

REPUBLIC OF SENEGAL

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**SECOND STORMWATER MANAGEMENT AND CLIMATE CHANGE ADAPTATION  
PROJECT  
(PROGEP II) P175830**

**Negotiated**

**ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)  
Updated for the Additional Financing (P180203)  
for the Second Stormwater Management and  
Climate Change Adaptation Project**

**March, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Senegal (representing the Republic of Senegal, the Recipient) is implementing the second Stormwater Management and Climate Change Adaptation Project (the Project) with the involvement of the Municipal Development Agency (ADM), a legal entity under the authority of the Ministry of Territorial Collectivities, Development and Land Use Planning. The International Development Association (the "Association") already extended an initial financing to the Republic of Senegal for the financing of the Project (Project P175830, financing provided pursuant to the Financing Agreement for Credit no. 6889-SN) and is preparing to provide an additional financing (Project P180203, financing to be provided pursuant to another Financing Agreement) (this Financing Agreement and the Financing Agreement for Credit number 6889-SN being collectively referred to as the "Financing Agreements"), all as set forth in the relevant Financing Agreements. This Environmental and Social Commitment Plan (ESCP) supersedes previous versions of the ESCP for this Project and applies to the initial and additional financing for the Project referred to above.
2. The Recipient shall ensure that the Project is implemented in accordance with the Environmental and Social Standards (ESS) and the provisions of this ESCP in a manner acceptable to the Association. The ESCP is part of the Financing Agreements and their corresponding Project Agreements in each case entered into between the Association and ADM. Unless otherwise specified in this ESCP, capitalized terms used herein shall have the meanings ascribed to them in the Financing Agreements.
3. Without prejudice to the preceding provisions, this ESCP sets out the concrete measures and actions that the Recipient will implement or ensure the implementation of, including, where appropriate, the timeframe for these actions and measures, the institutional framework, staffing, training, monitoring, and reporting mechanisms and the complaints management mechanism. The ESCP also defines the environmental and social instruments to be adopted and implemented under the Project, subject to prior consultation and public disclosure, in accordance with the ESS, in form and substance and in a manner acceptable to the Association. Once adopted, such environmental and social instruments may be revised from time to time with the prior written consent of the Association.
4. As agreed by the Association and the Recipient, this ESCP may be revised from time to time if necessary, during the implementation of the Project, to reflect the adaptive management of Project changes and unforeseen circumstances that may arise within the framework of the Project, or in response to an evaluation of the Project's performance. In such situations, the Recipient, through ADM, and the Association agree to revise the ESCP, through an exchange of letters signed by the Association and the Recipient. The Recipient/ADM shall promptly publish the revised ESCP.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit regularly to the Association reports on the Project's environmental, social, health, and safety (ESHS) performance, including but not limited to the implementation of the ESCP, the status of preparation and implementation of environmental and social instruments required under the ESCP, stakeholder engagement activities, and the operation of the complaints management mechanism, including sensitive complaints of sexual exploitation and abuse and sexual harassment (SEA/SH).</p>	<p>Monitoring reports will be prepared and submitted on a quarterly basis throughout the implementation of the Project, starting from the effective date of the Project.</p> <p>These reports shall be sent to the Association no later than the 5th of the month after the quarter's end.</p>	- ADM
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any Project-related incident or accident that has or is likely to have a serious adverse impact on the environment, affected communities, the public, or workers, including, but not limited to, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents resulting in death or serious or multiple injuries (including workplace accidents, drownings, or Project-related deaths).</p> <p>Provide sufficient details of the extent, severity and potential causes of the incident or accident, indicating the steps taken or to be taken without delay to deal with it and any information made available by any contractors and/or the supervising firm, if applicable.</p> <p>Thereafter, at the request of the Association, prepare a report on the incident or accident and propose measures to remedy the incident or accident and to prevent its recurrence.</p>	<p>Incidents and accidents shall be notified to the Association in writing within 48 hours of becoming aware of the incident/accident for serious incident/accident and within the 24 hours for severe incident/accident, including fatalities, SEA/SH allegation, severe pollution.</p> <p>A detailed report is prepared within a period acceptable to the Association. This systematic reporting system remains in effect throughout the Project implementation period.</p>	- ADM
C	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p>	<p>These reports will be produced monthly for the contracted work throughout the contract term and</p>	ADM

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Require contractors and supervising firms to provide monthly EHS performance monitoring reports in accordance with the indicators specified in the respective bid documents and contracts and provide these reports to the Association upon request.	provided to the Association upon request throughout the Project's implementation period.	
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the Association of any request 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 seven days after the issuance or receipt, as applicable, of the relevant document (i.e., application to DAAB, DAAB decision, notice of dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, if applicable).	ADM
<b>ESS n° 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND EFFECTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain the Project Implementation Unit within ADM, which is in charge of the management of environmental, social, occupational, health and safety issues, and which is endowed with qualified personnel and sufficient resources in order to support the management of risks and Environmental Health and Safety (EHS ) effects of the Project, notably an Environmental Safeguard Specialist (SSE) with expertise in Occupational Health and Safety (OHS ) , a Social Safeguard Specialist, a Social and Gender Mediation Specialist, a Facilitating Consultant to support the operational group and the implementation of the Stakeholder Engagement Plan (SEP), a social facilitation firm to assist the ADM in the implementation of the Resettlement Action Plan(s) (RAP).</p> <p>Contractors and Supervising firms are also required to establish and maintain an organizational structure with qualified personnel and appropriate resources to manage environmental and social risks, including specialists in environmental, social, health and safety risk management.</p>	<p>from the Effective Date, throughout the implementation period of the Project.</p> <p>Throughout the implementation period of the Project</p>	- ADM

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	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
			<ul style="list-style-type: none"> <li>- Contractors, subcontractors and supervising firms</li> </ul>
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ol style="list-style-type: none"> <li>1. Adopt an Environmental and Social Impact Assessment (ESIA), prepares and implement the Environmental and Social Management Plan (ESMP) for all the activities and works planned by the Project (Drainage works of the Northern part of Keur Massar, Lac Rose watershed), in accordance with the relevant ESS.</li>   <li>2. Adopt and implement the Environmental and Social Management Framework (ESMF) for the Project, in accordance with the relevant ESS.</li>   <li>3. Develop an Environmental and Social Impact Assessment with an ESMP and a Resettlement Action Plan for the works planned in the Lac Rose watershed (LRBV). These studies will be subject to TORs reviewed and approved by the Association.</li> </ol>	<p>The ESIA and ESMP will be prepared and approved by the Association prior to the start of construction works. These documents will be updated as necessary and implemented throughout the implementation of the Project.</p> <p>The Environmental and Social Management Framework (ESMF) of the parent project was <b>developed</b>, disclosed, consulted upon, and adopted on March 31, 2021, by the Recipient and will be updated for the AF (Additional Financing) before Appraisal. Thereafter implement the ESMF throughout the implementation of the Project.</p> <p>Adopt the ESMP prior to the start of the bidding process for any activity for that sub-component that requires the adoption of the ESMP. Once adopted, implement the relevant ESMP throughout the implementation of the Project.</p>	<ul style="list-style-type: none"> <li>- ADM</li> </ul>

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		The review and clearance of the ESIA's (Environmental and Social Impact Assessments) and RAPs for Phase II (LRBV and Mbao (activities related to section 2.1.b of the Mbao watershed works)) will be a condition of disbursement of the funds allocated to works under that sub-component.	
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including the relevant environmental and social instruments, Labor Management Procedures and code of conduct, into the ESHS specifications of the bidding documents issued to contractors and supervising firms and contracts. Then, ensure that these contractors and supervising firms comply and ensure that their subcontractors comply with the ESHS specifications in their respective contracts.</p>	<p>As part of the procurement process for the inclusion in the bidding document and before the contract is signed for the inclusion in the contract.</p> <p>Supervision of contractors throughout the implementation of the Project.</p>	<ul style="list-style-type: none"> <li>- ADM</li> <li>- Contractors, subcontractors and supervision firms</li> </ul>
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that consultations, studies (including feasibility studies, if any), capacity building activities, trainings, and any other technical assistance activities under the Project are conducted in accordance with terms of reference acceptable to the Association and consistent with the ESS. Thereafter, ensure that the outputs of these activities are consistent with the terms of reference.</p>	Throughout the implementation of the project	ADM

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MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.5 <b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the Contingent Emergency Response Part of the Project (CERC ) Manual, as referred to in the Financing Agreements, includes a description of the ESHS assessment and management arrangements for the implementation of the CERC in accordance with the ESS.</p> <p>b) Adopt all environmental and social instruments that may be required for the activities under the CERC, in accordance with the ESS, and subsequently implement the necessary measures and actions in application of these environmental and social instruments within the time limits established in these instruments.</p> <p>In case of an emergency that triggers the CERC, the Recipient prepares, discloses, and adopts the necessary instruments and measures in accordance with the CERC Manual and the ESCP before carrying out emergency response activities.</p>	<p>(a) Adoption of the Manual and, if applicable, other relevant instruments in form and substance acceptable to the Association, is a condition of withdrawal under Section II of Appendix 2 of the Financing Agreements.</p> <p>(b) Adopt any required environmental and social instruments and include them in the respective bidding procedures, as appropriate, and in any event prior to the implementation of the relevant Project activities for which the environmental and social instrument is required. Implement the environmental and social instruments in accordance with the conditions stipulated therein, throughout the implementation of the Project.</p>	<ul style="list-style-type: none"> <li>- Coordinating designated by the Recipient for the purpose of implementing the CERC as stated in the CERC Manual</li> <li>-</li> </ul>
<p>1.6 <b>ASSOCIATED FACILITIES</b></p> <p>Ensure that the emergency phase works financed by the State of Senegal from the Consolidated Investment Budget (BCI) and which constitute associated facilities for IDA-financed works, are carried out in accordance with the applicable provisions of this ESCP and the ESS, the ESIA, the ESMP, the RAP, Labor Management Procedures, the management of suppliers and contractors, the SEP, etc.</p>	<p>Prior to the start of civil works of subcomponent 2.1.b of the Project financed with Credit no. 6889-SN, and prior to the signature of the Financing Agreement for the additional financing.</p>	<ul style="list-style-type: none"> <li>- ADM</li> </ul>
<p><b>ESS n° 2: LABOR AND WORKING CONDITIONS</b></p>		
<p>2.1 <b>LABOR MANAGEMENT PROCEDURES</b></p>	<p>The Labor Management Procedures (LMP) is updated as part for the Additional Financing and will be</p>	<ul style="list-style-type: none"> <li>- ADM</li> <li>- Contractors,</li> </ul>

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement Labor Management Procedures for the Project, including, among others, provisions on working conditions, management of the workers relationship, occupational health and safety (including personal protective equipment and emergency preparedness and response), code of conduct (including related to sexual exploitation and abuse and sexual harassment), forced labor, child labor, the Project's worker complaint mechanism, and requirements for contractors, subcontractors, and supervising firms.	disclosed prior Appraisal and will be implemented throughout the Project implementation period  Signature of the code of conduct before workers start working for contractors, subcontractors, and supervising firms	subcontractors and supervising firms
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and make operational a grievance mechanism for Project workers, as described in the Labor Management Procedures and in accordance with the provisions of the ESS2.	Establish grievance mechanism prior to engaging Project workers, and thereafter maintain and operate it throughout Project implementation	– ADM  – contractors, subcontractors, and supervising firms
<b>ESS n° 3: RESOURCES EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b>  Adopt and implement a waste Management Plan to manage hazardous and non-hazardous waste, in accordance with the ESS3.	Adopt the waste management plan prior to the start of civil works and then implement the plan throughout the implementation of the Project.	– ADM – Contractors, subcontractors and supervising firms – –
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>  Integrate the measures of rational use of resources and prevention and management of pollution in the ESMP to be elaborated for the works (Northern part of Keur Massar, Lac Rose watershed) under Action 1.2(3) above.	Same timetable as for the preparation and implementation of the ESMP.	– ADM  Contractors, subcontractors and supervising firms
<b>ESS n° 4: POPULATION HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b>  Include traffic and road safety risk management measures in the ESMP to be elaborated for the works of Keur Massar Nord and Lake Rose watershed under Action 1.2(3).	Same timetable as for the preparation and implementation of the ESMP and implement measures throughout the implementation period of the Project.	– ADM  Contractors, subcontractors and supervising firms

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MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>4.2 <b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage the risks and effects that could be generated by the Project activities for the local populations, such as the behavior of the Project workers, the influx of labor, the response to emergency situations, the risks of accidents, drowning, collapse of buildings and transmission of diseases, etc., and include the mitigation measures in the ESMPs to be elaborated in application of the ESMF.</p>	<p>Same timetable as for the preparation and implementation of the ESMP  Before the start of the work and throughout the Project.</p>	<p>– ADM  Contractors, subcontractors and supervising firms</p>
<p>4.3 <b>RISKS OF SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT</b>  Adopt and implement an SEA/SH action plan, which must be included in the ESIA / ESMP of the site, to evaluate and manage the EAS/HS risks.</p>	<p>The EAS/HS Action Plan is in place and will be adopted prior to the start of work and then applied throughout the implementation of the Project.</p>	<p>– ADM  Contractors, subcontractors and supervising firms</p>
<p>4.4 <b>SECURITY MANAGEMENT</b> Assess and implement measures to manage the security risks of the Project, including the risks related to the use of security agents to protect the workers, sites, assets and activities of the Project, as defined in the ESMP or the Security Management Plan, based on the principles of proportionality and good international practices of the sector of activity concerned as well as on the applicable law in terms of recruitment, rules of conduct, training, equipment, and monitoring of these personnel.</p>	<p>Prior to the recruitment of security personnel and throughout the implementation of the Project.</p>	<p>– ADM  Contractors, subcontractors and supervising firms</p>
<p><b>ESS NO 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b></p>		
<p>5.1 <b>RESETTLEMENT POLICY FRAMEWORK</b>  Prepare, adopt, and implement a Resettlement Policy Framework (RPF) which sets out the procedures for the preparation of Resettlement Action Plans (RAP), in accordance with ESS n° 5.</p>	<p>The Resettlement Policy Framework (RPF) was prepared, disclosed, consulted upon, and adopted on April 12, 2021, by the Recipient.  It is updated and will be adopted and disclosed to reflect the Additional Financing. The RPF will be implemented throughout the Project implementation period.</p>	<p>– ADM</p>
<p>5.2 <b>RESETTLEMENT PLANS</b></p>		

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	<p>Prepare, adopt, and implement the Resettlement Action Plans (RAP) as indicated in the RPF prepared for the Project, and in accordance with ESS n° 5.</p> <p>Prepares, adopt, and implement the Resettlement Action Plans (RAP) of the works of the BCI emergency phase, the Mbeubeuss emergency phase and the comfort works of the Northern part of Keur Massar and the Mbao watershed.</p> <p>Realization of the resettlement action plans (RAP) of the works on the northern and southern part of the Mbao watershed</p> <p>Conduct a Resettlement Action Plan (RAP) for all routes identified in the technical study. Conduct an audit of sites already released by the administrative authorities to ensure compliance with the provisions of ESS 5.</p> <p>Carry out an audit on sites already vacated by CRDEI</p>	<p>RAPs are disclosed and implemented prior to the work execution and throughout the Project implementation period.</p> <p>These instruments will be submitted to the Association for approval for the additional financing.</p> <p>The validated RAP will be published by the Association and the Government of Senegal ( GoS) and implemented by the Project Implementation Unit before the starting of the work. The implementation of the RAP for Phase II (LRBV and Mbao (activities related to section 2.1.b of the Mbao watershed works)) will be a condition of disbursement for the funds allocated to the financing of works under that sub-component.</p> <p>Carry out an audit on sites already vacated by CRDEI before start of phase 2 civil works in accordance with ESS 5.</p>	<p>– ADM</p>
5.3	<p><b>GRIEVANCE MANAGEMENT MECHANISM</b></p> <p>The Recipient shall ensure that the Grievance redress mechanism (GRM) covers complaints related to relocations planned under the Project in accordance with the RPF, RAP and SEP .</p>	<p>The GRM is currently being implemented and will be updated for the Additional Financing.</p>	<p>– ADM</p>

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The Grievance management mechanism is equipped to receive, record, and facilitate the resolution of complaints of sexual exploitation and abuse and sexual harassment by referring survivors to appropriate gender-based violence providers in a safe, confidential, and survivor-centered manner.	It is implemented prior to the start of resettlement activities, and throughout the Project implementation period.	Contractors, subcontractors and supervising firms
<b>ESS n° 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 a Biodiversity Management Plan as part of the updated ESMF/sites specific Environmental and Social Management Plans ( ESMPs), in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS6.</p> <p>The ESIA of the classified forest and Marigot de Mbao will include a Biodiversity Management Plan to manage potential environmental risks associated with diverse types of activities, including works that may negatively impact the ecological functions of habitats.</p>	Adopt the Biodiversity Management Plan (BMP) before the start of the works and implement it throughout the implementation of the Project	– ADM
<b>ESS n° 7: HISTORICALLY, DISADVANTAGED INDIGENOUS PEOPLES/TRADITIONAL LOCAL COMMUNITIES OF SUB-SAHARAN AFRICA</b>			
7.2	This standard is not relevant given the absence of historically underserved Indigenous Peoples/Traditional Local Communities of Sub-Saharan Africa in the Project area. If the presence of indigenous communities is confirmed through further review during Project implementation, assessments and consultations will be undertaken and the necessary instruments prepared in accordance with the requirements of this standard.	<b>Not relevant</b>	
<b>ESS N° 8 : CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Adopt and implement a Cultural Heritage Management Plan as stated in the updated ESMF/Sites ESMPs and in accordance with guidelines of the ESIA prepared for the Project and in accordance with the ESS8.</p>		– ADM

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Same timetable as for the preparation of the updated ESMF/ESMPs and thereafter implement measures throughout the duration of the Project	– Companies/Subcontractors/ADM
8.2	<p><b>CHANCE FINDINGS</b></p> <p>Describe and implement the chance finds procedures, as part of the ESMF of the project and site specific ESMPs.</p>	Same timetable as the preparation of the updated ESMF, site specific ESMPs, and C-ESMPs; and implement the Plan throughout Project Implementation.	– ADM
<p><b>ESS N° 9: FINANCIAL INTERMEDIARIES</b> [This standard applies only to projects involving financial intermediaries (FIs).</p>			
	<p><b>Not relevant</b></p>		
<p><b>ESS N° 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p>			
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 ESS 10, which shall include measures to 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 Parent Project SEP was updated and validated as part of the Additional Financing, which will be disclosed prior to Project Appraisal, and implemented throughout the implementation of the Project.	– ADM

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible EAS/HS sensitive grievance management mechanism to hear concerns and receive and facilitate resolution of complaints about the Project in a timely, efficient, transparent, culturally sensitive, and easily accessible manner to all Project-affected parties, without charge or compensation, including concerns raised and complaints made anonymously, in accordance with ESS10.</p> <p>The complaint management mechanism is equipped to receive, record, and facilitate the resolution of complaints of sexual exploitation and abuse and sexual harassment, including by referring survivors to appropriate gender-based violence providers in a safe, confidential, and survivor-centered manner.</p>	<p>The PROGEP I GM (Grievance Mechanism) was updated and validated as part of the additional Financing and will be implemented throughout the Project implementation period.</p>	<p>– ADM</p>
<b>CAPACITY SUPPORT</b>			
CS1	<p><b>TRAINING ON ESS APPLICABLE TO THE PROJECT</b></p> <ul style="list-style-type: none"> <li>• ESS 1: Assessment and Management of Environmental and Social Risks and Impacts,</li> <li>• ESS 2: Labor and working conditions,</li> <li>• ESS 3: Resource Efficiency and Pollution Prevention and Management,</li> <li>• ESS 4: Community Health and Safety,</li> <li>• ESS 10: Stakeholder Engagement and Information Disclosure,</li> <li>• ESS 5: Land Acquisition, Restrictions on Land use and Involuntary Resettlement</li> <li>• Environmental and Social Commitment Plan,</li> <li>• Stakeholder Engagement Plan</li> <li>• Labor Management Procedures,</li> <li>• Environmental and Social Management Plan,</li> <li>• Health and Safety in the workplace,</li> <li>• Emergency preparedness and response,</li> <li>• Traffic and road safety plan,</li> <li>• Action Plan for Managing the Risks of Sexual Exploitation and Abuse and Sexual Harassment (SEA / SH),</li> <li>• Biodiversity Management Plan</li> </ul>	<p>Prior to the commencement of the Project or immediately following its implementation.</p> <p>Throughout the implementation period of the Project</p>	<p>– ADM</p>

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	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
CS2	<p><b>WORKPLACE HEALTH AND SAFETY TRAINING</b>                      Companies/subcontractors/suppliers must train all workers hired under the Project, including security guards, on the following issues:</p> <ul style="list-style-type: none"> <li>• Health and Safety in the workplace,</li> <li>• First aid equipment,</li> <li>• Prevention of emergency situations</li> <li>• Emergency preparedness and response methods,</li> <li>• The traffic and road safety plan,</li> <li>• Measures against SEA/ SH</li> </ul>	<p>Before the start of the work</p> <p>Throughout the implementation period of the Project</p>	<p>– ADM</p>
CS3	<p><b>TRAINING ON EMPLOYMENT AND WORKING CONDITIONS</b></p> <ul style="list-style-type: none"> <li>• Terms and conditions of employment in accordance with national labor laws and the LMPs (Labour Management Plan),</li> <li>• Codes of conduct for suppliers/service providers and subcontractors,</li> <li>• Rules on forced labor and the minimum age for employment,</li> <li>• The rights and obligations of workers,</li> <li>• Measures against EAS/ HS in the workplace</li> </ul>	<p>Before the start of the work</p> <p>Throughout the implementation period of the Project</p>	<p>– ADM</p>
CS4	<p><b>TRAINING ON THE COMPLAINT MANAGEMENT PROCESS</b></p> <ul style="list-style-type: none"> <li>• Complaint management mechanism,</li> <li>• Procedures for recording and handling complaints,</li> <li>• Complaint Resolution Procedure,</li> <li>• Recording and processing of complaints,</li> <li>• Use of the procedure by stakeholders</li> </ul>	<p>Throughout the implementation period of the Project</p>	<p>– ADM</p>
CS5	<p><b>TRAINING ON THE RISKS OF SEXUAL EXPLOITATION AND ABUSE, SEXUAL HARASSMENT</b></p> <ul style="list-style-type: none"> <li>• Awareness and prevention measures to mitigate GBV/ASR/HS risks</li> <li>• The resolution of GBV complaints</li> <li>• The Code of Conduct</li> </ul>	<p>Throughout the implementation period of the Project</p>	<p>– ADM</p>
CS6	<p><b>STAKEHOLDER ENGAGEMENT PLAN TRAINING</b></p> <ul style="list-style-type: none"> <li>• Sharing and validation of the SEP</li> <li>• Awareness raising for acceptance and appropriation of the Project and for behavioral change</li> <li>• Capacity building of stakeholders in mediation and interest management</li> </ul>	<p>Throughout the implementation period of the Project</p>	<p>– ADM</p>