

Public Disclosure Authorized

# **West Africa Food System Resilience Program – Phase 2 (FSRP) P178132**

**Phase 2 Under the Multi-Phase Programmatic Approach**

## **Negotiated Versions**

### **ENVIRONMENTAL AND SOCIAL COMMITMENT PLANS (ESCPs) for:**

- **The Republic of Chad**
- **The Republic Ghana**
- **The Republic of Sierra Leone**

**June 2022**

Public Disclosure Authorized

**Government of the Republic of Chad  
West Africa Food System Resilience Program –  
Phase 2 (FSRP)  
P178132**

**Phase 2 Under the Multi-Phase Programmatic Approach**

**ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)**

**Negotiated Version  
16 June 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of the Republic of Chad (the Recipient) will implement the West Africa Food System Resilience Program – Phase 2 under the Multiphase Programmatic Approach (FSRP) (the Project) with the involvement of the Ministry of Agriculture as set out in the Financing Agreement. The International Development Association (hereinafter the Association) has agreed to provide funding to the Project, as set out in the referred agreement(s).
2. The Recipient will implement the concrete measures and actions that are necessary to 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 the Ministry of Agriculture and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, the Minister of Agriculture. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association, through the Project Coordination Unit (PIU), 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&amp;S instruments required under the ESCP tools referred to in section 1.2 below.</p>	<p><i>Submit quarterly reports to Association throughout Project implementation commencing after the Effective Date. Submit each report to the Association no later than seven days after the end of each reporting period.</i></p> <p><i>A compilation of these reports will be carried out on an annual basis no later than one week after the expiry of the quarter concerned and one month after the expiry of the year for the annual report.</i></p>	Project Implementation Unit (PIU)
B	<p><b>INCIDENTS AND ACCIDENTS</b></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), and accidents that result in death, serious or multiple injury. 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><i>Notify the Association no later than 48 hours after learning of the incident or accident, 24 hours after serious injury or death and SEA/SH incidents.</i></p> <p><i>Provide subsequent report to the Association within a timeframe acceptable to the Association.</i></p>	PIU
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></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 to the Association.</p>	<p><i>Submit the monthly reports to the Association.</i></p>	PIU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p>	.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Establish and maintain a Project Coordination Unit (PIU) within the entity implementing the project that is tasked with ESHS management with qualified staff and resources to support management of ESHS risks and impacts of the Project including an environmental specialist, a social specialist and a GBV specialist, and a security risk consultant.	<i>Recruit an environmental specialist, a social special specialist, a GBV specialist, and a security risk consultant within 30 days after Project Effective Date. The PIU, including specialists, shall be maintained throughout the implementation of the Project.</i>	
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement Environmental and Social Impact Assessments (ESIA), and corresponding Environmental and Social Management Plans (ESMP) for the Project and each subproject, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	<p><i>1. Adopt ESIA and ESMPs before launching the bidding process for the respective subproject and shall thereafter implement the ESIA and ESMPs throughout Project implementation.</i></p> <p><i>2. The ESMF was disclosed 30 April 2022 and shall thereafter implement the ESMF throughout Project implementation.</i></p>	PIU
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the management tools and instruments referred to in Section 1.2 above, 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, including codes of conduct of their respective contracts.</p>	<p><i>During the preparation of procurement documents and before the start of works by contractors. Supervise the application of these measures throughout Project implementation.</i></p>	PIU
1.4	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, CERC-ESMF that will be included or referred to in the CERC Manual for the implementation of the CERC Part, in accordance with the ESSs.</p>	<p><i>a) The adoption of the CERC Manual in form and substance acceptable to the Association is a withdrawal condition under Section III.B of Schedule 2 of the Financing Agreement for the Project.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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 the CERC Manual and, CERC-ESMF or 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.	<i>b) Submit the respective E&amp;S instrument for the Association’s prior review and approval and include it as part of the respective bidding process, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</i>	
1.5	<b>TECHNICAL ASSISTANCE</b>  Ensure that the consultancies, studies (including feasibility studies), 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	<i>Throughout Project implementation.</i>	PIU
1.6	<b>PERMITS, CONSENT AND AUTHORIZATION</b> Secure relevant permits, consents, and authorizations applicable to the subproject activities from relevant national authorities and agencies.  Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation.	<i>Obtain permits, consents, and authorizations before commencing relevant Project activities. Thereafter, implement and comply with permits, consents, and authorizations throughout Project implementation.</i>	PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> 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.	<i>The LMP was disclosed on 30 April 2022 and shall thereafter implement the LMP throughout Project implementation.</i>	PIU
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	<i>Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.</i>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	<p><i>The WMP was included in the ESMF which was disclosed on 30 April 2022 thereafter implement the WMP throughout Project implementation.</i></p>	<p>PIU</p> <p>Contractors</p>
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.</p> <p>Ensure that the Integrated Pest Management Plan (IPMP) follows integrated approaches identified in the IPMP and that pesticides used are manufactured, formulated, packaged, labeled, handled, stored, and disposed of, in accordance with good international industrial practices as well as the World Bank Group’s Environmental Health and Safety Guidelines (EHSGs).</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP</i></p> <p><i>IPMP was disclosed 30 April 2022 and shall be implemented throughout the Project.</i></p>	<p>PIU</p> <p>Contractors</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Ensure that Project companies adopt and implement measures and actions to assess and manage traffic and road safety risks, as required in the ESMP to be developed under Action 1.2 above.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP</i></p>	<p>PIU</p>
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Ensure that companies develop and implement measures and actions to assess and manage the risks and effects that The Project's activities could have on community, including those related to the presence of Project workers and labor influx as well as conflict/security risks. These measures will be included in the ESMPs to be prepared in accordance with the ESMF.</p> <p>At the work sites the PIU and the contractors must ensure the lighting, the separate hygienic installations for women and men that can be locked from the inside, and the displays publicly prohibiting SEA/SH with information on how to register a complaint.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMPs</i></p> <p><i>If recommended in the ESIA, depending on the level of security risk, the PIU prepare a safety management plan prior to the start of works that will be in the ESMP.</i></p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Adopt and implement a SEA/SH Action Plan as part of the ESMF and the adapted versions will be developed and annexed to the ESMP specific to the construction site, to assess and manage the risks of SEA and SH.</p>	<p><i>The SEA/SH Action Plan was adopted as part of the ESMF on 30 April 2022. The mapping of GBV services shall be completed and SEA/SH Grievance Mechanism shall be implemented before the start of project activities and included in the ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation.</i></p>	<p>PIU</p> <p>Contractors</p>
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>Assess 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 ESMF and if required to be further assessed in the ESIA and included in the ESMP or in Security Management Plan which may be required as per the ESIA, 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><i>A security risk assessment framework was included in the ESMF which was disclosed on 30 April 2022. Security risks will be assessed in the ESIA, and appropriate measures included in the ESMP. If the Association deems it necessary, prepare a Security Management Plan prior to the start of project activities.</i></p>	<p>PIU</p>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p><i>The RPF was disclosed on 30 April 2022 and thereafter implement the RPF throughout Project implementation.</i></p>	<p>PIU</p>
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>Adopt and implement a resettlement action plan (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>	<p><i>Adopt and implement the respective RAPs, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.</i></p>	<p>PIU</p>
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Adopt and implement the Grievance Mechanism as described in the SEP and referred to in action 10.1 below for resolution of grievances related to land acquisition and involuntary resettlement.</p>	<p><i>Same timeframe as for the adoption and implementation of the SEP</i></p>	<p>PIU</p> <p>Contractors</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> Adopt and implement biodiversity management measures set out in the in ESIAs and ESMPs to be subsequently developed consistent with ESS6.	<i>Same timeframe as the adoption of the subproject ESIAs/ESMPs and thereafter implement the biodiversity management measures throughout Project implementation.</i>	PIU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	The relevance of ESS 7 will be determined during implementation. If deemed relevant, the required instruments will be prepared, consulted upon, and disclosed prior to the commencement of project activities.	<i>Before the start of project activities</i>	
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	Describe the chance finds procedures as part of the ESMF and in specific sites prepare a cultural management plan, as part of ESMPs.	<i>Same timeframe for adoption as the ESMF.  Implement the procedures throughout Project implementation.</i>	PIU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
This standard is not relevant for this project.			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include 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.	<i>The SEP was disclosed on 30 April 2022, and thereafter implement the SEP throughout Project implementation.</i>	PIU
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> Establish, publicize, maintain, and operate the grievance mechanism described in the SEP, 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.	<i>Establish the grievance mechanism no later than 60 days project Effective Date and thereafter maintain and operate the mechanism throughout Project implementation</i>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>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.</p> <p>The Grievance Mechanism will be supported by a communication plan in line with the SEP to ensure that the local populations concerned by the project are aware of the existence of this mechanism and are aware of the procedures for submitting and handling grievance as well as other remedies. Special arrangements will be made to ensure that vulnerable and disadvantaged groups can access the grievance mechanism (i.e., illiterate persons, persons with disabilities, those without access to information/communication technologies, the elderly, pastoralists including women led pastoralist associations, women, etc.)</p>	<p><i>Adopt the communications plan six (6) months after the recruitment of the social specialist.</i></p>	
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training to be provided to the Project coordination and targeted groups:</p> <ul style="list-style-type: none"> <li>• The World Bank’s Environmental and Social Standards (ESS)</li> <li>• Stakeholder mapping and engagement</li> <li>• Specific aspects of environmental and social</li> <li>• Inclusion of vulnerable groups, including in stakeholder engagement and social baselines, culturally appropriate measures, including for traditional local communities such as pastoralists</li> <li>• Content of the Environmental and Social Commitment Plan (ESCP)</li> <li>• Content of the Stakeholder Engagement Plan (SEP)</li> <li>• The World Bank’s SEA/SH Good Practice Note</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety</li> <li>• Security Management Plan</li> </ul>	<p><i>Throughout Project Implementation</i></p>	<p><i>PIU</i></p>
CS2	<p>Training for Project workers :</p> <ul style="list-style-type: none"> <li>• Training of Project workers in occupational health and safety, including emergency prevention, preparedness, and response.</li> <li>• Ongoing training of project workers on SEA/SH, GBV-sensitive GM, SEA/SH, CoC, child labor</li> <li>• Health and safety rules, management of solid and liquid waste, safety and security of the population</li> <li>• Procedures for dealing with security/conflict risks</li> </ul>	<p><i>Throughout Project Implementation (prior to the start of activities)</i></p>	<p><i>PIU</i></p>



**The Republic of Ghana  
Ministry of Food and Agriculture**

**West African Food System Resilience Program  
(FSRP) - P178132**

**Phase 2 Under the Multi-Phase Programmatic Approach**

**ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)**

**Negotiated Version  
6 June 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Ghana (the Recipient) will implement the West African Food System Resilience Program – Phase 2 under the Multiphase Programmatic Approach (the Project), through the Ministry of Food and Agriculture (MoFA), as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement(s).
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 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 Chief Director of MoFA, and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p><i>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than five (05) working days after the end of each reporting period.</i></p>	Project Implementation Unit (PIU)
B	<p><b>INCIDENTS AND ACCIDENTS</b></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), and accidents that result in death, serious or multiple injury. 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><i>Notify the Association no later than 48 hours after learning of the incident or accident.</i></p> <p><i>Provide subsequent report to the Association within a timeframe acceptable to the Association</i></p>	PIU
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></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 to the Association upon request.</p>	<p><i>Submit the monthly reports to the Association upon request throughout the Project’s implementation period starting from the Project effective date.</i></p>	PIU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p>	<p><i>Establish and maintain a PIU, as set out in the Financing Agreement.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including qualified environmental and social risk management staff (an Environmental Specialist, a Social Specialist, and a GBV Specialist, and ensure they have representation in the senior management to have overall accountability for the environmental and social performance.</p>	<p><i>Recruit one Environmental Specialist and one Social Specialist no later than 30 days after Effective Date; and recruit one GBV Specialist no later than three (3) months after Effective Date, and thereafter maintain these positions throughout Project implementation.</i></p>	
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Screen subproject activities and specific sub-project locations once they are identified for the Project. Adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP), as needed, consistent with the relevant ESSs.</p> <p>2. Adopt and implement the Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	<p>1. <i>Submit relevant terms of reference (TORs) for ESIA and ESMP studies to the Association for review and clearance prior to commencement of the activity. Prepare, consult upon, submit for the Association’s clearance, and disclose the site-specific instruments such as the ESIA, ESMP etc. before commencement of the Project activities that require them. Adopt the instruments before launching the bidding process for the respective Project activity prior to the carrying out of Project activity that requires the instrument(s). Once adopted, implement the respective instrument throughout Project implementation.</i></p> <p>2. <i>The ESMF was adopted on March 10, 2022 and shall thereafter be implemented throughout Project implementation.</i></p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the management tools and instruments referred to in Section 1.2 above, 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, including codes of conduct of their respective contracts.</p>	<p><i>During the preparation of procurement documents and before the start of activities by contractors.</i></p> <p><i>Supervise the application of these measures throughout Project implementation.</i></p>	<p>PIU</p>
<p>1.4 <b>PERMITS, CONSENT AND AUTHORIZATION</b></p> <p>Secure relevant permits, consents, and authorizations applicable to the subproject activities from relevant national authorities and agencies.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation.</p>	<p><i>Obtain permits, consents, and authorizations before commencing relevant Project activities. Thereafter, implement and comply with permits, consents, and authorizations throughout Project implementation.</i></p>	<p>PIU</p>
<p>1.5 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies), 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><i>Throughout Project Implementation</i></p>	<p>PIU</p>
<p>1.6 <b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, CERC-ESMF that will be included or referred to 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&amp;S) instruments which may be required for activities under the CERC Part of the Project, in accordance with the CERC Manual and, CERC-ESMF or and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p><i>a) The adoption of the CERC Manual in form and substance acceptable to the Association is a withdrawal condition under Section III.B. of Schedule 2 of the Financing Agreement for the Project.</i></p> <p><i>b) Submit the respective E&amp;S instrument for the Association’s prior review and approval and include it as part of the respective bidding process, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with</i></p>	<p>PIU</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<i>their terms, throughout Project implementation.</i>	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>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>	<i>The LMP was adopted on March 10, 2022, and shall be implemented throughout Project implementation.</i>	PIU
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<i>Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</i>	PIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Adopt and implement a Waste Management Plan (WMP) either as a standalone plan or as part of their ESMP, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	<i>Adopt the WMP prior to commencement of waste generation activities, and thereafter implement the WMP throughout Project implementation.</i>	PIU Contractors
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.</p> <p>Ensure that pest management follows integrated approaches identified in the Integrated Pest Management Plan (IPMP) and that pesticides used are manufactured, formulated, packaged, labeled, handled, stored, and disposed of, in accordance with good international industrial practices as well as the World Bank Group’s Environmental Health and Safety Guidelines (EHSGs).</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP</i></p> <p><i>IPMP disclosed on March 10, 2022. To be implemented throughout Project implementation.</i></p>	PIU Contractors
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action [1.2] above.</p>	<i>Same timeframe as for the adoption and implementation of the ESMP.</i>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Require contractors and subcontractors to incorporate measures to manage traffic and road safety risks in their C-ESMPs.	<i>C-ESMPs shall be prepared and approved by the PIU before commencement of the related Project activity and thereafter implemented throughout the Project activity.</i>	
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities including, behavior of Project workers, risks of labor influx, response to emergency situations, SEA/SH, COVID-19 and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	<i>Same timeframe as for the adoption and implementation of the ESMPs.</i>	PIU
4.3	<b>SEA AND SH RISKS</b> Adopt and implement a SEA/SH Prevention and Response Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.	<i>The SEA/SH Action Plan was adopted as part of the ESMF on March 10, 2022. The mapping of GBV services shall be completed and SEA/SH Grievance Mechanism shall be implemented before the start of project activities and included in the ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation.</i>	PIU
4.4	<b>SECURITY MANAGEMENT</b> The use of security personnel is not envisioned in the project, but should this aspect change, assess and prepare a Security Management Plan 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, guided by the principles of proportionality and Good International Industrial Practices (GIIP), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.	<i>Prior to engaging security personnel and thereafter implemented throughout Project implementation.</i>	PIU
4.5	<b>DAM SAFETY (FOR ANNEX A, PARA. 2. ESS4)</b> 1. For the Kpong Irrigation Scheme (KIS), submit to the Association a recent Dam Safety Assessment (DSA) on the Kpong dam, under terms of reference, and in form and substance satisfactory to the Association. a. For all other irrigation schemes relying on existing dam/reservoir which shall be identified during Project implementation, engage experienced and competent professionals to, inter alia: (a) inspect and evaluate the safety status of the respective dam, its appurtenances, and its performance history; (b) review and	<i>Submit TORs for the Association's review and clearance before commencement of bidding processes.</i>  <i>Submit DSAs to the Association for review and clearance before commencement of civil works on the affected irrigation schemes.</i>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>evaluate the owner's operation and maintenance procedures; and (c) provide a written report of findings and recommendations for any remedial work or safety related measures necessary to upgrade the dam to an acceptable standard of safety.</p> <p>2. Engage experienced and competent professionals for the supervision of the design and rehabilitation of each relevant dam and adopt and implement dam safety measures during the design, bid tendering, rehabilitation, operation, and maintenance of each relevant dam and associated works.</p> <p>3. Adopt and implement the following Dam Safety Plans for each relevant dam under the Project: (i) a plan for rehabilitation/construction supervision and quality assurance; (ii) an instrumentation plan; (iii) an operation and maintenance plan; and (iv) an emergency preparedness plan.</p> <p>5. Carry out a safety inspection of each relevant dam at intervals of not less than once every year during Project implementation, by independent experts whose terms of reference shall be acceptable to the Association</p>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement the Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p><i>The RPF was adopted March 10, 2022. Implement the RPF throughout Project implementation.</i></p>	PIU
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>Adopt and implement a resettlement action plan (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>	<p><i>Adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Adopt and implement the Grievance Mechanism as described in the SEP and referred to in action 10.1 below for resolution of grievances related to land acquisition and involuntary resettlement.</p>	<p><i>Same timeframe as for the adoption and implementation of the SEP</i></p>	PIU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Adopt and implement biodiversity management measures as part of the ESAs and ESMPs to be subsequently developed consistent with ESS6.</p>	<p><i>Adopt biodiversity management measures in the same timeframe as for the adoption and implementation of the ESAs and ESMPs, and thereafter implement the measures throughout Project implementation.</i></p>	PIU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p>The relevance of ESS7 will be assessed during implementation.</p>		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p>Describe the chance finds procedures as part of the ESAs and ESMPs, and in specific sites prepare a cultural heritage management plan, as part of ESMPs, if required.</p>	<p><i>Describe the chance find procedures in the ESAs and ESMPs. Implement the procedures throughout Project implementation. Adopt Cultural Heritage Management Plans with the same timelines as the ESMP in 1.2 above.</i></p>	PIU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	<p>This standard is not relevant to this Project</p>		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>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>	<p><i>The SEP was adopted on May 4, 2022, and thereafter implement the SEP throughout Project implementation.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate the grievance mechanism described in the SEP, 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> <p>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.</p>	<p><i>Establish the grievance mechanism no later than 3 months after Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</i></p>	PIU
<b>CAPACITY SUPPORT</b>			
CS1	<p>Train Implementing Partners (IPs), contractors, Consultants and workers on the following which could be expanded as required:)</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Environmental and social screening</li> <li>• Environmental and social management</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety (including traffic and road safety, mitigation measures related to communicable diseases)</li> <li>• Vector/Pest risk management using IPM approach</li> <li>• SEA/SH risk management</li> <li>• Occupational health and safety</li> <li>• Training on the gender inclusion action plan</li> <li>• Identifying and addressing risks to vulnerable groups and individuals</li> </ul>	<p><i>Throughout Project Implementation</i></p>	PIU
CS2	<p>PIU staff and project workers will be trained on (not restricted to):</p> <ul style="list-style-type: none"> <li>• Occupational health and safety (including COVID-19 mitigation measures)</li> <li>• Emergency prevention and preparedness and response – e.g., fire fighting</li> <li>• Introduction to World Bank ESF</li> <li>• Introduction to environmental and social assessment (and targeting and tailoring effective baselines and mitigation measures)</li> </ul>	<p><i>Throughout Project Implementation</i></p>	PIU

**THE REPUBLIC OF SIERRA LEONE**



**MINISTRY OF AGRICULTURE**

**West Africa Food System and Resilience  
Program (FSRP)**

**P178132**

**Phase 2 Under the Multi-Phase Programmatic Approach**

**ENVIRONMENTAL and SOCIAL  
COMMITMENT PLAN (ESCP)**

**Negotiated Version**

**10 June 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Sierra Leone (*the Recipient*) will implement the West Africa Food System Program (FSRP) – Phase 2 under the Multiphase Programmatic Approach (*the Project*) (P173132) with the involvement of the Ministry of Agriculture (MOA), National Water Resources Management Agency (NWRMA), Sierra Leone Meteorological Agency (SLMA), Ministry of Trade and Industry (MTI) through the National Development Partner Project Coordination Office (NDPPCO or PIU), as set out in the Financing Agreement, The International Development Association (the Association) has agreed to provide financing (P178132) for the Project, as set out in the referred agreement(s).
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 and the Project 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 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 Agriculture agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Chief Agriculture Officer or their assigned representative. The Recipient will promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
<b>A</b>	<p><b>REGULAR REPORTING</b></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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p><i>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than seven days after the end of each reporting period.</i></p>	<p>Project Implementation Unit (PIU)</p>
<b>B</b>	<p><b>INCIDENTS AND ACCIDENTS</b></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), and accidents that result in death, serious or multiple injury. 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>A standard incident/accident notification form shall be sent by the Recipient to all subcontractors and suppliers. This form shall not apply to incidents of SEA/SH in which case any notification of an incident of SEA/SH shall follow the information sharing protocol to respect the safety and confidentiality of the survivor (information shall include date of receipt of the incident; date of the incident; type of SEA/SH reported; age/sex of the survivor; whether the incident is related to the Project and if the survivor was referred to services).</p>	<p><i>The Association must be informed in writing immediately and no later than 48 hours after being informed of such incidents/accidents for serious accidents, and no later than 24 hours for very serious accidents, including incidents of SEA/SH or death, the Recipient must, or cause PIU to, inform the Association.</i></p> <p><i>Provide subsequent report acceptable to the Association within 20 days of the Association’s request and throughout Project implementation.</i></p>	<p>PIU</p> <p>Subcontractors and service providers</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></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 to the Association.</p>	<p><i>Submit the monthly reports to Association as annexes to the reports to be submitted under action A above.</i></p>	<p>PIU Contractors and service providers</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a PIU with qualified staff and resources to support management of ESHS risks and impacts of the Project including one environmental specialist, one social specialist, and one GBV specialist.</p> <p>The PIU shall hire an Environmental Specialist, Social Specialist, GBV Specialist to implement the Project and provide E&amp;S management and reporting for FSRP2. The PIU may also hire external expertise and consultancy services, where necessary.</p> <p>The qualifications and experience of these positions shall be deemed satisfactory by the Association. In addition, the PIU shall prepare and implement a staff capacity building program based on a training needs assessment.</p>	<p><i>Establish and maintain a PIU as set out in the financial agreement. Hire one environmental specialist, one social specialist, and one GBV specialist no later than three months after Effective Date, and thereafter maintain these positions throughout Project implementation.</i></p>	<p>PIU</p>
1.2	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for which the ESIA/ESMP is required of the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	<p>1. <i>Adopt the ESIA and ESMP prior to the start of project activities and thereafter implement the ESIA and ESMP throughout Project implementation.</i></p> <p>2. <i>The ESMF was disclosed on 9 May 2022, and thereafter implement the ESMF throughout Project implementation.</i></p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the management tools and instruments referred to in Section 1.2 above, 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, including codes of conduct of their respective contracts.</p>	<p><i>During the preparation of procurement documents and before the start of activities by contractors.</i></p> <p><i>Supervise the application of these measures throughout Project implementation.</i></p> <p><i>Before signing of the contract and the actual start of the activities by contractors.</i></p>	PIU
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies), 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><i>Throughout Project Implementation</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, if applicable, CERC-ESMF/ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of the CERC Part, in accordance with the ESSs, the World Bank Group Environmental, Health and Safety Guidelines (EHSs), and other relevant Good International Industry Practice (GIIP) including World Health Organization (WHO) guidance documents on COVID-19 in a manner acceptable to the Association. Thereafter implement the measures and actions required under the said E&amp;S management plans or instruments, within the timeframes specified in the plans.</p> <p>b) Prepare, consult, adopt, and disclose any environmental and social (E&amp;S) instruments which may be required for activities under the CERC Part of the Project, in accordance with the ERM and, if applicable, CERC-ESMF or CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>a) <i>The adoption of the CERC Manual in form and substance acceptable to the Association is a withdrawal condition under Section III.B. of Schedule 2 of the Financing Agreement for the Project.</i></p> <p>b) <i>Submit the respective E&amp;S instrument for the Association's prior review and approval and include it as part of the respective bidding process, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</i></p>	PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES (LMP)</b></p> <p>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>	<p><i>The LMP was disclosed on 9 May 2022, and thereafter implement the LMP throughout Project implementation.</i></p>	PIU
2.1	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p><i>Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN:</b></p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	<p><i>Adopt the WMP prior to commencement of waste generation activities, and thereafter implement the WMP throughout Project implementation.</i></p>	PIU
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.</p> <p>Ensure that pest management follows integrated approaches identified in the Integrated Pest Management Plan (IPMP) and that pesticides used are manufactured, formulated, packaged, labeled, handled, stored, and disposed of, in accordance with good international industrial practices as well as the World Bank Group's Environmental Health and Safety Guidelines (EHSGs).</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP.</i></p> <p><i>IPMP disclosed on 9 May 2022. To be implemented throughout Project implementation.</i></p>	PIU Contractors/service providers
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP.</i></p>	PIU
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, the behavior of Project workers, risks of labor influx, COVID-19 transmission, SEA/SH, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP.</i></p>	PIU Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.3	<p><b>SECURITY MANAGEMENT</b></p> <p>Assess 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 ESMP, 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><i>Prior to the start of activities and maintained throughout Project implementation.</i></p>	PIU
4.4	<p><b>SEA and SH RISKS</b></p> <p>Adopt and implement a Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Prevention and Response Action Plan to assess and manage the risks of SEA and SH under the project.</p>	<p><i>The SEA/SH Action Plan was adopted as part of the ESMF on 9 May 2022. The mapping of GBV services shall be completed and SEA/SH Grievance Mechanism shall be implemented before the start of project activities and included in the ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation</i></p>	PIU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p><i>The RPF was disclosed on 9 May 2022, and thereafter implement the RPF throughout Project implementation.</i></p>	PIU
5.2	<p><b>RESETTLEMENT ACTION PLANS</b></p> <p>Adopt and implement a resettlement action plan (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>	<p><i>Adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable, displaced people have been resettled and moving allowances have been provided.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Adopt and implement the Grievance Mechanism as described in the SEP and referred to in action 10.1 below for resolution of grievances related to land acquisition and involuntary resettlement.</p>	<p><i>Same timeframe as for the adoption and implementation of the SEP</i></p>	<p>PIU</p> <p>Contractors/subcontractors</p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Using the screening form in the ESMF, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts on biodiversity and living natural resources.</p> <p>Where the environmental and social assessment has identified potential risks and impacts on biodiversity or habitats, the Recipient will prepare a Biodiversity Management Plan (BMP) either as stand-alone or as part of the ESMP to manage those risks and impacts in a manner proportionate to the nature and magnitude of the risks and in accordance with ESS6.</p>	<p><i>During subproject screening process and prior to commencement of Project activities.</i></p> <p><i>Adopt the BMP (if needed) and thereafter implement the BMP throughout Project implementation.</i></p>	<p>PIU</p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	<p>The relevance of ESS7 will be assessed during implementation.</p>		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p>Describe the chance finds procedures as part of the ESAs and ESMPs, and in specific sites prepare a cultural heritage management plan, as part of ESMPs, if required.</p>	<p><i>Describe the chance find procedures in the ESAs and ESMPs. Implement the procedures throughout Project implementation. Adopt Cultural Heritage Management Plans with the same timelines as the ESMP in 1.2 above.</i></p>	<p>PIU</p>
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	<p>This standard is not relevant.</p>		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include 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>	<p><i>The SEP was disclosed on 9 May 2022, and thereafter implement the SEP throughout Project implementation.</i></p>	PIU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, 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> <p>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.</p>	<p><i>Establish the grievance mechanism as included in the SEP no later than 60 days project Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.</i></p>	PIU
<b>CAPACITY SUPPORT (TRAINING)</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p><b>Training to be provided</b></p> <p>The MAF shall ensure that relevant project actors are trained in the following areas:</p> <ul style="list-style-type: none"> <li>• The project level GM (implementation, reporting, monitoring)</li> <li>• Stakeholder roles and engagement</li> <li>• Labor Management Procedures</li> <li>• E&amp;S requirements (impacts and mitigation measures) of sub-projects</li> <li>• Subproject Environmental and Social screening</li> <li>• Occupational Health and Safety</li> <li>• Emergency preparedness and response</li> <li>• Communication strategy on COVID-19 and activities/protocols regarding prevention and mitigation of transmission, PPE, OHS</li> <li>• SEA/SH risk awareness; SEA/SH Prevention and Response Action Plan, content and sanctions of CoCs, and GM-SEA/SH of project (i.e., importance, objectives, content, how to prepare it, who implements it, and how to ensure a GM sensitive SEA/SH issues</li> <li>• Disability inclusion training and training on inclusion of vulnerable groups such as pastoralists (including women pastoralist and farmer associations/groups)</li> <li>• Documentation and reporting</li> <li>• Other (to be determined according to needs)</li> </ul>	<p><b>Target Groups and Timeframe for Delivery</b></p> <ul style="list-style-type: none"> <li>• <i>Training is required for all relevant project actors at the district (Desk officers and Community Development Officers, Contractors, and their Supervisors), and community levels</i></li> <li>• <i>6-12 months after Effective Date and during project implementation</i></li> <li>• <i>This will be done before the commencement of key works and periodic re-training throughout implementation, as needed</i></li> </ul>	PIU
C2	Training of contractors in E&S requirements relevant for their assignments	<i>Training of contractors prior to commencement of any works or services and refresher trainings throughout implementation of contract if and as needed</i>	PIU