



REPUBLIC OF ANGOLA
MINISTRY OF ENERGY AND WATER
CLIMATE RESILIENCE AND WATER SECURITY IN ANGOLA PROJECT (P177004)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

[February, 2022]

CLIMATE RESILIENCE AND WATER SECURITY IN ANGOLA (P177004) ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Angola (the recipient) through its Ministry of Energy and Water shall implement the Climate Resilience and Water Security in Angola Project (the Project), with the involvement of the Finance Ministry and Ministry of Energy and Water (MINEA). The International Development Association (the Association) has agreed to provide financing for the Project.
2. The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs) of the World Bank. This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents, or plans, as well as the timing for each of these.
3. The Recipient shall also comply with the provisions of any other environmental and social (E&S) documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Frameworks (ESMF), the Resettlement Policy Framework (RFP), Indigenous Peoples Plans (IPPs), Stakeholder Engagement Plans (SEP), and Labor Management Procedure (LMP), as well as, that have been developed for the Project, Gender Based Violence (GBV) and respective action plan, site-specific Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Resettlement Action Plans (RAPs), Dam Safety Plan (DSP) and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP, even when the implementation of specific measures and actions is conducted by the ministry, agency or unit referred to in paragraph 1 above, including the Financial Coordination and Management Unit (FCMU).
5. The implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient *through its Ministry of Energy and Water*, as required by the ESCP and the conditions of the legal agreement, and the Association shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and the Recipient, this ESCP may be revised from time to time during Project implementation, to reflect the adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Recipient will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on the ESCP changes will be documented through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include risks and impacts that are relevant to the Project, such as environmental, health and safety impacts, inflow of labour, risks of natural resource degradation and environmental pollution (air, land and water pollution; reduction of vegetation in case of deforestation and clearing and pollution due to workplace activities and waste); risks of interruption of free movement and socioeconomic activities; risks of social conflicts in case of non-local employment or non-fulfilment of habits and customs; risks to community health and safety (risks of development of health problems between communities and workers; risks of accidents related to activities at the

workplace; health risks due to poor management of medical waste; risks of loss of land and loss of goods and sources of income; for the local population of the region, risks of gender-based violence (sexual harassment, sexual abuse, rape, unwanted pregnancy among beneficiary populations, etc.) and risks of child labour.



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING		
<p>A <u>REGULAR REPORTING</u></p> <p>The MINEA through the PIU (FCMU) shall prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project in a form and with content acceptable to the Bank. Reports should include, inter alia:</p> <ul style="list-style-type: none"> • Progress regarding the implementation of the ESCP. • Progress regarding the preparation and implementation of all documents referred to in the ESCP. • Summary of activities to be carried out during the next period. • Summary of training and capacity-building activities. • Summary of dissemination, participation and consultation activities carried out during the period. • Record of grievances received during the period. <p>Any logs maintained for recording grievances shall be made available to the Association upon request.</p> <p>The Project Operations Manual (POM) shall contain an annex of the minimum content of the respective reports.</p>	<ul style="list-style-type: none"> • Starting from the Effective Date, quarterly reports shall be submitted throughout Project implementation. Reports to be sent within the first 15 days after the reporting period. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>B</p> <p><u>INCIDENTS AND ACCIDENTS</u></p> <ul style="list-style-type: none"> Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment (including e.g., water pollution, soils contamination, air emissions, flora and fauna disturbances), the affected communities, the public or project workers, such as possible impact of natural hazards during Project implementation. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, whilst taking into account relevant data protection and privacy laws. Subsequently, as per the Association's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence. The Project Operations Manual (POM) shall contain an annex of the minimum content of the respective reports accidents. 	<ul style="list-style-type: none"> Notification to the Association within 48 hours after first becoming aware of any fatality or other incident or accident. Notification to the Association within 48 hours after first becoming aware of any fatality or other incident. The subsequent report shall be provided within the timeframe specified by the Association. Additional details on incidents/accidents shall be reported and grievance records submitted to the Association upon request. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p><u>CONTRACTORS MONTHLY REPORTS</u></p> <ul style="list-style-type: none"> The FCMU shall require contractors to submit monthly reports to the FCMU on the level of compliance with ESSs requirements particularly for civil works, shall require contractors These reports shall ensure that contractors provide details on their oversight on environmental, social, health and safety (ESHS) performance as enshrined in the ESMP, DSP, C-ESMP, and LMP. These reports shall be generated from the field by construction site supervisors recruited under the Project and submitted to the Recipient for onward reporting to the Association, upon request. 	<ul style="list-style-type: none"> Contractor reports to be submitted to the Supervising Engineer on a weekly basis. The Supervising Engineer reports to be submitted to the Recipient on a monthly basis, and the Recipient reports to be submitted to the Association on quarterly basis. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.1 <u>ORGANIZATIONAL STRUCTURE</u></p> <ul style="list-style-type: none"> Establish and maintain an organizational structure with qualified staff and resources to support management of ESHS risks of the Project. The Project shall be implemented by the Financial Coordination and Management Unit (FCMU) under the Ministry of Energy and Water (MINEA). The FCMU shall be responsible for the overall coordination and accountability. FCMU shall be the leading agency in overall project coordination, planning, and monitoring, including capacity building activities at the provincial and municipality levels. FCMU shall be the leading agency for E&S risk management and reporting to the Association. The FCMU will engage and maintain at least one (1) Environmental specialist and one (1) Social development specialist at central level as deemed needed. Other specialists, such as GBV specialists, Communication specialist, and an ISO 45001:2018 certified Health and Safety Specialist shall also be hired as and when required by the Project, all with experience and qualifications acceptable to the Association. At provincial level, E&S officers (ESO) shall be appointed for each Province to support the Project's technical unit based at Provincial Directorate of Energy and Water (DPEA). 	<ul style="list-style-type: none"> The FCMU environmental and social specialists (Environmental Specialist and Social Development Specialist) with terms of reference acceptable to the Association, shall be hired within 60 days after project effectiveness and maintained throughout Project implementation. E&S officers (ESO) shall be appointed and be in place before commencement of the relevant subproject activities and to be maintained as necessary throughout Project implementation. The organizational structure, including the specialists and officers, shall be maintained throughout Project implementation. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.2 <u>ENVIRONMENTAL AND SOCIAL ASSESSMENT</u></p> <ul style="list-style-type: none"> The MINEA through the FCMU shall identify ESHS requirements relevant to the subprojects, and to the extent required by the ESSs, any Associated Facilities in a manner proportionate to its control or influence over the Associated Facilities and assess and manage ESHS risks and impacts of subprojects in accordance with the ESSs and the Environmental and Social Management Framework (ESMF) prepared for the Project in a manner acceptable to the Association. As relevant, Recipient shall ensure and shall cause the operator of the Associated Facility to ensure that the activities in the relevant Associated Facilities are carried out in accordance with the applicable requirements of this ESCP and the ESSs. The MINEA through the FCMU shall ensure the execution of an annual E&S compliance audit of all the subprojects, in accordance with the ESF requirements and in a manner acceptable to the Association. Develop, adopt, and implement, the Environmental and Social Management Framework (ESMF), the Grievance Mechanism (GRM) that have been prepared for the Project, in a manner acceptable to the Association. In addition, it shall assess the risk of vulnerable groups exclusion, such as young, women and the poorest, in order to integrate mitigation measures into the environmental and social impact assessment, in accordance with paragraphs 28 (b)(ii) and (iii) and 29 of ESS1. 	<ul style="list-style-type: none"> The ESMF shall be prepared, disclosed, consulted, and adopted prior to completing Appraisal and maintained throughout the Project implementation. Sub-projects shall be screened according to the ESMF and site-specific ESIA/ESMPs will be prepared, as needed prior to activities beginning on the ground. Implement the ESMF and GRM throughout Project implementation. These shall include the integration of SEA/SH-GBV risks in the ESIA and the development of a GBV/SEAH Action Plan to be attached to the ESMP. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.

<p>1.3</p>	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <ul style="list-style-type: none"> • Develop and implement the Environmental and Social Management Framework (ESMF), in accordance with the ESSs. Ensure that the draft ESMF including any of its excluding list is: (i) disseminated among affected populations and/or other stakeholders, including NGOs; and (ii) subject to public consultation, to the satisfaction of the Association and in accordance with the ESS10 and SEP. • Develop and implement the Gender-Based Violence risk screening assessment, and SEA/SH - Gender-based Violence Action Plan. • Prepare and implement Terms of Reference for all technical assistance (TA) activities, incorporating applicable ESS requirements to ensure that the outputs of the TAs are consistent with the ESSs and acceptable to the Association following its review. • At subproject level and prior to bidding process, it is mandatory the preparation of specific Environmental and Social Impact Assessment (ESIAs) and/or Environmental and Social Management Plan (ESMPs), including management and monitoring of mitigation measures in line with the screening and assessment guidelines in the ESMF. • Prepare, disclose, consult, adopt, and implement any environmental and social management plan (e.g. C-ESMP, waste management plan), instruments or other measures required for the respective Project activities based on the assessment process, in accordance with the ESSs, the ESMF, the EHSGs, national legislation and other relevant Good International Industry Practice (GIIP) including the WHO guidelines, to, <i>inter alia</i>, ensure access to and 	<ul style="list-style-type: none"> • The following documents (SEP, LMP, ESMF, RFP and IPPF) shall be prepared and submitted to the Association for approval before completing appraisal. • The GBV risk screening shall be prepared and included in the ESMF and the Project Appraisal Document (PAD). • The SEA/SH -GBV Action Plan shall be prepared prior to project effectiveness and included in the ESMP. • ESIAs, ESMPs, DSP RAPs, IPP and approved SEA/SH Action Plan shall be submitted for the Association's approval before launching the bidding process for the respective subproject. Any relevant ESIAs and ESMPs shall be prepared, disclosed, consulted, and adopted prior to starting activities that require these instruments and shall thereafter be implemented throughout the Project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
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	<p>allocation of Project benefits in a fair, equitable and inclusive manner, taking into account the needs of individuals or groups who, due to their circumstances, may be disadvantaged or vulnerable with regards to COVID-19 vaccines.</p> <ul style="list-style-type: none"> • Where necessary and in accordance with the ESMF, RPF, IPPF and the screening of sub-projects, shall be carried out specific environmental and social impact assessments (ESIAs) and/or environmental and social management plan (ESMP), dam safety plan (DSP) resettlement action plan (RAP), indigenous peoples' plan (IPP) shall be prepared during project implementation and in a manner acceptable to the Association. • Preparation of site-specific Environmental and Social Impact Assessment (ESIA), an Environmental and Social Management Plan (ESMP) and/ or Dam Safety Plan for the Sendi Dam subproject activity, including management and monitoring of mitigation measures in line with the screening and assessment guidelines in the ESMF. • Contractors ESMPs (C-ESMPs), and Operations ESMPs (OESMPs) where applicable, satisfactory to the Association. • Security Management Plan (SMP) shall be prepared as necessary to determine the level of security required for the project workers, assets, and activities in Sendi Dam. • CERC component. The Recipient will prepare an addendum to the ESMF that will describe the protocols to follow in case the Emergency Component is activated following the agreed procedures with the Association. The protocol will describe the institutional arrangement, screening procedures, risk and mitigation measures to be 	<ul style="list-style-type: none"> • Site-specific ESIA/ESMPs, DSP, CESMPs, SMP shall be prepared, disclosed, consulted, and adopted before commencement of any activity requiring these instruments as an outcome of screening process according to ESMF requirements and implemented throughout Project implementation. • ESMP and to be approved by Bank prior to call for bids and C-ESMP prior to initiation of works • Within 120 days after project effectiveness and prior to commencement of CERC component activities and maintained throughout project implementation 	
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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	implemented for the investments to be made in case of emergency.		
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <ul style="list-style-type: none"> • Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors. In addition, clauses reflecting contractors' requirements in line with the SEA/SH Action Plan, and codes of conduct shall also be included in contracts. • Ensure contractors develop, consult and adopt a contractor ESMPs in a manner acceptable to the Association. • Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts. 	<ul style="list-style-type: none"> • As part of the preparation of procurement documents and prior to call for bids. • Prior to commencement of civil works. • Supervise contractors throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.5 <u>PERMIT, CONSENTS AND AUTHORIZATIONS:</u></p> <ol style="list-style-type: none"> 1. Obtain the permits, consents and authorizations that are applicable to the Project from relevant national authorities, including but not limited to: <ul style="list-style-type: none"> • Environmental licenses • Water use and effluent discharging licenses • Land rights • Construction licenses • Sanitary landfill permits • Quarry and borrow permits • Bush clearing licenses, etc. • Any other licenses as and when required 2. Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation. 3. Obtain all licenses, permits, consents, authorization, and approvals related to reconstruction of Sendi Dam 4. Obtain approval of the Waste Management Plan from the National Waste Agency. 	<ol style="list-style-type: none"> 1. Prior to initiating activities that require licenses, permits, consents, and authorizations. 2. Prior to initiating activities that require licenses, permits, consents and authorizations and ongoing throughout Project implementation. 3. Before commencement of relevant Project activities and maintained throughout Project implementation. 4. As part of the ESMP and C-ESMP and prior to bids and commencement of relevant project activities. 	<p>Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p><u>TECHNICAL ASSISTANCE</u></p> <p>FCMU shall ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance (TA) activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Before commencement of relevant TA activities and implemented throughout the project.</p>	<p>Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.</p>
<p>ESS 2: LABOR AND WORKING CONDITIONS</p>		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>2.1 <u>LABOR MANAGEMENT PROCEDURES</u></p> <ul style="list-style-type: none"> The Project shall be carried out in accordance with the applicable requirements of ESS2 including through, <i>inter alia</i>, implementing adequate occupational health and safety measures (including personal protective equipment and emergency preparedness and response measures), Codes of Conduct (CoC), setting out grievance mechanisms for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Finalize, adopt, and implement the Labor Management Procedures (LMP) and Occupation Health and Safety Plan (OHSP), in a manner acceptable to the Association. LMP shall include a plan for operating the FCMU office and all project sites with COIVD-19 safety measures in place. Codes of Conduct (CoC) containing clauses and sanctions against practices of sexual exploitation and abuse/sexual harassment (SEA/SH) shall be required for all contractors and subcontractors and their workers. All Project Workers shall be required to attend information and awareness sessions on SEA/SH throughout project implementation. Induction sessions shall be organized for temporary workers before they start work in line with the projects' SEA/SH Action Plan. 	<ul style="list-style-type: none"> LMP prepared, consulted upon, and disclosed prior to completing Project appraisal. LMP to be updated and implemented throughout Project implementation. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p><u>GRIEVANCE MECHANISM FOR PROJECT WORKERS</u></p> <ul style="list-style-type: none"> Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. This will include reporting and allegation procedures regarding SEA/SH and an accountability framework and response to complaints. The GRM shall be explained to and disseminated among contractor workers and Project’s PAPs, including in public meetings during preparation of subprojects specific instruments. 	<ul style="list-style-type: none"> Grievance mechanism shall be operational prior to engaging Project workers and maintained throughout Project implementation. Information about GRM shall be disseminated to project workers and PAPs prior to the commencement of works and throughout project implementation. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.
2.3	<p><u>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</u></p> <ol style="list-style-type: none"> FCMU shall adopt, and implement occupational, health and safety (OHS) measures specified in the LMP including COVID-19 provisions. Incorporate relevant OHS measures, including OHS Guidelines for private Fecal Sludge Management (FSM) operators described in the ESMF in bid and contract documents for all consulting firms, service providers, contractors, and supervision firms. Require contractors to develop a detailed, site-specific Occupational Health and Safety Management Plan (OHSP) consistent with Good International Industry Practices (GIIP) and the World Bank Group General Environmental, Health and Safety Guidelines (EHSG); specifically, the Industry Sector EHSG for Water and Sanitation to address the impacts on contracted and community workers. 	<ol style="list-style-type: none"> By project effectiveness and maintained throughout Project implementation. As part of the ESMP and C-ESMP before bids and commencement of relevant project activities. Same timeframe as for the implementation of the ESMPs. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.4	<p><u>EMERGENCY PREPAREDNESS AND RESPONSE:</u></p> <p>FCMU shall require Contractors to develop specific emergency preparedness and response plans that meet ESS2, ESS4 and ESMF requirements as part of ESIA/ESMPs specific to the activity/Subprojects. The Emergency preparedness and response plan shall identify the risks and implement measures to address emergency events. Ensure workers and contractors are trained and implement the plan.</p>	<ul style="list-style-type: none"> • Same timeframe as for the implementation of the ESMPs. • Maintained throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p><u>WASTE MANAGEMENT PLAN:</u></p> <ul style="list-style-type: none"> • As part of the ESMF, develop and implement measures and procedures for managing waste and hazardous materials during the infrastructure (e.g Dam, and sanitation) construction, rehabilitation and demolition, construction. • Require contractors and subcontractors to prepare, adopt, and implement a Waste Management Plan considering all requirements and guidance under ESMF/ESMP. • This requirement must be included in the ToR of the bidding processes. 	<ul style="list-style-type: none"> • Prior to initiating construction, with regular refresher training. • Maintained throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</p> <ul style="list-style-type: none"> As part of the ESMPs, adopt and implement measures for the rational use of resources and pollution prevention and management consistent with the ESMF. Take appropriate mitigation measures to minimize the impact of the project on the environment and the natural resources, in accordance with ESS3. The contractor must adopt and implement measures of the ESMF and subproject specific ESIA/ESMP for the Sendi Dam reconstruction and develop subproject C-ESMP consistent with ESS3 and in a manner acceptable to the Association. 	<ul style="list-style-type: none"> Same timeframe as for the ESMP. Maintained throughout Project implementation. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY:</p> <p>For management of traffic and road safety, require contractors to develop and implement a site-specific traffic management plan (as part of the C-ESMP) with details on traffic volume, routes, and time of travel. The plan shall be shared with the local traffic authorities. The plan shall be developed to ensure to avoid peak rush hours, traffic control by placing adequate flagmen and signs along the routes, trained drivers employed, and vehicle safety is regularly inspected.</p>	<ul style="list-style-type: none"> The site-specific traffic plan shall be prepared by the Contractor as part of C-ESMP, adopted prior to the first day of transport of materials, and thereafter implemented throughout subproject implementation. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.

<p>4.2</p>	<p><u>COMMUNITY HEALTH AND SAFETY:</u></p> <ul style="list-style-type: none"> • Prepare, and require contractor to implement measures and action to assess and manage specific risks and impacts to the community arising from grant activities, including, <i>inter alia</i> behavior of workers, risks of labor and include these measures in the guidelines to contractor as underlined in the ESMF. • The contractor must adopt and implement measures of the ESMF and subproject specific ESIA/ESMP for the Sendi Dam reconstruction and develop subproject C-ESMP consistent with ESS4 and in a manner acceptable to the Association. • Establish and maintain the Dam Safety Review Panel (DSRP) for reviewing and confirming the adequacy of the design of rehabilitation and safety improvement works, quality of construction works, and other dam safety measures including dam safety plans. Prepare and require contractor to implement measure and action of the dam safety plans during the project phases, as construction Supervision and Quality Assurance Plan (CSQAP), Instrumentation Plan (IP), Operation and Maintenance Plan (O&MP) and Emergency Preparedness Plan (EPP). • Engage experienced and competent professionals for the supervision of the design and reconstruction of Sendi dam, and require the MINEA, through FCMU to adopt and implement dam safety measures during the design, bid tendering, construction, operation, and maintenance of the Send dam and associated works. • Engage qualified engineers to design dam safety measures for the Sendi dam, in accordance with GIIP, and thereafter adopt and implement such 	<ul style="list-style-type: none"> • Request for bidders to include measures to be implemented throughout Project Implementation as part of the C-ESMP to be incorporated in procurement documents. • As a disbursement condition for the reconstruction's activities of Sendi Dam prior to commencement of civil works. ESIA, ESMP and DSP submitted for the Bank's approval and, once approved disclosed prior to bidding, implemented prior to commencing Project activities that involve Rehabilitation of Sendi Dam in accordance with the screening and criteria set forth in the ESMP. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
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MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>measures.</p> <ul style="list-style-type: none"> Establish and implement appropriate quality management systems to manage the risks and the impacts that services provided, and activities carried out under the Project may have on community health and safety. Contractor shall prepare and implement site specific labour influx management plan consistent with ESS4 and in manner acceptable to the Association. 		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>4.3 <u>GBV AND SEA/SH RISKS:</u></p> <ul style="list-style-type: none"> • Prepare, adopt, and implement a stand-alone SEA/SH Action Plan) with related budget to assess and manage the risks of gender-based violence (GBV) including sexual exploitation, abuse, and harassment (SEA/SH). The SEA/SH Action Plan will be included in the project ESMP. • The SEA/SH Action Plan shall be operational and resourced to be implemented throughout the implementation of the project. • The SEA/SH Action Plan shall spell out mitigating measures such as regular consultations with women and girls on project-related risks, the signing of a Code of Conduct for all project staff (including the FCMU, contractors and workers) with specific clauses on SEA/SH, a GRM sensitive to SEA/SH complaints with an accountability framework including referrals for survivors to GBV services, an awareness raising strategy and capacitation targeting workers and community members on codes of conduct, reporting mechanisms in case of an incidence of GBV/SEAH and a response protocol to ensure survivors are referred to quality GBV services in a timely and ethical manner. • These measures shall be incorporated in the procurement documents for contractors and consultants. 	<ul style="list-style-type: none"> • Submit the SEA/SH Action Plan prior project effectiveness. Once approved, the SEA/SH Action Plan is implemented throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.4	<p><u>SECURITY PERSONNEL:</u> No security personnel are envisioned to be deployed in the project areas. However, if necessary, FCMU will prepare, adopt, and implement an independent Security Personnel Management Plan consistent with ESS4, in a manner acceptable to the Bank. Any security personnel engaged by the project will be provided suitable training and sensitization according to national law and GIIP, and codes of conduct shall apply for such personnel.</p>	<ul style="list-style-type: none"> • Prior to engaging security personnel and thereafter implemented throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
4.5	<p><u>TRAINING FOR THE COMMUNITY:</u> Conduct training for the community designed to raise awareness of environmental and social risks and impacts and mitigation measures including training on (not exhaustive):</p> <ul style="list-style-type: none"> • Communicable diseases/HIV-AIDS/TSD/SEA/GBV/COVID 19 awareness and prevention. • Community grievance redress mechanism as described in the SEP/ ESMF/ESMP. • Road Safety Awareness. • SEA/SH and GBV 	<p>Prior to commencing activities in the respective community.</p>	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
4.6	<p><u>EMERGENCY RESPONSE MEASURES:</u> Measures have been defined in the ESMF and shall be updated and detailed in subsequent ESMPs in a manner consistent with the ESSs. Each contractor shall be required to develop site specific emergency response plan as part of CESMP to be approved by the relevant PIU in accordance with ESS4 and in a manner acceptable to the Association</p>	<ul style="list-style-type: none"> • Part of ESMP and C-ESMP before commencement of project activities and maintained throughout Project implementation 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.1	<p><u>RESETTLEMENT PLANS</u></p> <p>Prepare, consult, adopt, and implement resettlement action plans (RAPs) in accordance with ESS5 and consistent with the requirements of the Resettlement Policy Framework (RPF) that has been prepared for the Project, and thereafter adopt and implement the respective RAPs before carrying out the corresponding activities, all in a manner acceptable to the Association</p>	<ul style="list-style-type: none"> • RPF shall be finalized, consulted upon, and disclosed prior to completing Appraisal. • RAPs submitted for the Bank’s approval and, once approved disclosed prior to bidding, implemented prior to commencing Project activities that involve land acquisition and resettlement in accordance with the screening and criteria set forth in the ESMF and RPF. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
5.2	<p><u>GRIEVANCE MECHANISM</u></p> <p>The grievance mechanism (GM) to address resettlement related complaints shall be described in the RPF, RAPs and SEP.</p>	<ul style="list-style-type: none"> • GM shall be prepared prior to commencement of resettlement activities. • A GM suitable for the needs of Project-Affected Persons (PAPs) shall be disclosed and consulted by the commencement of resettlement implementation activities as set out in the SEP. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
6.1	<p><u>BIODIVERSITY RISKS AND IMPACTS:</u></p> <p>ESMPs shall be prepared, disclosed, consulted upon, adopted, and implemented where a need is identified as a result of E&S screening process outlined in the ESMF.</p> <ul style="list-style-type: none"> • Adequate mitigation and E&S risk management measures shall be included in site specific ESIA/ESMPs, C-ESMPs and in accordance with ESS6 requirements and in a manner acceptable to the Association. • Where significant risk and adverse impacts on biodiversity have been identified, a Biodiversity Management Plan should be developed, disclosed, and implemented in accordance with ESS6 and in manner acceptable to the Association. • Prepare, adopt, and implement and site-specific ESMP and as necessary a BMP with measures to address risks of the Reconstruction of Sendi dam, its ancillary structures, the catchment area, the area surrounding the reservoir, and downstream areas, as relevant in a manner consistent with ESS6 and acceptable to the Association 	<ul style="list-style-type: none"> • Part of ESMP and C-ESMP Before commencement of relevant Project activities. • Maintained throughout Project implementation. • Relevant measures shall be implemented throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: FACMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p><u>INDIGENOUS PEOPLES PLANING FRAMEWORK</u></p> <p>Adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.</p>	<ul style="list-style-type: none"> • Prepare, disclose, and adopt the IPPF prior to completing project appraisal and thereafter implement throughout project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
7.2	<p><u>INDIGENOUS PEOPLES PLAN</u></p> <p>Adopt and implement an Indigenous Peoples Plan (IPP) for each activity under the Project for which the IPPF requires such IPP, as set out in the IPPF, and consistent with ESS7.</p>	<ul style="list-style-type: none"> • Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation. • As part of ESMP/C-ESMP before commencement of relevant Project activities. • Maintained throughout Project implementation. • Relevant measures shall be implemented throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
7.3	<p><u>GRIEVANCE MECHANISM:</u></p> <p>The Indigenous People related complaints must / shall be addressed through the project GRM described in the IPPF and (SEP). This document should be culturally fit and appropriately available and accessible to all affected indigenous people. All disputes should consider the customary mechanism, designed and fit to the purpose of IP.</p>	<ul style="list-style-type: none"> • Prior to completing Project Appraisal and maintain throughout project implementation. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
<p>ESS 8: CULTURAL HERITAGE</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
8.1	<p><u>CHANCE FINDS</u></p> <ul style="list-style-type: none"> Consistent with ESS8, prepare, and require contractor to implement measures and actions to assess and manage specific risks and impacts to the cultural heritage arising from Project activities and include mitigation measures in the ESMP, C-ESMP and any cultural heritage management plan (CHMP) as required in accordance with the ESMF and consistent with the ESS8. A cultural heritage screening template for contractor is included on the ESMF and shall be approved by the Association. Subproject's level ESIA/ESMP and C-ESMP shall include chance -find procedures. 	<ul style="list-style-type: none"> As part of ESMP/C-ESMP before commencement of relevant Project activities. Maintained throughout Project implementation. Relevant measures shall be implemented throughout Project implementation. 	<ul style="list-style-type: none"> Responsibility: FCMU Environment & Social Team. Accountability: FCMU Coordinator. Funding: Project Funds.
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	<p><u>ESMS</u></p> <p>Not applicable to the Project.</p>	NA	
9.2	<p><u>FI ORGANIZATIONAL CAPACITY</u></p> <p>Not applicable to the Project.</p>	NA	
9.3	<p><u>SENIOR MANAGEMENT REPRESENTATIVE</u></p> <ul style="list-style-type: none"> Not applicable to the Project. 	NA	
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>10.1 <u>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION:</u></p> <ul style="list-style-type: none"> • A draft Stakeholder Engagement Plan (SEP) shall be disclosed before completing appraisal. • Consistent with ESS10 and in a manner satisfactory to the Association, update, adopt, disclose, and implement the Stakeholder Engagement Plan (SEP) prepared for the project and ensure the SEP is incorporated into the project's management system, adequate staffing and budget is allocated to implementing the SEP. • Conduct specific consultations with women and girls, indigenous people, and other vulnerable groups to gather their perspectives on the projects and potentially related risks will be planned and included as part of the project SEP. 	<ul style="list-style-type: none"> • SEP shall be updated by the end of project appraisal and updated again, adopted, and implemented four (4) weeks after project effectiveness. • SEP shall be implemented and updated periodically thereafter as required throughout life cycle of the project. 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p><u>PROJECT GRIEVANCE MECHANISM:</u></p> <ul style="list-style-type: none"> • Adopt, update, maintain and operate a GRM, as described in the SEP. Reporting and allegation procedures regarding SEA/SH -GBV and an accountability framework and response to complaints will be included in the GRM. • The grievance mechanism shall also receive, record and address complaints from workers involved in the project • The Indigenous People related complaints must / shall be addressed through the project GRM described in the IPPF and (SEP / PEPI). This instrument shall be culturally fit and appropriately available and accessible to all affected indigenous people. All disputes should consider the customary mechanism, designed and fit to the purpose of IP. 	<ul style="list-style-type: none"> • Prior to completing Project Appraisal and maintain throughout project implementation. • 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
CAPACITY SUPPORT (TRAINING)			

<p>CS1</p>	<p>TRAINING AND ORIENTATION</p> <p>Capacity building training and orientations are important elements of the Project. Trainings for PIU staff, Project Steering Committee, Technical Committee, experts, contractors/subcontractors, and awareness raising for the community shall be detailed in the ESMF, and other E&S instruments.</p> <p>Training shall include but not be limited to: ESS (Environmental and Social Standards); Capacity building for the project workers on stakeholder mapping and engagement, specific requirements on the ESMF, RPF, ESIA/ESMP, RAP, LMP, GBV/SEA/SH Action Plan and Dam Safety Plan;</p> <ul style="list-style-type: none"> • Mitigation of GBV/SEA/SH risks; • Environmental and Social screening; • Emergency preparedness and response • Operation and maintenance plan; • Mitigation of COVID-19. <ul style="list-style-type: none"> • Specific aspects of environmental and social assessment, including specifically as established in the ESMF, the subproject screening and ESMP preparation. <ul style="list-style-type: none"> • Subprojects Environmental and Social screening; • Occupational and Community Health and Safety; • Dam Safety Plan and Operational & Maintenance Plans • Road and traffic safety; • Chance Finds Management Procedures; • Management of Waste and Hazardous 	<ul style="list-style-type: none"> • Throughout Project implementation. • Not later than 120 days of the Effective Date and periodically with the addition of new Project team members join the Project throughout implementation 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.
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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>Materials; and</p> <ul style="list-style-type: none"> • Labor Management Plan; • Preparation and implementation of RAP/CP; • Biodiversity Management Plan; • Security Personnel Management. • IPPF and Stakeholder engagement. 		
CS2	<p>TRAINING FOR THE COMMUNITY</p> <p>The Project shall conduct training for the community to raise awareness of environmental and social risks and impacts and mitigation measures. This shall include, but not be limited to, the following:</p> <ul style="list-style-type: none"> • Covid-19 awareness and prevention. • Awareness and prevention of GBV/SEA/ SH • Mechanism for community dialogue and complaints as outlined in • SEP/ESMF/ESIA/ESMP. • Road safety awareness. • Water User Rights • Labor influx management measures. • Emergency response procedures. • Communicable diseases/HIV and AIDS/ STDs/ awareness and prevention and Security issues and their management. 	<ul style="list-style-type: none"> • Throughout Project implementation. • Not later than 120 days of the Effective Date and periodically with the addition of new Project team members join the Project throughout implementation 	<ul style="list-style-type: none"> • Responsibility: FCMU Environment & Social Team. • Accountability: FCMU Coordinator. • Funding: Project Funds.