

**Federal Democratic Republic of Ethiopia
Ethiopian Statistical Service (ESS).**

**Modernizing Ethiopia's Statistical System Project
(MESS - P513304)**

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

**Appraisal Version
June 29, 2026**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Federal Democratic Republic of Ethiopia (the Borrower) will implement the Modernizing Ethiopia's System Project (the Project), with the involvement of the Ethiopian Statistical Service (ESS), as set out in the Financing Agreement (the Agreement). The International Development Association (the Association) has agreed to provide financing for the Project referred to above.
2. The ESS 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 Agreement[s]. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Borrower, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Borrower Representative specified in the Agreement. The Borrower shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT¹			
A	ORGANIZATIONAL STRUCTURE a. Strengthen and maintain a Project Implementing Unit (PIU) within the Ethiopian Statistics Service (ESS) with the mandate, qualified staff, and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including a Social Specialist and an Environmental Specialist that is tasked with E&S management. Note: Under the GFPP ESCP (Action A, May 2026), ESS committed to establishing and maintaining a PIU with one Environmental Safeguard Specialist and one Social Safeguard Specialist within 45 days of the GFPP Effective Date.	a. Prior to Project Effective Date and thereafter maintain the PIU and these positions throughout Project implementation.	ESS
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement a Capacity Building Plan, including the following capacity building measures: • Training for PIU E&S staff, contractors, survey enumerators on World Bank ESF requirements, relevant ESSs, and their application to statistical system projects including Standard ESMP and site-specific ESMPs; Code of Conduct; GBV/SEA/SH prevention; chance finds; waste management; GRM; OHS; and FCV-sensitive E&S risk management. • Train survey enumerators and field staff on data privacy, respondent rights, and inclusion of vulnerable groups in data collection.	Adopt CBP within 30 days of PIU establishment and implement throughout the project life.	ESS/PIU and contractors
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through [monthly] contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. • e-waste disposal records:	Submit semestral and annual reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.	ESS/PIU
D	CONTRACTORS' MONTHLY REPORTS		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.	Submit the monthly reports to the Association or as annexes to the reports to be submitted under action C above.	ESS / PIU / Supervision Consultants
E	INCIDENTS AND ACCIDENTS Notify the Association of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association] upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	ESS / PIU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Prepare, consult upon, disclose, and implement a standard Environmental and Social Management Plan (ESMP) including relevant annexes for the Project, consistent with the relevant ESSs. The ESMP shall include the following annexes: - Waste Management Plan (including e-waste management and disposal procedures); - Labor Management Procedures (LMP); - Community Health and Safety Plan (CHSP); - GBV/SEA/SH Action Plan; - Traffic Management Plan (for construction sites); - Chance Finds Procedure. 2. For the construction activities (e.g., three new regional offices), prepare site-specific Environmental and Social Management Plans (site ESMPs) including site layout, waste management, traffic, and health and safety measures before commencing construction.	1. Prepare the ESMP prior to Project Effective Date and thereafter implement the ESMP throughout Project implementation. 2. Incorporate the ESMP as part of the respective bidding documents and civil works contracts for the respective subproject prior to carrying out of site-specific subproject civil works that requires the preparation of such ESMP. Once finalized, implement and cause to be implemented each ESMP throughout the duration of the corresponding civil works and, where applicable, throughout Project implementation.	ESS / PIU
1.2	MANAGEMENT OF CONTRACTORS		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Incorporate the relevant aspects of the ESCP, including, inter alia, [the Environmental and Social Management Plan (ESMP), the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request. within 3 months of effectiveness of each contract signed.	ESS / PIU
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the TOR.	Throughout Project implementation.	ESS / PIU
1.5	ASSOCIATED FACILITIES Ensure that the activities in the Associated Facilities which have already been identified or will be identified (as defined in ESS1), which include, inter alia, access roads, utility connections, drainage works, temporary laydown areas, and other ancillary infrastructure linked to the construction and operation of the regional offices in Jimma, Jigjiga, and Assaita and any other Associated Facilities that may be identified during Project implementation which are under the control or influence of the Recipient are carried out in accordance with the applicable requirements of this ESCP and the ESSs, in consultation with and in a manner acceptable to the Association. The Associated Facilities shall also be implemented in accordance with, inter alia, the Standard ESMP, site-specific ESMPs, SEP, Project Implementation Manual (PIM), Contractor and supervising firms management provisions, and other relevant instruments. The Recipient shall demonstrate to the Association the extent to which it cannot exercise control or influence over the Associated Facilities.	Throughout Project implementation and prior to the commencement of relevant Project activities. Promptly notify the Association of any potential Associated Facilities, including Recipient's level of control or influence, throughout Project implementation.	ESS / PIU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES A standalone Labor Management Procedure (LMP) will not be prepared for the Project, and the procedures to manage Project workers shall be adopted and implemented as part of the Standard ESMP and the Code of Conduct (CoC) for all Project workers, annexed to the Standard ESMP and site-specific ESMPs, consistent with the requirements of ESS 2. To this end, implement, inter alia, the following measures:	Incorporate measures in the ESMP and the Code of Conduct (CoC) annexed to the ESMP/ESMPs under Action 1.1 above and implement throughout Project implementation	ESS / PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
a) Provide Project workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation, and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable; b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), the industry-specific EHSGs and other Good International Industry Practice (GIIP), as relevant; c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance mechanisms without fear of retaliation; and (iii) provide effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions; d) Develop a code of conduct for workers, which shall include measures to prevent and respond to sexual exploitation and abuse, and sexual harassment (SEA/SH) cases; e) Incorporate the relevant requirements above in the E&S specifications of the procurement documents and contracts with third parties that engage direct workers (PIU staff); contracted workers (consultants, survey enumerators, construction contractors for regional offices in the implementation of the Project); and f) Ensure the adoption of a Code of Conduct, as part of the Project-level ESMP and site-specific ESMPs, that sets out measures against practices related with sexual exploitation and abuse/sexual harassment (SEA/SH) in the workplace, including the dissemination of the referral services available in the country to respond to such behaviors; g) the distinct worker category and employment classification of all enumerators, supervisors, and field data collection staff engaged under the Project, ensuring that those performing work of a regular or continuous nature are engaged on terms consistent with Ethiopian labor law and ESS2 (avoiding misclassification as independent contractors to circumvent labor protections); h) distinct provisions governing field enumerators as a distinct worker category, including FCV-sensitive OHS protocols, security protocols, and SEA/SH codes of conduct; i) the right of field workers to refuse deployment to areas where security conditions pose an unacceptable risk to their safety, without penalty or dismissal; j) occupational health and safety provisions specific to field data collection, including protection from heat, dehydration, and physical hazards in remote areas such as Afar and the Somali region; k) prohibition on child labor in any data collection or enumeration activity, with a minimum age requirement consistent with Ethiopian labor law; and	Provide the Association with quarterly reports on compliance with the labor management procedures as part of the reports under Action C above, throughout Project implementation	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	l) a confidentiality obligation on all workers with access to individual-level survey data, consistent with the Statistical Confidentiality requirements of the Statistics Proclamation, included as a term in all worker contracts.		
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN 1. Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project as part of the Standard ESMP. 2. Require contractors, subcontractors, and supervising firms to prepare and implement OHS Management Measures or Plan as a part of the site-specific ESMPs consistent with the standard ESMP.	Same timeframe as for the preparation and implementation of the standard ESMP and site-specific ESMPs under Action 1.1 above, and maintain and implement throughout Project implementation.	ESS / PIU
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP section of the Standard ESMP and site-specific ESMPs and consistent with ESS2. Report on the operation of the Project workers grievance mechanism as part of the reports under Action C above.	Establish grievance mechanism prior engaging Project workers and thereafter publicize, maintain, operate, and report on the mechanism throughout Project implementation.	ESS / PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT.			
3.1	WASTE MANAGEMENT PLAN a. Prepare and implement a Waste Management Plan (WMP), as part of the ESMP/ESMPs prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3. b. Prepare, adopt, disclose, and implement an E-Waste Management Procedure (e-WMP) as part of the Waste Management Plan annexed to the ESMP/ESMPs, consistent with ESS3, setting out measures to manage hazardous and non-hazardous waste resulting from the acquisition, handling, collection, storage, use, transport, and disposal of end-of-life electronic equipment and ICT equipment under the Project. The e-WMP shall, inter alia: (a) establish an initial inventory of electronic equipment to be procured under the Project; (b) set out measures for the environmentally sound handling, collection, storage, transport, and disposal of end-of-life electronic equipment, in accordance with the Basel Convention, applicable Ethiopian environmental legislation, and the IFC EHS General Guidelines on Waste Management; (c) prohibit open dumping or burning of electronic waste; (d) prioritize certified recycling or refurbishment channels and require that contractors and vendors participating in end-of-life disposal or auctioning of redundant equipment are certified e-waste recyclers; and (e) include requirements for updating the equipment inventory within 15 days of each ICT procurement cycle. c. The e-WMP shall be incorporated into procurement documents and contracts for ICT equipment, and contractors and vendors shall be required to comply with its provisions.	• Same timeframe as for the preparation and implementation of the ESMP and ESMPs under Action 1.1 above. • Prior to first major ICT procurement contract under the Project and thereafter implement the e-WMP throughout Project implementation.	ESS / PIU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.1 above.	Same timeframe as for the preparation and implementation of the ESMP and ESMPs under Action 1.1 above.	ESS / PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks into the E&S instruments, including the ESMP and ESMPs to be prepared under action 1.1 above.	Same timeframe as for the preparation and implementation of the ESMP and ESMPs under Action 1.1 above.	ESS / PIU
4.2	COMMUNITY HEALTH AND SAFETY As part of the Standard ESMP, prepare, adopt, and implement measures to assess and manage specific risks and impacts to communities and individuals arising from Project activities, and include these measures in site-specific ESMPs to be prepared in accordance with the Standard ESMP, in a manner acceptable to the Association. The measures shall address, at a minimum, the following two categories of risk: (a) Risks arising from civil works and physical project activities, including: risks to community health and safety from contractor and worker behavior, including codes of conduct and community interaction protocols; risks of labor influx associated with construction of regional branch offices, including increased pressure on local services, resources, and social dynamics; Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) risks associated with worker-community interactions; community exposure to dust, noise, vibration, and hazardous materials during civil works; potential transmission of communicable diseases between workers and host communities; emergency preparedness and response arrangements for incidents arising from construction activities; and restrictions on access to land, resources, or community services during works.	Same timeframe as for the preparation and implementation of the standard ESMP and ESMPs under Action 1.1 above.	ESS / PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	(b) Risks arising from statistical data collection and digital project activities, including: risks to the privacy, dignity, and safety of survey respondents and enumeration households arising from large-scale household surveys, census activities, and the collection of sensitive personal, socioeconomic, and demographic data; risks to the safety and security of field enumerators deployed in remote, fragile, or conflict-affected areas, including protocols for operating in areas of elevated security risk and procedures for suspension of field activities where security conditions deteriorate; risks of psychological distress or harm to respondents arising from questions of a sensitive nature, including questions related to gender, disability, ethnicity, displacement, or livelihood loss, with particular attention to vulnerable and historically underserved groups; risks of digital harm, unauthorized data access, or data breach arising from the collection, transmission, storage, and processing of personal data in the field and on project systems, including measures for data anonymization, Statistical Disclosure Control, and secure data transmission; risks of exclusion, discrimination, or disproportionate burden on vulnerable groups, including women, persons with disabilities, pastoralist and indigenous communities, and internally displaced persons, in the design and administration of surveys and censuses; and risks arising from the use of third-party data sources, including mobile phone data from telecommunications operators, with respect to individual privacy and re-identification. The measures required under both (a) and (b) above shall be incorporated into the site-specific ESMPs prepared for each civil works site and into the field operations protocols for each data collection activity, in a manner acceptable to the Association, and prior to the commencement of the relevant activity.		
4.3	SEA AND SH RISKS Prepare and implement a SEA/SH Action Plan as part of the standard ESMP, to assess and manage the risks of SEA and SH.	Same timeframe as for the preparation and implementation of the ESMP and ESMPs under Action 1.1 above.	ESS / PIU
4.4	SECURITY MANAGEMENT² If engagement of security personnel becomes necessary, the Recipient shall assess and implement measures to manage the security risks of engaging such personnel consistent with the requirements of ESS4 and the Standard ESMP³, and implemented in a manner acceptable to the Association. Such measures shall be guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring.	Same timeframe as for the preparation and implementation of ESMP and ESMPs under Action 1.1 above.	ESS / PIU

³ The Recipient shall: (a) Implement standards, protocols, and codes of conduct for the selection and assignment of security personnel to the Project, including to verify that assigned individuals have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH), or excessive use of force; (b) Provide adequate instruction and

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Cause and require Contractors/Subcontractors/supervising firms, through the site-specific ESMPs, to: (i) conduct due diligence to verify that workers retained to provide security are not implicated in past abuses; (ii) ensure security personnel are adequately trained (or verify that they are properly trained) in the use of force (and, where applicable, firearms) and appropriate conduct toward workers and affected communities; and (iii) require security personnel to act within the applicable law and any requirements set out in the contract.		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT.			
5.1	SITE SCREENING AND DUE DILIGENCE Conduct site-specific environmental and social due diligence and screening for each proposed or selected Project site for the construction of regional offices, including Jimma, Jigjiga, and Assaita. The screening shall confirm whether: (i) the land is free of current or historical occupants, informal users, claims, or other encumbrances; and (i) the land is free of current or historical occupants, informal users, claims, or other encumbrances; and The screening shall include: (a) a physical site visit; (b) documentation of land ownership, use rights, and occupation status; (c) identification of any persons occupying, using, or claiming rights to the site, whether or not they hold formal legal title; and (d) assessment of any linked activities or associated facilities that may give rise to resettlement impacts. Document the results of each screening in a Site Screening Report and submit the report to the Association at least 60 days before commencing any construction activities at the respective site. If screening confirms that a construction site involves land acquisition, physical or economic displacement, or restrictions on land use or access to resources, prepare the applicable resettlement instrument in accordance with ESS5, consult on and disclose it, and obtain Association clearance before commencing activities at that site. The screening shall include, inter alia: (a) a physical site visit and documentation of land ownership, use rights, and occupation status; (b) identification of any persons occupying, using, or claiming rights to the site, whether or not they hold formal legal title; and (c) assessment of any linked activities or associated facilities that may give rise to resettlement impacts. Document the results of each screening in a Site Screening Report and submit each Report to the Association 60 days prior to commencing any construction activities at the respective site.	Site-specific screening reports submitted no later than 60 days before commencement of civil works at each site (90 days where RAP/ARAP is anticipated).	ESS / PIU

training to security personnel prior to deployment and on a regular basis on the use of force and appropriate conduct, including in relation to civilian-military engagement, SEA and SH, and other relevant areas, as set out in the site-specific ESMPs or Security Management Plan; (c) Enter into a memorandum of understanding (MoU) or other arrangements with the relevant authority controlling such security personnel, setting out the arrangements for their engagement in the Project; and (d) Ensure that any concerns or grievances regarding the conduct of security personnel are received, monitored, documented, and resolved through the Project's grievance mechanism, in accordance with ESS4 and ESS10.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Note: During the GFPP preparation phase, ESS was required to include the status of E&S risk and impact screening for construction sites in quarterly monitoring reports. Any preliminary site-screening data and observations recorded in GFPP monitoring reports shall be incorporated into the formal Site Screening Reports required under this action to ensure continuity and avoid duplication of effort.		
5.2	RESETTLEMENT PLANS Where site-specific screening under Action 5.1 confirms that a Project site involves land acquisition, physical or economic displacement, or restrictions on land use or access to resources, prepare, consult upon, disclose, and adopt a Resettlement Plan (RP) or an Abbreviated RAP (ARAP), appropriate to the scale and complexity of risks and impacts, consistent with ESS5 and in form and substance acceptable to the Association. Site-specific RAPs / ARAPs prepared under this action shall be guided by the following design criteria: • Eligibility: All persons identified through site screening as occupying or using affected land whether they hold formal title, customary rights, or no legal status shall be eligible for resettlement assistance and/or compensation consistent with ESS5. • Cut-off date: A socioeconomic survey and census shall be conducted immediately after the decision is made to proceed with the affected site. The survey and census shall establish the cut-off date for eligibility, which shall be disclosed to affected persons. • Valuation: Compensation shall be provided at full replacement cost, without deductions for depreciation or transaction costs. Valuation shall be carried out independently and in accordance with ESS5 and applicable Ethiopian law, applying whichever standard is more favorable to affected persons. • Livelihood restoration: Where economic displacement is identified, livelihood restoration measures shall be designed in consultation with affected persons and shall be proportionate to the nature and scale of displacement. • Grievance mechanism: The project grievance redress mechanism (GRM), as referenced under Action 10.1, shall be specifically communicated to all affected persons prior to implementation.	As needed; prior to commencement of construction at any of the three new regional office sites. Project activities that will result in physical or economic displacement shall not commence until: (i) the respective RAP/ARAP has been approved by the Association and publicly disclosed; (ii) full compensation at replacement cost has been provided to all PAPs in accordance with the approved RAP/ARAP; and (iii) where applicable, displaced persons have been resettled and provided with moving allowances.	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS	Same timeframe as for the preparation and implementation of the ESMP and ESMPs under Action 1.1 above.	ESS / PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	As part of the ESMP, and site-specific ESMPs, prepare a Biodiversity Screening Procedure for each proposed new regional office site prior to finalization of design for each respective office site. Implement and cause Contractors/Subcontractors/supervising firms to implement the Biodiversity Screening Procedure for each site prior to finalization of site design and prior to commencement of civil works at the respective site. For sites where screening confirms no significant biodiversity risks and no natural or critical habitats are present within the area of influence, the Biodiversity Screening Report shall constitute the final biodiversity instrument for that site. Where site-specific biodiversity screening identifies significant biodiversity risks or adverse impacts on biodiversity or living natural resources, prepare, adopt, disclose, and implement a site-specific Biodiversity Management Plan (BMP), consistent with ESS6 and acceptable to the Association, prior to commencement of civil works at the respective site. The BMP shall be incorporated into the E&S specifications in Contractors/Subcontractors/supervising firms procurement documents and Contractors/Subcontractors/supervising firms shall be required to implement the BMP throughout the construction period.	Prepare, adopt, disclose, and obtain Association clearance for the BMP prior to commencement of civil works at the respective Project site. Implement the BMP throughout the construction period	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS] 1. As part of the Stakeholder Engagement plan (SEP), developed in accordance with ESS10, develop and implement a Historically Underserved Communities Engagement Plan (HUCEP) which documents and considers the following measures for Historically underserved, marginalized, and vulnerable communities in Ethiopia (pastoralists, agrarian communities, ethnic minorities): - Identifies and maps communities and stakeholders meeting ESS7 criteria, as well as other historically underserved and vulnerable groups (e.g., women, youth, persons with disabilities, displaced populations) in Project areas. - Sets out methodology and strategy for meaningful, culturally appropriate, and accessible consultation and engagement during Project preparation and throughout implementation, including use of local languages, trusted facilitators, and adapted modalities. - Where Project activities (including data collection) may adversely affect the land, resources, or cultural practices of communities meeting the criteria of ESS7, details of differentiated engagement approaches and measures to achieve free, prior, and informed consultation (FPIC) for Project activities in accordance with the requirements of ESS7, and documentation of outcomes and evidence of how feedback influences Project design. Where FPIC is not achieved consistent with ESS7, promptly notify the Association and no activities affecting those communities or groups shall proceed without Association concurrence. A summary of FPIC outcomes shall be included in semi-annual E&S monitoring reports under Action C above.	Same timeframe as for the preparation and implementation of SEP under Action 10.1 below and implement throughout Project implementation	ESS / PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Consistent with the SEP and ESS10, establish and maintain a Project Grievance Redress Mechanism (GRM) that is culturally appropriate and accessible to ESS7 groups and vulnerable stakeholders, with multiple intake points, low/no-cost submission options, and provisions for confidentiality and SEA/SH-sensitive pathways. 2. Data collection instruments and procedures, including Computer Assisted Personal Interviewing (CAPI) surveys, shall be adapted for low-literacy and non-dominant language communities through culturally appropriate formats, local-language translation, oral explanations, and trained facilitators/enumerators. Consistent with Ethiopia's statistical and personal data protection requirements, they shall ensure informed participation, confidentiality, secure data collection, storage and transfer, access controls, anonymization or aggregation before disclosure, and clear information on data purpose, voluntary participation where applicable, and grievance or feedback channels, consistent with the ESSs.		
8.1	CHANCE FINDS Adopt and implement the Chance Finds Procedures as part of the Standard ESMP and site-specific ESMPs for each construction site, consistent with ESS8. Prior to the commencement of civil works at each of the three construction sites, conduct a desk-based cultural heritage assessment (reviewing existing archaeological, historical, and ethnographic records) and, where warranted, a field verification, consistent with ESS8. Results shall be documented and, if significant cultural heritage risks are identified, the ESCP actions shall be updated in consultation with the Association. Chance Finds Procedures shall be embedded in procurement documents and civil works contracts and activated immediately upon any discovery of physical cultural resources during works.	Same timeframe as for the preparation and implementation of ESMP and ESMPs under Action 1.1 above. Throughout Project implementation	ESS / PIU
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) ESS9 is not considered relevant. No FI activities anticipated.	-	-
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare 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.	Prior to appraisal and thereafter implementation the (SEP) throughout Project implementation.	ESS / PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	PROJECT GRIEVANCE MECHANISM - 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, including outreach mechanisms and accessible channels adapted to ESS7 populations and pastoralist, agro-pastoral, and nomadic communities in Afar and Somali regions, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. - The GRM shall include dedicated channels to receive, record, and resolve data-related complaints, including data misuse, privacy violations, and survey practice concerns involving household data collection, microdata processing, or digital dissemination of statistical outputs. - The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through a separate, confidential complaint pathway for SEA/SH cases, the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	Establish the grievance mechanism within two months after Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.	ESS / PIU
INDICATORS FOR IMPLEMENTATION READINESS. The following actions are indicators for implementation readiness: - PIU established with Environmental Specialist, Social Specialist, and GBV Focal Point in place. - Standards ESMP (with all annexes including LMP, WMP, CHSP, GBV Action Plan, Chance Finds Procedure, Traffic Management Plan) prepared, consulted upon, and disclosed. - SEP prepared, consulted upon, and disclosed. - Grievance Mechanism designed and operational (or ready to operate upon effectiveness). - Data Protection Protocol prepared and disclosed. The protocol should include the minimum data protection protocol requirements⁴ - ESHS requirements are integrated into all draft bidding documents for civil works contracts. - Site Screening Reports for Jimma, Jigjiga, and Assaita , with detailed designs. - Capacity Building Plan adopted and first training session completed			

⁴ Before any household survey, data collection, or microdata processing, the Borrower shall prepare, obtain World Bank clearance for, and implement a Data Protection Protocol consistent with Ethiopia's applicable data protection and statistical laws, the World Bank Good Practice Note on Data Privacy, and relevant ESS1 and ESS10 requirements. The Protocol shall cover, at minimum: legal basis and governance, including assignment of a Data Protection Officer or equivalent; informed consent procedures, including adapted approaches for vulnerable or digitally excluded groups; data minimization, purpose limitation, and restrictions on secondary use of identifiable data; data classification, role-based access controls, encryption, audit logs, and other safeguards; anonymization and de-identification standards, including DPO clearance before microdata release; secure storage, retention, and disposal; third-party data sharing through Data Sharing Agreements, including controls on onward and cross-border transfers of personally identifiable data; breach response and notification, including World Bank notification within 48 hours of ESS becoming aware of a project data breach; staff and enumerator training before data collection; and monitoring, audit, and reporting, including annual data protection audits, semi-annual ESCP reporting, and annual publication of a plain-language privacy notice on the ESS website.