

Republic of Cameroon
Enhancing Connectivity and Resilience in the Far
North of Cameroon for Inclusiveness (P178207)

Draft for Negotiation
ENVIRONMENTAL and SOCIAL
COMMITMENT PLAN (ESCP)

May 3, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Cameroon (hereinafter the Recipient) will implement the Enhancing Connectivity and Resilience in the Far North of Cameroon for Inclusiveness (P178207) (the Project), with the involvement of the Ministry of Economy and Planning – MINEPAT and the Ministry of Public Works - MINTP as set out in the Financing Agreement. The International Development Association (hereinafter Association), has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the Ministry of Economy and Planning (MINEPAT), and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through Minister of MINEPAT. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanisms.</p> <p>These reports will take stock of the implementation of E&S measures and recommend improvements based on the difficulties encountered throughout Project implementation, consistent with ESSs. Particular attention should be paid to the environmental and social non-conformities detected, as well as the corrective measures taken.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 10 days after the end of each reporting period.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT
B	<p>INCIDENTS AND ACCIDENTS</p> <p>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, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), traffic and road accidents or occupational health and safety (OHS) accidents that result in death, serious or multiple injury, security incidents and any forced eviction without due process or compensation.</p> <p>Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident and 24 hours if fatality or an SEA/SH incident.</p> <p>A subsequent detailed report must be sent to the Association within 5 working days of learning of the incident/accident, unless a different timeframe is agreed in a manner acceptable to the Association.</p> <p>The notification/reporting system shall remain in place throughout Project implementation.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with the relevant reporting requirements
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports upon request to the Association.</p>	<p>Require contractors and supervising firms to submit their reports monthly to the Project Implementation Unit (PIU) throughout the Project implementation.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Submit these reports upon request to the Bank as annexes to the quarterly reports to be submitted under action A above.	<ul style="list-style-type: none"> – Recipient to ensure contractors/sub-contractors and supervising firms comply with the relevant reporting requirements
D	<p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>Notify Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The Recipient shall establish and maintain, throughout the Project implementation, an organizational structure including with qualified staff and resources to support management of ESHS risks and impacts of the Project with mandate, resources, and terms of reference satisfactory to the Association.</p> <p>Maintain, under MINTP, the decentralized PIU in the Far North region, the decentralized MDK Directorate [PIU-CPR-FC/MINTP], that will manage the technical aspects of components 1 and 3, including the implementation and monitoring of environmental and social instruments and measures required under this ESCP. The MINTP shall appoint or hire an environmental specialist, a social specialist, and a security specialist.</p> <p>Establish and maintain, under MINEPAT, the PIU in Maroua under the newly established Special Program for the Reconstruction and Development of the Far North Region (PSRDREN) [PIU- PSRDREN/MINEPAT] that will have technical and fiduciary responsibility</p>	<p>One Environmental specialist, one social specialist, and one security specialist for each PIU to be hired or appointed within 30 days of the Project Effective Date, and thereafter maintained throughout the implementation of the project.</p> <p>E&S specialists to be hired or appointed by Contractors and Supervising firms no later than 30 days after the signature of their contracts.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>for the implementation of component 2. The MINEPAT through the PIU shall hire an environmental specialist, a social specialist, and a security specialist.</p> <p>Contractors and supervising firms should also appoint or hire qualified E&S specialists vetted by the Association and as per terms of reference acceptable to the Association to implement project activities in compliance with their contract and to ensure the completion of Action B and C above.</p>		
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Prepare, disclose, consult upon, adopt and implement the Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for the rehabilitation to bituminous paved road standard and safety improvements of the Mora-Dabanga-Kousséri Section (205 km) of National Road 1 (RN1), including the reconstruction of the Tilde Bridge (180 meters), and the rehabilitation of the Kousseri bypass road (7 km). Prepare, disclose, consult upon, adopt and implement a Biodiversity Action Plan (BAP) that will be part of the ESIA/ESMP consistent with ESS6.</p> <p>2. Prepare, disclose, consult upon, adopt and implement the Environmental and Social Management Framework (ESMF) for the Project as per the relevant ESSs</p> <p>3. Prepare, disclose, consult upon, adopt and implement the subproject ESIA and ESMP, as set out in the ESMF. Subprojects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. ESIA/ESMP was prepared, disclosed, consulted upon, adopted on 05/03/2023 and shall be implemented throughout Project implementation.</p> <p>Prepare, disclose, consult upon, and adopt the BAP for the rehabilitation of the Mora-Dabanga-Kousséri Section (205 km) of National Road 1 (RN1), prior to the commencement of any civil work, and thereafter implement the ESIA/ESMP and BAP throughout Project implementation.</p> <p>2. The ESMF was prepared, disclosed, consulted upon, adopted [disclosure date of the final version] and shall be implemented throughout Project implementation.</p> <p>3. Prepare, disclose, consult upon, adopt the subproject ESIA and or ESMP before launching the bidding process for the respective subproject that requires the adoption of such ESIA/ESMP. Once adopted, implement the respective ESIA/ESMP throughout Project implementation.</p>	<ul style="list-style-type: none"> - PIU-CPR-FC /MINTP - PIU-PSRDREN/MINEPAT - Recipient to ensure contractors/sub-contractors and supervising firms comply with the relevant reporting requirements

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies , including feasibility studies, environmental and social studies and plans, capacity building, training, and any other technical assistance 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>Throughout Project implementation.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP and PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
1.5	<p>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including an CERC-ESMF Addendum that will be included in the CERC Manual for the implementation of the CERC Part, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under the CERC Part of the Project, in accordance with CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p>	<p>a) The adoption of the CERC Manual and the CERC-ESMF Addendum in form and substance acceptable to the Association is a withdrawal condition under Section [XX] of Schedule 2 of the [name of legal agreement] for the Project.</p> <p>b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	<ul style="list-style-type: none"> – MINEPAT
1.7	<p>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</p>	<p>Conduct an environmental and social audit before any payment of activities under retroactive financing is done.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-

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	<p>Retroactive financing provision of up to 20 percent of the Project financing to fund requested by the GoC to fund: (a) civil works; (b) supervision of MDK road works; and (c) project activities implemented prior to the Signing Date.</p> <p>The activities subject to retroactive financing shall be implemented as per ESSs. An environmental and social audit shall be carried out and completed before any payment is done to incorporate any requisite amendments to existing work contracts, or adoption and implementation of a corrective action plan, as needed.</p>		contractors and supervising firms comply with these requirements
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, disclose, consult upon, adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	LMP was prepared, disclosed, consulted upon, and adopted on 05/03/2023, and shall be implemented throughout Project implementation.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement measures to manage hazardous and non-hazardous wastes for construction activities as required in the ESMP to be prepared under Action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMPs under Action 1.2.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under Action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMPs under Action 1.2.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT

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	Assess the carbon footprint (GHG assessment) of the Project, incorporate and implement a climate action plan through adaptation and mitigation measures suitable for the project as part of site-specific ESIA/ESMPs, consistent with ESS3.		<ul style="list-style-type: none"> – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required by ESHS GIIP in the ESMPs to be prepared under action 1.2 above and implement these measures throughout Project implementation, all consistent with ESS4.</p>	Same timeframe as for the adoption and implementation of the ESMPs under Action 1.2.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the adoption and implementation of the ESMPs under Action 1.2.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
4.3	<p>GBV: SEA AND SH RISKS</p> <p>Prepare, disclose, consult upon, Adopt and implement the GBV: SEA/SH Action Plan to assess and manage the risks of SEA and SH, consistent with ESS4.</p> <p>An NGO with the expertise to manage SEA/SH risks shall be recruited by each PIU for the respective Project components that they are leading, with terms of reference acceptable to the Association.</p>	<p>GBV: SEA/SH Action Plan was prepared, disclosed, consulted upon, and adopted on 05/03/2023 and shall be implemented throughout Project implementation.</p> <p>NGOs shall be recruited, after obtaining the Association’s no-objection, prior to initiation of works of the respective component.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
4.4	<p>SECURITY MANAGEMENT</p>	Prior to engaging security personnel and thereafter implemented throughout Project implementation.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT – Recipient to ensure contractors/sub-contractors and

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Adopt and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities as set out in the Security Management Plan (SMP) of the Project, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p> <p>Prepare, disclose the summary, consult upon, adopt and implement the SMP consistent with ESS4.</p>	<p>The SMP was prepared, disclosed (summary), consulted upon, and adopted on 05/03/2023 and shall be implemented throughout Project implementation.</p>	<p>supervising firms comply with these requirements</p>
<p>4.5 INVOLVEMENT OF THE MILITARY</p> <p>Ensure the following measures are carried out before deploying the Recipient’s military for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p> <p>a. Assess and implement measures to manage the security risks of engaging the military as set out in the Security Management Plan, guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of such military personnel;</p> <p>b. Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of Army Special Forces (Force dédié région militaire interarmées – RMIA4) members to the Project as set out in the Security Management Plan of the Project, and screen such military to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force;</p> <p>c. Enter into a memorandum of understanding (MoU), with the Ministry of Defense, setting out the arrangements for the engagement of the Army Special Forces in the Project, including the relevant actions and measures set out in this ESCP;</p> <p>d. Provide adequate instruction and training to the Army Special Forces members, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA and SH, and other relevant areas), as set out in the Security Management Plan, and MoU;</p>	<p>Carry out a, b), c), and d) before deploying military under the Project and implement throughout Project implementation.</p> <p>e) and f) as set out under actions 10.1 and 10.2 respectively. Notify the Association after receiving the concern or grievance in the timeframe specified in action B above.</p> <p>(g) within the timeframes requested by the Association.</p> <p>An MoU between the Ministry of Defense and MINEPAT shall be signed prior to Project Effective Date, and shall be implemented throughout Project implementation.</p> <p>An MoU between the Ministry of Defense and MINTP shall be signed prior to Project Effective Date, and shall be implemented throughout Project implementation.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>e. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of military in the Project;</p> <p>f. Ensure that any concerns or grievances regarding the conduct of Army Special Forces member are received, monitored, and documented (taking into account the need to protect confidentiality) by the Project’s grievance mechanism (see action 10.2 below), which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the Association] after receiving the concern or grievance, as set out under action B above; and</p> <p>g. Cooperate with the Association to facilitate visits and monitoring missions that will be conducted by the third- party monitor consultant to be engaged by the Association as part of its supervision as foreseen in the Security Management Plan of the Project; and promptly take any actions, as may be requested by the Association upon its review of the third-party monitor consultant reports.</p>		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Prepare, disclose, consult upon, adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	The RPF was prepared, disclosed, consulted upon, and adopted on 05/03/2023, and shall be implemented throughout Project implementation.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT
5.2	<p>RESETTLEMENT PLANS</p> <p>Prepare, disclose, consult upon, adopt and implement the resettlement action plan (RAP) for Route 1 Mora -Dabanga - Kousseri Corridor, consistent with ESS5.</p> <p>Prepare, disclose, consult upon, adopt and implement a RAP for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.</p>	The RAP for Route 1 Mora -Dabanga - Kousseri Corridor was prepared, disclosed, consulted upon, and adopted on 05/03/2023 and shall be implemented throughout Project implementation.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Prepare, disclose, consult upon, adopt and implement the respective RAPs, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	
5.3	<p>GRIEVANCE MECHANISM FOR RESETTLEMENT PLANS</p> <p>Adopt and implement the grievance mechanism (GM) as part of the Project GM to address resettlement related complaints as described in the RPF and SEP.</p>	Same time frame of Action 10.2 below.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Prepare, disclose, consult upon, adopt and implement the Biodiversity Action Plan (BAPas part of the ESIA-ESMP for the rehabilitation of Mora-Dabanga-Kousséri Section (205 km) of National Road 1 (RN1) subproject in accordance with ESS6. Incorporate the biodiversity measures into site-specific ESIA/ESMPs in accordance with the BAP and ESS6</p>	<p>Prepare, disclose, consult upon, adopt the BMP as part of the ESIA-ESMP in accordance with the timeframe under Action 1.2.</p> <p>Develop an operational Biodiversity Action Plan as part of site-specific ESMPs and implement it, all in accordance with the timeframe for the adoption and implementation of site-specific ESMPs under Action 1.2.</p>	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP and PIU-PSRDREN/MINEPAT (in collaboration with Ministry of Environment MINEPDED and Ministry of Forest and Fauna MINFOF and Protected Areas Management Unit) – Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES - Not relevant to the Project.			
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Finalize the inventory of cultural heritage within the road right-of-way as part of the ESIA/ESMP RN 1, consistent with ESS8.</p> <p>Adopt and implement a Cultural Heritage Management measures as part of the ESMF and ESMP, consistent with ESS8.</p>	Same timeframe as the adoption and implementation of the ESIA/ESMP for Mora-Dabanga-Kousséri Section under Section 1.2 above.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT <p>Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Adopt cultural heritage management measures as part of the ESMF and site-specific ESMPs in accordance with the timeframes for the adoption and implementation of the ESMF and site-specific ESMPs under Action 1.2.	–
8.2	<p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures as part of the ESMF and ESMP of the Project.</p>	Describe the chance find procedures in the ESMF and ESMP. Implement the procedures throughout Project implementation.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
ESS 9: FINANCIAL INTERMEDIARIES - Not relevant to the Project.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare, disclose, consult upon, adopt and implement the Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which includes measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	The SEP was prepared, disclosed, consulted upon, and adopted on 05/03/2023 and shall be implemented throughout Project implementation.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Adopt, publicize and operate the grievance mechanism of the Project. GRM to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p>	The GRM was prepared, disclosed, consulted upon, and adopted on 05/03/2023, shall be operational prior to Project effective date, and thereafter maintained operational throughout Project implementation.	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT Recipient to ensure contractors/sub-contractors and supervising firms comply with these requirements

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.		
CAPACITY SUPPORT			
CS1	<p>Training may be required for the implementing agencies and PIU staff on:</p> <ul style="list-style-type: none"> ▪ Stakeholder engagement ▪ Resettlement management (i.e. valuation of losses and engagement with affected persons) ▪ Security risks management Involvement of military forces in the Project ▪ GHG assessment for project activities ▪ Road Safety Management and (secure approach on field environment – kidnapping); ▪ Accident and incident reporting and investigating for root cause analysis and SCAP. 	Regular trainings throughout Project implementation as described in the ESMF	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT
CS2	<p>Training may be required for Project workers on:</p> <ul style="list-style-type: none"> - Occupational health and safety (OHS,) - Regular talk box on Job Safety Assessment (JSA) and practical First Aid <p>Emergency prevention and preparedness and response arrangements to emergency situations.]</p>	Regular trainings throughout Project implementation as described in the ESMF	<ul style="list-style-type: none"> – PIU-CPR-FC /MINTP – PIU-PSRDREN/MINEPAT