESMP. Contractors will be liable under contract agreements to abide by this ESMP.

Full implementation of the ESMP and reporting of compliance rests with the DASURECO SBU-Senior Supervisor/ASD Manager Ms. Maypearl Laarni P. Mangkikis.

DASURECO PVM WINDOW 2

Photos During Household Survey/Data Gathering/Stakeholder Engagement Activities





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**Environmental Code of Practice
Environmental Safeguards Guidelines for Small Civil Works
ASEP – PV Mainstreaming Window 2**

Checklist-1: Construction Site Checklist

General Information				
Name of Project	PHOTOVOLTAIC MAINSTREAMING PROGRAM (PVM) WINDOW II			
Name of Engineer/Technical Officer	Engr. Jerry D. Morastil, PEE			
Date of Site Study Completed	March 31, 2021			
Information Source	DASURECO-SBU Verifiers/Installers			
Proposed Output	Solar Home System (SHS) Complete Installation			
Environmental Issues	Yes	No	Unknown	Remarks/Recommendation/Action
Adequacy of Space for Construction		X		Solar Home System is design by the supplier in a compact space construction, need minimal space requirement.
Adequacy of Access to the construction		X		The MC beneficiaries are in a far flung areas and within the community, the SHS sites are directly accessible.
Adequacy of Space to build		X		Solar Home System is design by the supplier in a compact space construction, need minimal space requirement.
Any Impact on areas adjacent to the site			X	Noise during the installation activities, even if in a minimal noise it may cause temporary disturbance to the adjacent area. Inform the neighbors the schedule of installation of the SHS to avoid disturbance.
Potential interruption or limitation of access to dwelling or business on the site		X		SHS Units occupy a small space and will be installed at the exterior wall of the house. Therefore, no dwelling or business sites will be interrupted.
Potential impact to high cultural value on the site or within the immediate vicinity	X			Many of the beneficiaries of the PVM project window II are indigenous peoples (IP). An IP Plan is prepared and implemented to avoid adverse impacts on their culture and the project activities will be properly coordinated with the IP community leaders/elders.
Potential deterioration of air and water quality and noise in the immediate vicinity.		X		<i>Upon installation, there will only be minimal noise. Installation of SHS does not involve civil works that can cause air and water pollution. Therefore, no potential deterioration to the above mentioned.</i>
Interruption or limitation of access to sidewalks, power and telephone lines, water and sewerage, sanitation system, and other environmental services.		X		Installation of SHS will not cover a large area or scale area thus will not limit access on any of these facility.
Reduction of green areas.			X	No loss of trees is expected. Tree clearing would be avoided as much as possible. The SHS installer must strategically look for a way to install the SHS module without trimming or cutting of trees.

				In instances that the home owner will insist on installation of the SHS even with cutting of trees, tree cutting will be coordinated with the CENRO.
Flooding on the site in the wet season (write down how deep and how long it usually floods on the site)		X		Floods rarely exist in mountainous area.


Others				
Health and Safety to Community	X			Informed the beneficiaries' and the neighbors to keep safe distance during the installation of the SHS to prevent accidents on the area.
				Follow health protocols of the Department of Health (DOH) and the directives of Local government Unit (LGU) regarding to COVID 19 protocols during field/installation.
				Dispose and collect the face masks, face shields, gloves, etc. used by workers in accordance with DENR regulations for infectious waste. Pls. check Hazardous Waste Disposal Plan of DASURECO.
Health and Safety of the workers	X			Workers are required to undergo health and safety training / orientation regarding to COVID 19 protocols prior to installation.
				Coordinate barangay LGU before entering the barangay and sitio's/purok's to avoid cultural conflicts before installation.
				Always require worker to wear PPEs to avoid accident.
				DASURECO to ensure proper accommodation to their worker.
				Contractors and other workers must check their condition if fit to work during installation of the SHS.
Conflict among workers and/or between workers and communities due to cultural differences, improper behavior, harassment and discrimination	X			DASURECO to orient properly the workers, impose proper courtesy and respect to the people in the community to avoid conflicts. Implement Code of Conduct for workers.
				Prioritize employment opportunity for the local residents.
				DASURECO must follow the Department of Labor and Employment (DOLE) rules and regulation for all the workers.
				Establish a grievance redress mechanism to resolve project related complaints.

The Solar Home System (SHS) installation under the photovoltaic mainstreaming program has low environmental issues since the technology which are eco-friendly. The SHS unit can be installed in small area of our beneficiaries' residence. The installation activities will not create pollution or significant disturbance to the communities. Proper coordination with the LGUs, IP leaders and the community stakeholders will be undertaken and Code of Conduct implemented to avoid social issues. Stakeholders' concerns/complaints can be raised and resolved promptly through DASURECO's Grievance Redress Mechanism.

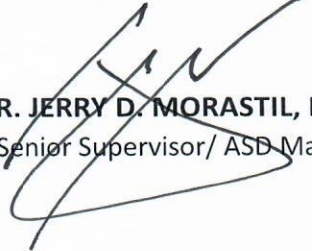
Checklist-3: Good Environmental Practices for Small Civil Works

Phase	Issue	Measure
Screening	<u>Adequate space and access</u> - possible interruption within its vicinity; other issues captured in Checklist.	The selection should avoid sensitive environment and land issues which may be caused by the construction and/or renovation; other measures recommended in the Construction Site Checklist should be adopted.
Design	<u>Drawing and planning</u> - the construction by adapting to adjoining physical conditions and minimizing possible environmental issues; incorporate environmentally friendly design features	Adverse Environmental Impact Minimization measures should be introduced in the construction design. Design should avoid impacts on existing structure and include in the use of pole in mounting of solar module.
Installation	<u>Disturbance</u> : Nearby residents will be disturbed by prolonged installation activities	SHS installers will limit installation hours and perform activities within appropriate time frame to minimize possible disturbance to nearby dwellers.
	<u>Wastes materials</u> : the inadequate disposal of waste materials and hazardous materials	SHS installers should separate hazardous wastes, including used face masks/shields, from other wastes and handle them according to established environmental guidelines.
Post-Construction	<u>Site Clearing</u> : Cleaning the site after construction- disposing wastes properly so that they are not dangerous to the environment.	The SHS installers will clean the site carefully and remove all waste materials..
	<u>Covid-19 protocol</u>	The SHS installers shall comply with the DOH covid-19 protocol and with accordance to LGU Guidelines during construction at all times

Prepared by:


FREDERICK S. SABADO
 DASURECO SBU Coordinator

Approved by:


ENGR. JERRY D. MORASTIL, PEE
 SBU-Senior Supervisor/ ASD Manager



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Solar Business Unit

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

C. Mitigation Measures

Project Phase	Project Activity	Potential Environmental and Social Impacts	Proposed Mitigation/ Enhancement Measures	Institutional Responsibilities		Accomplishments For the period _____ to _____			
				Implement	Supervise	Specific Measures Implemented	Date Implemented	Estimated Cost	Proof of Compliance/ Implementation
Pre-Construction Stage	Household Survey/ Stakeholder Engagement	1) Risk of exposure of EC's personnel as well the communities to health hazards	Adoption of World Bank and DOH/LGU health protocols guidelines on COVID 19 during public consultation	DASURECO-SBU	PMO and DASURECO Safety Officer				
	Training of DASURECO SBU personnel, Community Based Technicians (CBTs), vending agents	2) Exposure of trainers and training participants to COVID 19 virus	Follow DOH/LGU health protocols strictly	DASURECO-SBU, SHS supplier, CBTs	PMO and DASURECO Safety Officer				
SHS Installation Stage	Delivery, Hauling, Releasing, and Installation of Solar Home System (SHS) Units	3) Disturbance to neighbors of SHS recipient due to installation activities	Inform the neighbors about the activities prior to installation	SBU personnel, CBTs	PMO				
			Undertake installation activities during daytime only	SBU personnel, CBTs					
		4) Potential impact to high cultural value on the site or within the immediate vicinity	Coordinate with IP leaders prior to SHS installation	SBU personnel, CBTs	PMO				
			Creation and implementation of an IP Plan	DASURECO-SBU					
		5) Occupational Safety and Health Hazards	Proper personal protective equipment for health and job safety hazards must be given and be used by workers at work	DASURECO-SBU, CBTs (SHS Installers)	PMO and DASURECO Safety Officer				
			Train workers on health and safety						
Follow DOH/LGU health protocol on Covid19. A summary of DASURECO's specific measures to prevent the spread of Covid19 is attached.									
6) Risk of exposure of community to health hazards	Follow World Bank/ LGU/DOH health protocols for Covid19	SBU personnel, CBTs	PMO and DASURECO Safety Officer						

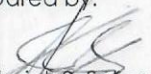
Project Phase	Project Activity	Potential Environmental and Social Impacts		Proposed Mitigation/ Enhancement Measures	Institutional Responsibilities		Accomplishments For the period _____ to _____				
					Implement	Supervise	Specific Measures Implemented	Date Implemented	Estimated Cost	Proof of Compliance/ Implementation	
				Dispose of used PPEs (face mask, etc) in accordance with DENR Regulations							
		7	Generation of solid waste	Donate all packing materials (cartons, polyurethane foam, plastic) to the household owners for re use. Advise them on the proper disposal of these material and about the fire hazards of the polyurethane foam.	DASURECO/SBU	PMO					
		8	Possible Conflict among workers and issues with community due to cultural differences, misconduct	If possible hire workers from the local villages	DASURECO-SBU/Contractor	PMO					
				Conduct proper orientation to its workers regarding cultural highlights of villagers and Code of Conduct							
				Set-up Grievance Redress Mechanism to resolve complaints/concerns	DASURECO-SBU	PMO					
				Workers to follow Code of Conduct	SBU personnel, CBTs						

Project Phase	Project Activity	Potential Environmental and Social Impacts	Proposed Mitigation/ Enhancement Measures	Institutional Responsibilities		Accomplishments For the period _____ to _____				
				Implement	Supervise	Specific Measures Implemented	Date Implemented	Estimated Cost	Proof of Compliance/ Implementation	
Operation Stage	Maintenance of Defective Component	9	Soil and water contamination due to toxic components of the SHS (batteries, etc)	<ul style="list-style-type: none"> - Collect used/defective Li-ion batteries/SHS components from households and store in a proper storage facility prior to disposal/ recycling thru DENR-accredited firm. - Register with the DENR as hazardous waste generator. - Construct a hazardous waste storage facility (HWSF) that will be used solely for the PVM W-2 wastes, which are solid wastes. - Segregate waste inside the HWSF properly. Attached is DASURECO's Hazardous Waste Management Plan. - Monitor waste stockpile monthly. - Record waste materials received in and taken out of the HWSF for disposal. - DASURECO has coordinated with MARITRANS RECYCLER, INC. a DENR-accredited transporter/recycler with TSD Cert. No. OL-TR-R7-22-000025 & Transporter Cert No. OL-TP-R7-22-000034, contact person Ms. Teddylyn Reyes, Mobile No. 09950357453, on the disposal of its SHS waste. 	DASURECO-SBU	DENR and DASURECO's PCO				
		10	Occupational Safety and Health Hazards	Proper personal protective equipment for health and job safety hazards must be given and be used by workers	DASURECO-SBU	NEA, DOE				


Project Phase	Project Activity	Potential Environmental and Social Impacts	Proposed Mitigation/ Enhancement Measures	Institutional Responsibilities		Accomplishments For the period _____ to _____			
				Implement	Supervise	Specific Measures Implemented	Date Implemented	Estimated Cost	Proof of Compliance/ Implementation
		11 Complaints from the stakeholders regarding the project	Resolve complaints/ concerns through the Grievance Redress Mechanism Immediate response to beneficiaries'/vending agents' concerns	DASURECO-SBU	NEA, DOE				
Decommissioning/ Abandonment Stage	Pull-out/Retrieval of PV modules	12 Soil and/or groundwater pollution due to hazardous solar PV components	Preparation and conduct of Decommissioning Plan by the Contractor, including proposed disposal methods, recycling opportunities and collection of used PV modules	Decommissioning Contractor, DASURECO	NEA, DOE				

DASURECO personnel in charge of ESMP implementation: Ferdinand D. Canastra, DASURECO OIC General Manager

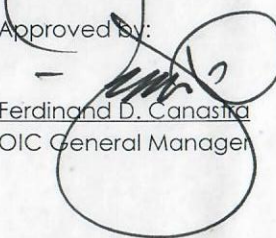
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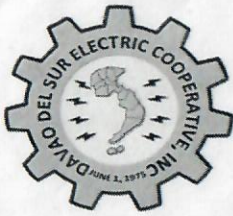

Frederick S. Sabado
 SBU Coordinator

Noted by:


Maypearl Laarnie P. Mangkikis
 SBU-Senior Supervisor/ ASD Manager

Approved by:


Ferdinand D. Canastra
 OIC General Manager



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Solar Business Unit

COVID 19 Measures		
1	Delivery and Hauling of SHS for LGU storage	DASURECO shall ensure that workers who will be involved in the hauling/delivery of SHS units from the DASURECO Warehouse to the storage areas at the respective Barangay, and other project activities at the site will undergo health screening (checking of temperature, filling up of health survey questionnaires) prior to deployment. Workers who will not pass the screening will not be allowed to go to the sites, but will be referred to the rural/city health office. The workers who will proceed to the sites shall be provided with face masks, face shields and alcohol. If two or more workers are to ride the same vehicle, DASURECO shall ensure that DOH/LGU health protocols for transportation will be followed.
2	Pre membership seminar (PMES)	DASURECO-Solar Business Unit (SBU) personnel shall coordinate with IP leaders/LGU/BLGU prior to PMES schedule for each site. DASURECO will provide mask and face shield to all participants in the PMES and strictly implement 1-meter distancing. Venues to be used shall be well ventilated or un-enclosed areas (covered courts, etc.). Participants shall be required to fill out an attendance sheet indicating name, address and contact details which will also serve as reference for contact tracing.

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3	Installation of SHS	<p>Community based technicians (CBTs) are hired by DASURECO to install the SHS at the households as a project employees and fully vaccinated, need not to report to main office . A total of 2 CBTs will be assigned per 1 households. The CBTs will go back and forth from residence to the assigned site daily. Thus, there is no need for accommodation at the site. Before proceeding to the households, the CBT will coordinate with the Barangay LGU/Sitio Leaders/IP Leaders then sign on the CBT's logbook and undergo health screening procedures as a strict requirements by the LGU/BLGU before going to our CBT's and member consumers residence. If any of the CBTs develops any Covid19-related symptom while at the site, he shall cease from doing the installation activities and report his condition to the Barangay Officials and to the DASURECO-SBU coordinator. The Barangay Officials will decide on what further actions to take based on DOH/IATF guidelines/protocols. DASURECO will do contact tracing among its personnel/workers as necessary. A new CBT shall be hired as temporary replacement. DASURECO will ask the municipal health office to monitor the CBT's installation activities thru the assistance of the barangay health center to make sure that all CBT's will under go health screening by doing a thermal scan and submitting in a health declaration form to make sure the safety of our member consumers community.</p>
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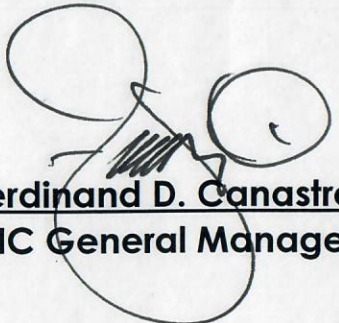
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Maypearl Laarni P. Mangkikis, CPA, MBA
 SBU-Senior Supervisor/ ASD Manager

Approved By:


Ferdinand D. Canastra
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Solar Business Unit Hazardous Waste Management Plan

Introduction

The Hazardous Waste Management Plan (HWMP) of DASURECO, INC was established to implement a cost effective and sustainable hazardous waste management system that will focus on the management of waste Solar Home System (SHS) components identified as follows: Lithium-ion battery, SHS Controller, DC output, Radio controller, Led lights, switch cable, etc. Further, this plan aims to preserve human health and safety as well as avoid the project's potential impacts to the environment.

The DASURECO Hazardous Waste Storage Facility (HWSF) will be constructed inside the DASURECO Complex at Cogon, Digos City, Davao del Sur. It will be used solely for the SHS wastes which are all solid wastes, thus, the facility will not be compartmentalized. The HWSF will be an enclosed structure, with proper ventilation and restricted access.

Roles and Responsibilities

A. Community Based Technicians

Responsible for Inspection, repair and maintenance, replacement of all defective parts of the Solar Home System (SHS) returned from beneficiary.

B. Solar Business Units (SBUs)

Oversee the implementation of the HWMP. They are responsible for the identification of all damaged spare parts of the solar home system, segregation and double checking the damaged lithium battery, SHS controller, radio controller, DC output, etc., securing damaged lithium batteries in a sealed container and storing it in a hazardous waste storage facility.

C. SBU Coordinator

Responsibilities Include:

- Implementation of the HWMP in coordination with DASURECO's Pollution Control Officer (PCO)
- Ensuring proper maintenance of the storage facility

- Recording of wastes received at and removed from the storage facility for disposal/recycling
- Monthly monitoring of the stockpile to ensure timely disposal
- Scheduling of disposal and coordinating with DENR-accredited contractor on the transport/disposal/recycling of hazardous waste

D. Pollution Control Officer

- Register DASURECO as a hazardous waste generator with the DENR
- Guide the SBU Coordinator in the proper segregation, handling, containment, labeling of the stored wastes, and packaging for disposal
- Conduct quarterly inspection of the stored wastes and storage facility
- Assist the SBU coordinator in coordinating with DENR-accredited contractor on the transport/disposal/recycling of hazardous waste
- Ensure that transport is covered by hazardous waste manifest and Certificate of Treatment
- Submit to the DENR required reports relative to hazardous waste generation, storage and disposal

Collection and Transport- Households to DASURECO Workshop Facility

- MC beneficiaries will be oriented/given instruction on the moment they will detect any malfunction or irregularities in the SHS unit, report to the registered vending agent and stop using the SHS unit to prevent fire or any accident.
- The registered vending agent shall call the DASURECO-SBU hotline for immediate response.
- The SBU will retrieve the SHS units in the area and transport to the Workshop Facility for repair.

Repair, Replacement, Segregate and storage to DASURECO Hazardous Waste Storage Facility


- SBU technicians will check the damage units and identify the causes of the damage.
- SBU technician will repair the unit and facilitate possible replacement of defective parts while the damaged parts must be stored in the safe area for segregation.
- The SBU personnel will segregate the damage spare parts as follows:

1. For recycle- put in the storage box for future use.
2. For Final disposal- transport to hazardous waste storage facility.

Storage and Disposal of hazardous wastes/spare parts

- The wastes will be segregated according to type (used Li-ion batteries, SHS controller, radio controller, cables, etc) by placing in separate appropriate containers.
- Each container will be labeled
- Appropriate warning signs will be placed at the HWSF
- Wastes will be stored for a maximum of one year, but disposal will be undertaken in less than a year when 90% of storage capacity is reached.
- SBU Coordinator will separate, properly pack and label the wastes for disposal.
- The PCO will contact the registered DENR Transporter and Treatment, Storage and Disposal Company for the loading schedule.
- SBU coordinator and PCO shall oversee the loading in the contractor's vehicle and ensure that hazardous waste manifest is properly filled-out and signed.
- PCO shall follow up with Contractor status of waste recycling and issuance of Certificate of Treatment to DASURECO.

Prepared by:


FREDERIC S. SABADO
DASURECO SBU Coordinator

Approved by:


ENGR. JERRY D. MORASTIL, PEE
SBU Senior Supervisor/ ASD Manager



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**CODE OF CONDUCT FOR CONTRACTOR'S PERSONNEL
ASEP-PVM Window 2 Project**

This Code of Conduct identifies the behavior required from all personnel of MGA ELEKTRISYAN NG BAYAN (MENBa), an accredited group of electricians working at the DAVAO DEL SUR ELECTRIC COOPERATIVE, INC (DASURECO) for the Photovoltaic Mainstreaming Program (PVM) window 2 project.

Unsafe, offensive, abusive or violent behavior will not be tolerated and all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

All MENBa personnel shall:

1. Carry out his/her duties competently and diligently;
2. Comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other contractor's personnel and any other person;
3. Maintain a safe working environment by:
 - a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
 - b. wearing required personal protective equipment;
 - c. using appropriate measures relating to chemical, physical and biological substances and agents; and
 - d. following applicable emergency operating procedures;
4. Report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. Treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers, indigenous people, or children;
6. Not engage in sexual harassment, i.e. unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, with other MENBa's personnel, or DASURECO's / NPC-PMO's personnel;
7. Not engage in sexual exploitation, or any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes,

including, but not limited to: profiting monetarily, socially or politically from the sexual exploitation of another;

8. Not engage in sexual abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. Not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. Not engage in any other form of harassment, mental or physical coercion, or verbal abuse of its employees;
11. Undergo relevant training or orientation that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters;
12. Report violations of this Code of Conduct; and
13. Not retaliate against any person who reports violations of this Code of Conduct, whether to us, the NPC-PMO, or DASURECO, or who makes use of the grievance redress mechanism for contractor's personnel or the project's Grievance Redress Mechanism.

RAISING OF CONCERNS

If any person observes a behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly through writing, by telephone or in person to:

ENGR. JUN NOVAL, PEE

MENBa Vice President
Brgy Cogon, Digos City, Davao del Sur
Contact No. +63-9064967403

MAYPEARL LAARNI P. MANGKIKIS

DASURECO SBU Senior Supervisor/ ASD Manager
DASURECO Main Office, Brgy. Cogon, Digos City, Davao del Sur
Contact No. +63-9998856252

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

C. SANCTIONS

Any violation of this Code of Conduct by any of the employee may result in serious consequences such as:

- Informal Warning
- Formal Warning
- Denial of remunerations
- Suspension of employment (without pay) for a minimum of 7 days up to maximum of 30 days
- Termination of service
- possible referral to legal authorities

ENGR. JUN NOVAL, PEE

MENBa Vice President

Brgy Cogon, Digos City, Davao del Sur

MAYPEARL LAARNI P. MANGKIKIS

DASURECO SBU Senior Supervisor/ ASD Manager

DASURECO Main Office, Brgy. Cogon, Digos City, Davao del Sur

**ATTACHMENT 1 TO THE CODE OF CONDUCT
BEHAVIORS CONSTITUTING SEXUAL EXPLOITATION AND ABUSE (SEA) AND
BEHAVIORS CONSTITUTING SEXUAL HARASSMENT (SH)**

The following non-exhaustive list is intended to illustrate types of prohibited behaviors.

- (1) **Examples of sexual exploitation and abuse** include, but are not limited to:
- Personnel tells a member of the community that he/she can get them jobs related to the work site (e.g. cooking and cleaning) in exchange for sex.
 - Personnel that is connecting electricity input to households says that he can connect women headed households to the grid in exchange for sex.
 - Personnel rapes, or otherwise sexually assaults a member of the community.
 - Personnel denies a person access to the Site unless he/she performs a sexual favor.
 - Personnel tells a person applying for employment that he/she will only hire him/her if he/she has sex with him/her.
- (2) **Examples of sexual harassment in a work context**
- Personnel comment on the appearance of another Personnel (either positive or negative) and sexual desirability.
 - Personnel complains about comments made by another Personnel on his/her appearance, the other Personnel comment that he/she is “asking for it” because of how he/she dresses.
 - Unwelcome touching of a Personnel by another Personnel.
 - Personnel tells another Personnel that he/she will get him/her a salary raise, or promotion if he/she sends him/her naked photographs of himself/herself

I hereby acknowledge that I have read the Code of Conduct for Personnel of the DASURECO ASEP-PVM Window 2 Subproject, agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to issues relating to environmental, social, health and safety, gender based violence, sexual exploitation/abuse, harassment and discrimination.I understand that any action inconsistent with this Code of Conduct or failure to act as mandated by this Code of Conduct may result in disciplinary action and may affect my ongoing employment.

NAME OF PERSONNEL	SIGNATURE	DATE SIGNED



DAVAO DEL SUR ELECTRIC COOPERATIVE, INC. (DASURECO)

Brgy. Cogon, Digos City, Davao del Sur, Philippines 8002

Landline No.: 272-7777 TeleFax: 553-3589

Email Address: dasureco_coop@yahoo.com Website: www.dasureco.com

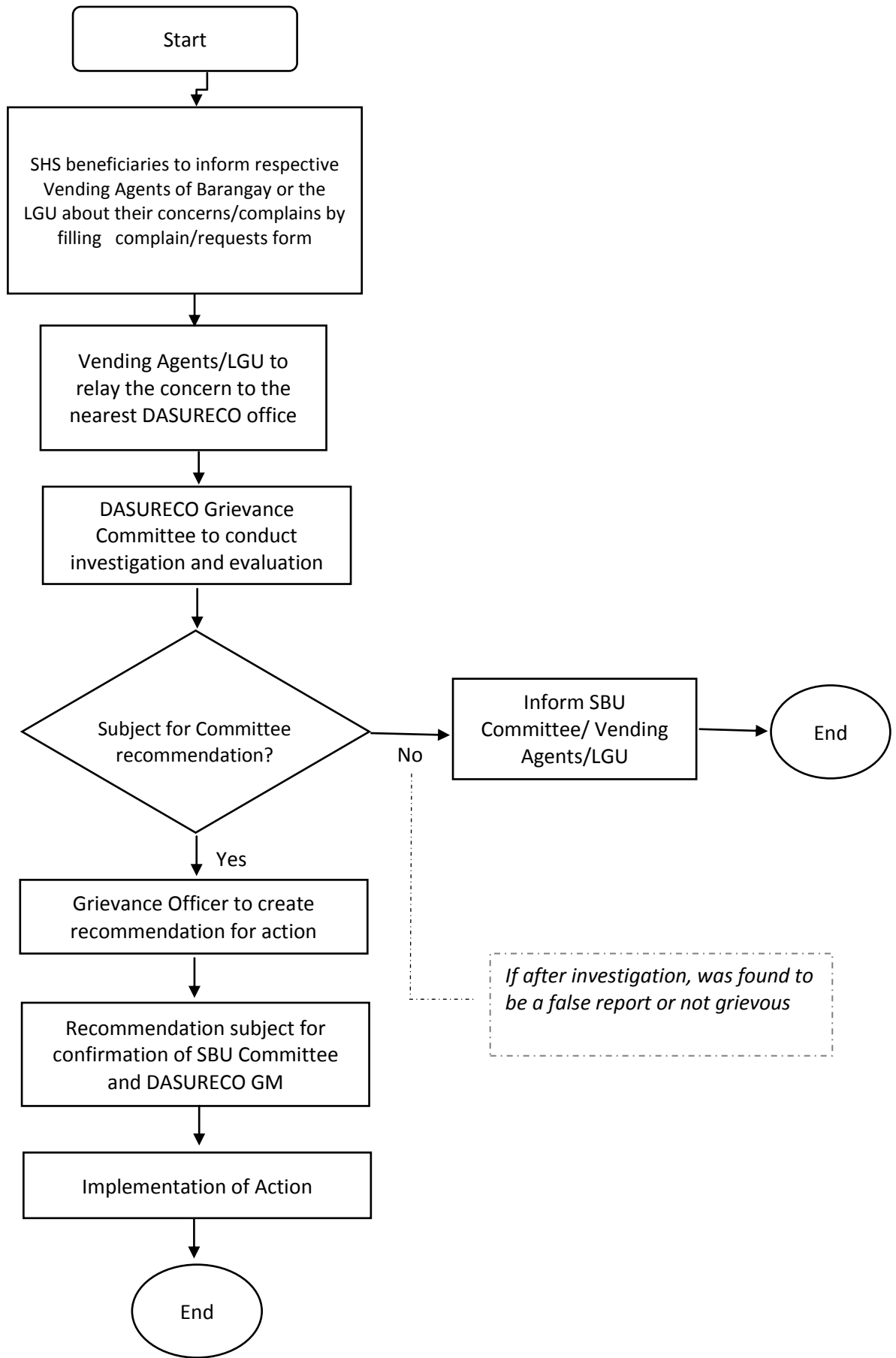
Grievance Redress Mechanism (GRM)

The Project’s grievance redress mechanism will be used as a tool for all SBU beneficiaries to raise project-related complaints or grievances. The EC should act within the bounds of general law and observe the procedural requirement of due process.

The IT representative of SBU in the person of Mr. Edgar Fuentes shall be in-charge of the Grievance Redress Mechanism. The GRM Flow chart is shown below. For immediate action, vending agents have to contact the hotline of their nearest DASURECO office through the following.

Office	Location/Address	Hotline		
		Landline	Globe	Smart
Main Office	Brgy. Cogon, Digos City, Davao del Sur	(082) 272-7777	0956-900-5947	0998-486-4504
Malita Area Office	Hi-way Pob., Malita, Davao Occidental	(553) 284-6674	0956-523-2932	0919-081-3723
Mabama Area Office	Km. 71, Matanao, Davao del Sur	(553) 284-6671	0956-523-2930	0919-081-3720
Malalag Area Office	Townsite, Malalag, Davao del Sur	(553) 272-2092	0956-523-2932	0919-081-3722
Padada Area Office	Upper Limonzo, Padada, Davao del Sur	(553) 272-0447	0956-521-2934	0919-081-3721
Jose Abad Santos Area Office	Poblacion Caburan Small, Davao Occidental	n/a	0956-521-2927	0919-081-3724

**GRIEVANCE REDRESS MECHANISM FLOW CHART
DASURECO PVM WINDOW 2 PROJECT**




Prepared by:



FREDERICK SABADO
DASURECO SBU Coordinator

Approved by:



ENGR. JERRY D. MORASTIL, PEE
ASD Manager/SBU Senior Supervisor

**DAVAO DEL SUR ELECTRIC COOPERATIVE, INC. (DASURECO)**

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SOLAR BUSINESS UNIT**MITIGATION COSTS****For the Year 2021**

No.	Stage	Description	Mitigation	Estimated Cost (Php)	Responsible
1	Pre-installation, Installation, Operating and Decommissioning Stage	Safety and Health	Provisions for face mask, face shield, alcohol, sanitizers, trash bags and vitamins	55,000.00	DASURECO's SBU Coordinator
			Provision for personal protective equipment such as hard hat, safety gears, safety shoes and working gloves.	100,000.00	DASURECO Safety Officer
2	Operation and Decommissioning Stage	Hazardous Waste Management	Installation of Hazardous Waste Storage Facility	210,000.00	DASURECO SBU Coordinator
			Basic Pollution Control Officer's Training of Designated PCO	20,000.00	DASURECO Pollution Control Officer
			Registration of DASURECO as Hazardous Waste Generator	2,000.00	DASURECO's PCO
			Collection and storage of defective solar panels, batteries and light bulbs through DENR-accredited firm*	50,000.00	DASURECO's SBU Coordinator and PCO
Total				437,000.00	

* Within the 3-year Supplier's warranty period, DASURECO will collect, temporarily store, and return the defective SHS components to supplier for replacement. DASURECO will allocate funds for the disposal of used batteries/damaged components for 2023 when these wastes would have been generated.

Prepared by:


FREDERICK S. SABADO
DASURECO-SBU Coordinator

Approved by:


ENGR. JERRY D. MORASTIL, PEE
ASD manager/SBU-Senior Supervisor

SOLAR BUSINESS UNIT

Davao del Sur Electric Cooperative, Inc.
Brgy. Cogon, Digos City, Davao del Sur

MONITORING PLAN

Project Phase	Parameter to Monitor	Standards	Frequency	Location	Responsibility
Pre-installation, installation and Operation	Occupational Health and Safety Protocol issued by DOH/LGU's	Face masks/shields , PPE's are provided to workers	Prior to every deployment of workers to SHS sites/communities	EC-SBU Sub-Office and Main Office	EC-SBU Safety Officer and SBU-Coordinator
	Public consultation	Consultation with LGUs/IP Leaders for all barangays/ municipalities covered by project	Once prior to project implementation	LGU offices/ communities	EC-SBU Coordinator
Installation and Operation	Grievance/ Complaints	All filed project-related complaints are resolved within 15 days	Weekly	EC-SBU Sub-Office and Main Office	EC's Grievance Officer
Operation	Hazardous wastes storage and disposal	All used Li-ion batteries and defective SHS components are collected, stored and disposed of in accordance with DENR regulations	Quarterly (for storage) Yearly (for disposal)	EC's Hazardous Waste Storage Facility	DASURECO's Pollution Control Officer EC-SBU pollution

	Generation of Solid Waste	All packing material (polyurethane foam, plastic, cartoons) are donated to the household for re use. Advice them on proper disposal of these material and the fire hazard of polyurethane foam	Once during installation	EC-Members	control officer/Coordinator
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Prepared by:


FREDERICK SABADO
 SBU-Coordinator

Recommending Approval


MAYPEARL LAARNIE P. MANGKIKIS, CPA, MBA
 SBU Senior Supervisor

Approved by:

FERDINAND D. CANASTRA
 OIC-General Manager