THE REPUBLIC OF FIJI

Ministry of Rural and Maritime Development and Disaster Management
Ministry of Environment and Climate Change

MINISTRY OF RURAL AND MARITIME DEVELOPMENT AND DISASTER MANAGEMENT

Fiji: Promoting Scalable Rural Prosperity and Economic Resilience

Project ID: P508806

Environmental and Social Management Framework

ESMF

FINAL DRAFT

Disclosed: September 2026

Table of Contents

List of Tables

List of Figures

Abbreviations and Acronyms

Acronym/abbreviation	Definition
CEA	Controlled-environment agriculture
CEMP	Construction Environmental Management Plan
COVID-19	Coronavirus disease 2019
DWS	Department of Water and Sewage
E&S	Environmental and social
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EIS	Environmental Impact Statement
EMA	Environmental Management Act
EMP	Environmental Management Plan
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESRT	Environmental and Social Review Template
ESS	Environmental and Social Standard
ESSs	Environmental and Social Standards
FAD	Fish Aggregating Device
FADs	Fish Aggregating Devices
FPIC	Free, Prior and Informed Consent
GBV	Gender-based violence

GEDSI	Gender, Equality, Disability and Social Inclusion
GM	Grievance Mechanism
GRM	Grievance Redress Mechanism
HRWS	High Risk Water and Sanitation
IA	Implementing Agency
IUU	Illegal, unregulated and unreported
LMMA	Locally Managed Marine Area
LMP	Labor Management Procedures
M&E	Monitoring and evaluation
MoAWSI	Ministry of Agriculture, Waterways and Sugar Industry
MoECC	Ministry of Environment and Climate Change
MoF	Ministry of Finance
MoFF	Ministry of Fisheries and Forestry
MoSPNDS	Ministry of Strategic Planning, National Development and Statistics
MPA	Marine Protected Area
MPAs	Marine Protected Areas
MRMDDM	Ministry of Rural and Maritime Development and Disaster Management
MSME	Micro, Small and Medium Enterprise
MTA	Ministry of iTaukei Affairs, Culture, Heritage and Arts
NbS	Nature-based solutions
NGO	Non-governmental organization
OEMP	Operational Environmental Management Plan
OHS	Occupational Health and Safety
PAD	Project Appraisal Document

POM	Project Operations Manual
PMU	Project Management Unit
PPE	Personal Protective Equipment
PPP	Public–private partnership
PROSPER	Promoting Scalable Rural Prosperity and Economic Resilience
PSC	Project Steering Committee
ROI	Rural Outer Island
SALA	State Acquisition of Lands Act
SEA/SH	Sexual exploitation and abuse / sexual harassment
SEP	Stakeholder Engagement Plan
SME	Small and Medium Enterprise
TA	Technical assistance
WAF	Water Authority Fiji
WB	World Bank
WHO	World Health Organization

Executive Summary

The World Bank will support the Ministry of Rural and Maritime Development and Disaster Management (MRMDDM), the Ministry of Environment and Climate Change (MoECC), and a selected national executing agency (a non-governmental organization) in implementing the Fiji: Promoting Scalable Rural Prosperity and Economic Resilience (PROSPER) Project. The project development objective is to increase market access and income opportunities for rural communities in selected value chains and enhance climate resilience in targeted areas. The project will support the following types of activities:

1. Civil works including:
    a. Development of market-access infrastructure, such as greenhouses, cold-chain storage, logistics centers, and energy-efficiency investments.
    b. Design, construction, and supervision of approximately five hybrid nature-based solution (NbS) seawalls, comprising engineered coastal protection with mangrove planting and/or coral reef restoration.
    c. climate-smart irrigation, including potential rehabilitation of existing large-scale irrigation schemes.
    d. design, construction, and supervision of NbS wastewater treatment facilities.
    e. Design, construction, community training, and supervision for activities under the High Risk Water and Sanitation Program, including household-level water and sanitation investments such as wells; piped water supplies with community or household connections; household sanitation through septic tanks or pit latrines; toilets connected to sewers; local sewer networks connected to shared septic tanks; and similar technologies.
2. Other minor physical investments, including refurbishment of the training center, upgrading of selected weather stations, and installation of biodegradable fish aggregating devices (FADs).
3. Implementation of a grant program to support agribusiness and NbS tourism opportunities for individuals, clusters, cooperatives, and micro, small, and medium enterprises (MSMEs).
4. Technical assistance, training, and consultancy services.
5. Procurement of goods and equipment to support the management of illegal, unreported, and unregulated (IUU) fishing and the protection of upstream primary forests.
6. A Dedicated Grant Mechanism to finance works supporting climate-resilient livelihoods and economic development.
7. Emergency works under the Contingent Emergency Response Component (CERC), if activated.

Project activities will take place within the target area between Sigatoka and the Coral Coast on Viti Levu and on Taveuni Island. Specific subproject locations are not yet known and will be confirmed during project implementation.

This ESMF identifies the potential environmental and social risks and impacts of proposed project activities and sets out suitable measures to manage them. It maps the Fijian laws and regulations and World Bank policies applicable to the project and describes the principles, approaches, implementation arrangements, and environmental and social mitigation measures to be followed.

The overall environmental and social risk rating is Substantial. While many site-specific impacts are expected to be localized, temporary, and manageable through screening and mitigation measures, the Substantial rating reflects the expanded project scope, the addition of the Dedicated Grant Mechanism and Contingency Emergency Response Component, the range of civil works and physical investments across agriculture, water and sanitation, wastewater, coastal protection, irrigation, restoration, and grants, and the complexity of implementation through multiple implementing agencies and partners. Several implementing agencies and delivery partners, including the NGO expected to implement the DGM component, have limited prior experience applying the World Bank Environmental and Social

Framework. This creates increased risks related to consistent E&S screening, supervision, documentation, stakeholder engagement, grievance management, community labor, land access, SEA/SH risk management, and monitoring across components and locations. The Environmental and Social Standards relevant to the Project are ESS1, ESS2, ESS3, ESS4, ESS5, ESS6, ESS7, ESS8, and ESS10. ESS9 is not relevant.

The potential E&S risks for project activities include localized and temporary construction-related impacts such as vegetation clearance, erosion, sedimentation, dust, noise, waste generation, traffic disturbance, hazardous materials management, occupational health and safety risks, and community health and safety risks. Activities involving irrigation, water supply, sanitation, wastewater treatment, coastal protection, and nature-based solutions may also generate risks related to water quality, groundwater contamination, drainage, downstream users, coastal and marine habitats, biodiversity, biosecurity, and long-term operation and maintenance. Restoration and natural resource management activities may involve risks to natural habitats, mangroves, coral reefs, seagrass, forests, riverbanks, and culturally or ecologically sensitive areas if not properly screened and supervised. Social risks include exclusion of disadvantaged or vulnerable groups from project benefits, inequitable access to grants and livelihood opportunities, elite capture, insufficient consultation, weak grievance uptake, SEA/SH risks, labor and working condition risks, community worker and voluntary contribution risks, and potential temporary livelihood impacts or access restrictions affecting farmers, fishers, resource users, customary land users, and communities dependent on land, forests, coastal areas, fisheries, or water resources. Although land acquisition, physical displacement, use of eminent domain, and significant economic displacement are excluded from project financing, activities may require documented land or resource access arrangements and screening for temporary livelihood or access impacts. Additional risks arise from the expanded project scope, the Dedicated Grant Mechanism, the CERC, and implementation through multiple implementing agencies, technical partners, contractors, grant recipients, community groups, and the NGO/NEA responsible for DGM implementation. These arrangements may create risks of inconsistent E&S screening, variable implementation capacity, weak documentation, inadequate supervision, delayed corrective actions, and uneven application of stakeholder engagement, labor, grievance, land access, ESS7, SEA/SH, biodiversity, pesticide, CERC, and monitoring requirements.

These risks will be managed through this Environmental and Social Management Framework (ESMF), the Stakeholder Engagement Plan (SEP), the Environmental and Social Commitment Plan (ESCP), the Labor Management Procedures (LMP), exclusion list, activity-level screening, national environmental assessment and permitting requirements, site-specific EMP instruments where required, Code of E&S Practice (CoESP), Contractor Environmental and Social Management Plans (CESMP), contract requirements, community engagement, grievance mechanisms, and monitoring and reporting by the PMU.

MRMDDM serves as the lead implementing agency with overall responsibility for E&S risk management and coordination across all government agencies and delivery partners, while the NEA (an NGO) holds equivalent responsibility but only for Component 5. Both entities will establish dedicated Project Management Units (PMUs). The PROSPER and DGM PMUs will each independently oversee their respective components, covering quality assurance, consolidated reporting, and escalation of risks and incidents to the World Bank.

Monitoring will use a combination of desk review of screening forms and E&S instruments, field site visits, contractor and grant-recipient reports, community feedback, grievance records, incident reports, photographic records, mobile phone applications or digital reporting tools where feasible, and risk-based spot checks. Contractors will submit monthly E&S progress reports for civil works, and DGM grant recipients will submit regular field reports to the NEA/NGO PMU. The PROSPER PMU and NEA/NGO PMU will conduct routine monitoring at least monthly for active works or higher-risk activities, quarterly for lower-risk or completed activities, and immediately following any serious incident, complaint, or non-compliance.

1. Introduction

This Environmental and Social Management Framework (ESMF) has been prepared to support environmental and social due diligence for activities financed by the World Bank under the Fiji: Promoting Scalable Rural Prosperity and Economic Resilience (PROSPER) Project (the Project).

The Project aims to strengthen Fiji's rural economy and improve its climate resilience. Activities will be concentrated in the target area between Sigatoka and the Coral Coast on Viti Levu and on Taveuni Island. The Ministry of Rural and Maritime Development and Disaster Management (MRMDDM) and the Ministry of Environment and Climate Change (MoECC) will implement project activities.

This ESMF follows the World Bank Environmental and Social Framework (ESF) as well as the national laws and regulations of Fiji. The objective of the ESMF is to assess and mitigate potential negative environmental and social risks and impacts of the project consistent with the Environmental and Social Standards (ESSs) of the World Bank ESF and national requirements. More specifically, the ESMF aims to:

a) assess the potential environmental and social risks and impacts of the proposed Project and propose mitigation measures;
b) establish procedures for the environmental and social screening, review, approval, and implementation of activities;
c) specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social issues related to the activities;
d) identify the staffing requirements, as well as the training and capacity building needed to successfully implement the provisions of the ESMF;
e) address mechanisms for public consultation and disclosure of project documents as well as redress of possible grievances; and
f) establish the budget requirements for implementation of the ESMF.

This ESMF and its annexes should be read together with the other instruments prepared for the Project, including the Stakeholder Engagement Plan (SEP) and the Environmental and Social Commitment Plan (ESCP).

2. Project Description

The project development objective is to increase market access and income opportunities for rural communities in selected value chains and enhance climate resilience in targeted areas. The Project aims to strengthen Fiji's rural economy and improve its climate resilience. It will scale up agricultural opportunities by adopting the AgriConnect model, improve coordinated management of landscapes and coastal zones to protect productive assets, and strengthen the enabling conditions and institutional capacity required to support these integrated activities. Activities will be concentrated in the target area between Sigatoka and the Coral Coast on Viti Levu and on Taveuni Island (Figure 1).

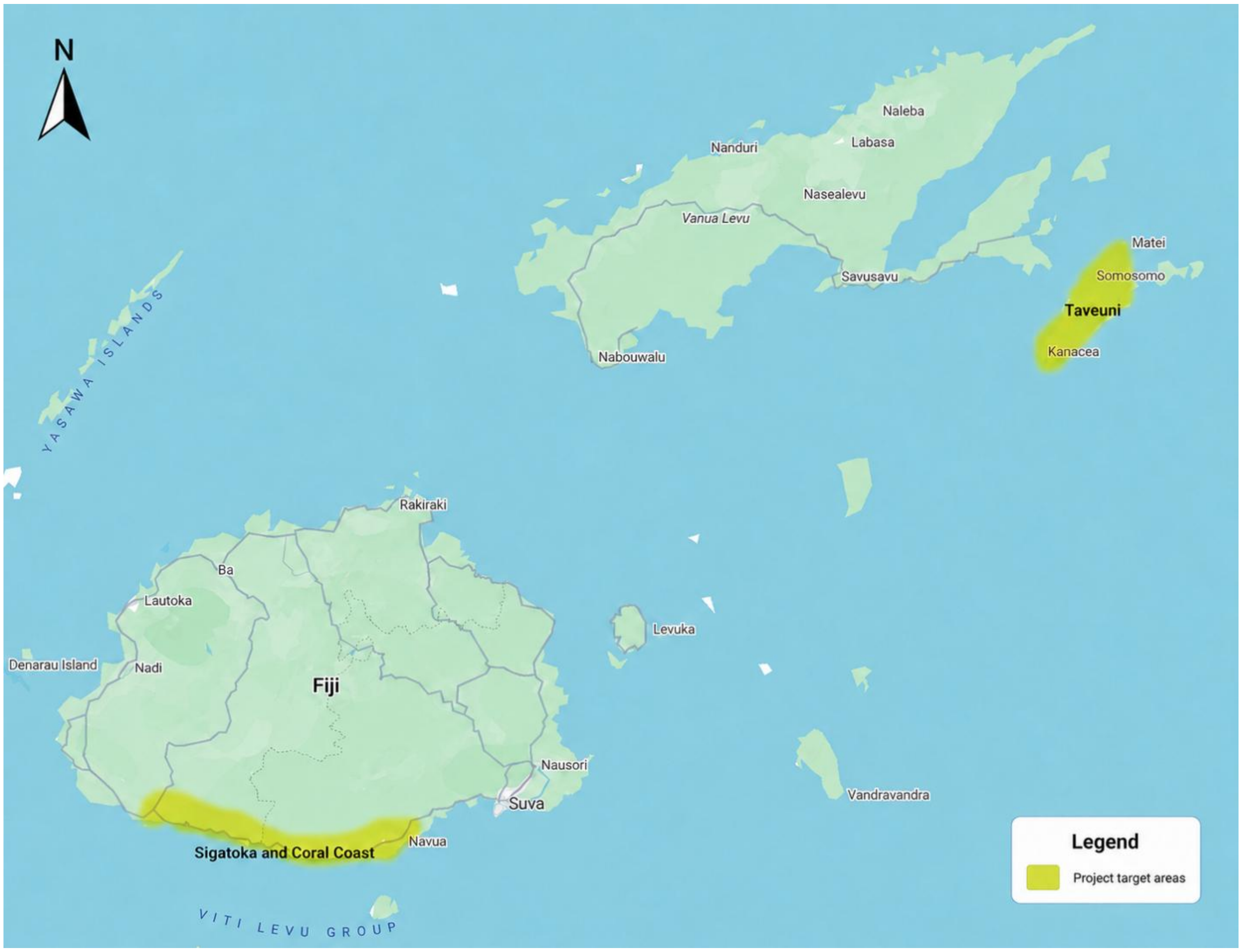


Figure 1. Project target areas highlighted in yellow

The Project comprises six components and includes the following activities:

- Component 1. Rural economic prosperity:
  - Subcomponent 1.1:
    - Consultancy services to identify barriers to agricultural development, including critical infrastructure needs (for example, cold storage) and policy reforms to facilitate market access and aggregation.
    - Technical assistance and training for agriculture, tuna industry, and nature-based solutions (NbS) tourism operators, including support to access the project matching grants program; assistance in establishing cooperatives; training in business skills, improved and climate-smart agricultural practices, and Hazard Analysis and Critical Control Point requirements; and support to develop the skills needed to access private sector finance.
    - A research program to identify and assess the potential for production and sale of native species, including more common species as alternatives to sandalwood.
    - Minor refurbishment, procurement of equipment, and renewal of the fisheries and aquaculture training curriculum at the Lami Training Center.
  - Subcomponent 1.2:

        - Implementation of Subcomponent 1.1 recommendations, including development of market-access infrastructure such as cold-chain facilities, logistics centers, and energy-efficiency investments.
        - Deployment of biodegradable FADs.
        - Establishment of a matching grants program under the existing Rural Outer Island (ROI) Development Programme. Grants will support agribusiness and NbS tourism opportunities for individuals, clusters, cooperatives, and Micro, Small and Medium Enterprises (MSMEs).
    - Subcomponent 1.3:
        - Phase 1: Feasibility analysis and PPP design consultancy, including technical specifications for controlled-environment facilities suited to the climatic context; land identification; value-chain development; PPP structuring; offtaker identification; transaction advisory services; legal and contracting arrangements; and financial modeling to determine the program's cost-effectiveness, profitability, and return on investment.
        - If the feasibility analysis is positive, Phase 2 will proceed. This phase will involve contracting the private sector partner, securing land for the facility, implementing the controlled-environment agriculture facility, developing end-to-end logistics including cold-chain systems, contracting with offtake partners, hoteliers, and retailers, and undertaking other activities needed to construct and operationalize the facility and establish the value chain.
- Component 2. Integrated Mountain-to-Ocean Management
    - Subcomponent 2.1
        - Support for operation of three committees, convening government agencies, NGOs, conservation groups, academia, and local leadership to support delivery of Project activities.
        - Technical assistance, training, goods, and equipment for the management of Marine Protected Areas (MPAs), Locally Managed Marine Areas (LMMAs), qoliqoli areas, and tabu sites, with priority given to income-generating opportunities for communities managing protected areas.
        - TA, goods and equipment to support coastal illegal, unregulated and unreported (IUU) fishing management.
        - Support for coastal ecosystem mapping, protection, and restoration, including mangrove and coral reef protection and restoration and seagrass mapping for conservation.
        - Design, construction, and supervision of around five hybrid NbS seawalls, consisting of engineered coastal protection with mangrove planting and/or coral reef restoration. Locations would be confirmed during project implementation and would include at least one location in Taveuni.
    - Subcomponent 2.2
        - Development and implementation of an integrated watershed management plan for the Sigatoka Basin to guide reforestation and protection activities and target areas of greatest impact.
        - TA, training, goods and equipment for implementation of upstream primary forests protection covering two sites in Sigatoka and one in Taveuni, with training focused on identifying livelihood opportunities for local communities.
        - reforestation and forest and watershed restoration activities through provision of native seedlings, training, streambank protection, and erosion reduction measures.
        - provision of goods, works, and TA for climate-smart irrigation, including potential rehabilitation of existing large-scale irrigation schemes.
        - Development and implementation of a pilot hydrological and water quality monitoring program in the Sigatoka Basin to strengthen inter-agency data collection and sharing.
        - Support for community and inter-community participation in coordinated catchment management and district-level land-use planning agreements, including land-use plans in up to three districts.
        - Design, construction, and supervision of NbS wastewater treatment facilities.

        - Design, construction, community training, and supervision for activities under the High Risk Water and Sanitation (HRWS) Program. Activities will be confirmed during implementation and may include community- and household-level water and sanitation investments, such as wells, piped water supply to community or household connections, household sanitation through septic tanks or pit latrines, toilets connected to sewers, local sewer networks connected to shared septic tanks, and similar technologies. The program will include household messaging on water, sanitation, and hygiene, as well as community training on system operation and maintenance.
- Component 3. Strengthened Capacity for Rural Prosperity and Resilience
    - Subcomponent 3.1:
        - Legal consultancy to support agency coordination and address legal constraints to private sector engagement, covering standardization of LMMA arrangements with the tourism industry, tuna fishing regulations, and coral reef management
        - TA to inform policies, programs, and management frameworks relevant to NbS
        - A research program for coastal ecosystem and fisheries stock assessments
        - operational support for surveys/ a census of LMMAs to assess livelihood impacts on women and youth, identify alternative income streams, and establish baseline participation rates.
        - a consultancy for the development of a community conservation tourism fees framework.
    - Subcomponent 3.2
        - trainings for government staff to build capacity for project implementation. Targeted training will address identified capacity gaps in geospatial information systems, meteorological station operation, and financing mechanisms for NbS, equipping staff to support communities and programs effectively.
        - train-the-trainer capacity building for extension officers including and gender-sensitive delivery methods — covering differentiated outreach strategies, scheduling that accounts for women's time constraints, and engagement through female networks.
        - upgrading of selected weather stations to Global Basic Observing Network standards.
        - A consultancy to strengthen government M&E and centralized information systems. Systems to be reviewed include the cooperatives database, fisheries e-permitting system, forest inventory, and hydrological monitoring.
        - On demand TA across agriculture, fisheries, water, sanitation, procurement, and financial management.
- Component 4 Project Management
    - Establishment of the Project Management Unit (PMU), financing of logistical and operational costs, equipment, and implementation of E&S instruments and commitments.
- Component 5 Dedicated Grant Mechanisms (DGM)
    - Subcomponent 5.1
        - institutional strengthening and technical training;
        - leadership development for women, youth, and emerging community leaders;
        - mentoring and technical assistance;
        - knowledge-sharing and peer-learning exchanges; and
        - communication and advocacy activities to strengthen IPLC engagement in climate resilience and sustainable landscape management.
    - Subcomponent 5.2.
        - climate-resilient livelihoods and economic development (e.g. climate smart agriculture, fisheries, ecotourism, value-added enterprises, etc.);
        - inclusive governance and natural resource management, including community planning, ecosystem restoration and management and innovation; and

        - women and youth-led initiatives, including entrepreneurship, skill development and social enterprises.
    - Subcomponent 5.3.
        - DGM implementation and oversight, including grant administration, fiduciary management, environmental and social risk management, monitoring and evaluation, communications, grievance redress, learning, knowledge management, and dissemination of lessons and good practices.
        - Component 5 will be implemented by the NEA, subject to the governance, fiduciary, environmental and social, monitoring, and reporting arrangements set out in the POM and DGM Grant Manual. The NEA PMU will be responsible for day-to-day implementation of the DGM, including outreach, facilitation, grant administration, screening of grant proposals, monitoring of grant recipients, grievance uptake, reporting, and knowledge management.
- Component 6 Contingent Emergency Response Component (CERC)
        - Following an eligible crisis or emergency, the Government may request the World Bank to reallocate Project funds to support emergency response and reconstruction. This component would draw on uncommitted IDA credit or grant resources from other Project components. A dedicated CERC Manual detailing activation procedures, eligible expenditures, and implementation arrangements will be annexed to the Project Operations Manual (POM).

Component 5 Dedicated Grant Mechanism and Component 6 CERC will be subject to the same E&S screening, exclusion, stakeholder engagement, labor, grievance, monitoring, and reporting requirements set out in this ESMF, unless a more specific instrument is prepared and agreed with the World Bank. Component 5 activities will require clear eligibility criteria, environmental and social screening of proposed grants, culturally appropriate engagement, inclusive benefit-sharing arrangements, documentation of voluntary participation or community contributions, grievance access, and monitoring and reporting by the responsible implementing entity. Component 6 activities will not proceed until activities have been screened to be eligible (Annex 4) and where needed simplified ESMPs or activity-specific environmental and social management measures have been prepared, consulted, disclosed, and cleared in accordance with World Bank requirements.

3. Environmental and Social Policies, Regulations, and Laws

3.1 World Bank Standards

The Project will apply the World Bank Environmental and Social Standards (ESSs) and the Environmental, Health, and Safety Guidelines. The Project's overall environmental and social risk classification is Substantial. This rating reflects the expanded scope, including Component 5 (Dedicated Grant Mechanism) and Component 6 (CERC); the number and diversity of physical investments; water supply, sanitation, wastewater, irrigation, coastal protection, and nature-based infrastructure activities; potential temporary livelihood impacts and access restrictions; and the institutional complexity of implementation through multiple implementing agencies, technical agencies, service providers, contractors, grant recipients, community groups, and the NGO serving as the national executing agency for the DGM. Although activities with high or significant adverse impacts will be excluded, the Substantial rating is appropriate given the coordination complexity, number of actors, and limited experience of several implementing entities with the World Bank ESF. The ESSs applicable to Project activities are summarized in Table 1.

Table 1. Relevant World Bank Environmental and Social Standards

E&S Standard	Relevance
1. Assessment and Management of Environmental and Social Risks and Impacts	Civil works including construction of NbS wastewater systems, hybrid seawalls, small-scale irrigation, and watershed restoration could generate E&S impacts including erosion and sedimentation, vegetation clearance, localized impacts on water quality and marine habitats, temporary livelihood disruptions, unequal access to benefits, labor and community health and safety risks, and challenges related to land tenure. The overall project risk is Substantial due to the combination of physical works, decentralized grant implementation, emergency response activities under the CERC, multiple implementing agencies, and limited ESF experience among some implementing and delivery partners. The ESMF therefore requires strengthened screening, documentation, supervision, capacity building, reporting, and World Bank review of higher-risk activities.
2. Labor and Working Conditions	The project will involve direct workers in the PMU (including consultants), contracted workers engaged in small-scale civil works, restoration activities, and TA, and community workers for conservation and restoration activities.
3. Resource Efficiency and Pollution Prevention and Management	Small-scale construction and restoration works (e.g., wastewater treatment facilities, coastal stabilization, irrigation and restoration works) may generate waste and localized pollution and involve limited use of construction materials and water resources.
4. Community Health and Safety	Small-scale works (e.g., wastewater treatment facilities, coastal stabilization, irrigation and restoration works) may pose temporary community health and safety risks, including traffic and equipment hazards and community exposure to work sites.
5. Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	Land acquisition and physical displacement are not permitted under the project, however, activities may result in changes to livelihoods, including temporary restrictions on access to land or natural resources for agriculture or fisheries. In contexts of high poverty and strong dependence on agriculture, even minor restrictions could have meaningful impacts.
6. Biodiversity Conservation and Sustainable Management of Living Natural Resources	The project will support protection and restoration of forests, watersheds, mangroves, coral reefs, and seagrass ecosystems. E&S risks may include vegetation clearance, sedimentation, temporary habitat disturbance and biosecurity risks from seedlings.
7. Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	Project activities may fail to engage Indigenous iTaukei communities in a culturally appropriate manner, may exclude women, youth, and other vulnerable stakeholders from meaningful participation in customary decision-making processes, and may result in inequitable access to or distribution of project benefits.
8. Cultural Heritage	Works funded by the project may encounter unknown physical cultural resources.

E&S Standard	Relevance
10. Stakeholder Engagement and Information Disclosure	Stakeholders include iTaukei communities, other rural farming households including Indo-Fijian farmers, women, youth, cooperatives/productive alliances, rural enterprises, and government agencies. Key risks relate to inclusive participation, transparent decision-making, and equitable access to project benefits across diverse social and tenure contexts.

3.2 Fiji Legal Framework and Key Gaps between the ESF and the National Framework

This section describes the relevant Fijian legislative framework and applicable World Bank Environmental and Social Framework requirements. Table 2 identifies gaps between the national framework and the ESF and sets out measures to address them.

Table 2. Fiji legal framework relevant to the project and key gaps compared with the ESF

Project specific E&S risk	Applicable Fijian Legislation	Relevance to Project Activities	Relevant ESS	Gap with ESF	Gap filling measure
E&S impacts associated with construction and operation of infrastructure	Environmental Management Act 2005 (EMA) Environment Management (Amendment) Act 2025 Environmental Impact Assessment (EIA) Regulations 2007	Civil works under the project will be screened in accordance with the EMA and associated regulations	ESS1, ESS3, ESS4, ESS6, ESS8	Limited integration of social risks within environmental assessment processes.	The Project will use Fiji's environmental permitting process including preparation of an EIA screening form and EIA or EMP as required by MoEC but will include additional scope not required by national law including assessment of social risks and impacts in accordance with ESS1. Incorporate E&S mitigation as documented in E&S screening, EIA, EMP into bidding and contract documents.
Violation of worker's rights: Terms and conditions of employment of workers may not be consistent with national legislation or World Bank standards **Violation of worker's rights: Non-discrimination and equal opportunity of workers may not be**	National Gender Policy 2014 Rights of Persons with Disabilities Act 2018 Constitution of the Republic of Fiji 2013 National Policy on Sexual Harassment in the Workplace 2008 Human Rights Commission Act 1999	All works under the project must comply with these Policies, Acts and the Constitution of the Republic of Fiji.	ESS1, ESS2, ESS4, ESS10	Does not explicitly address all disadvantaged or vulnerable groups, including Indo-Fijian farmers and youth, or discrimination based on sexual orientation or gender identity. Does not provide an option for anonymous reporting of SEA/SH incidents.	The Project LMP includes provisions for vulnerable workers and prohibits discrimination against these groups. The GRM includes provisions for serious incidents, including discrimination and SEA/SH incident management.

Project specific E&S risk	Applicable Fijian Legislation	Relevance to Project Activities	Relevant ESS	Gap with ESF	Gap filling measure
consistent with national legislation or World Bank standards **Sexual exploitation and abuse/sexual harassment (SEA/SH) risks for workers** **SEA/SH risks for community members, from workers from outside the project areas**					
Conflicts between workers and communities	Employment Relations Act (ERA) 2007 Employment Relations Regulations 2008	The PMU and any contractors under the project must comply with the ERA and associated regulations.	ESS2	A robust national system exists for complaints and worker disputes, but there is no project-level reporting system or anonymous reporting option.	Establish a project-level GRM with anonymous reporting options, as outlined in the SEP.
Unsafe work environment and poor working conditions **Workplace injuries and accidents, particularly when operating**	Health and Safety at Work Act 1996 Health & Safety at Work (Control of Hazardous Substances) Regulations 2006	The PMU and any contractors under the project must comply with the applicable Fijian legislation	ESS2, ESS4	National legislation considered adequate to manage project OHS risks. Includes provisions for work at heights, work with hazardous substances, and for construction.	CoESP for minor works, CESMP guiding template

Project specific E&S risk	Applicable Fijian Legislation	Relevance to Project Activities	Relevant ESS	Gap with ESF	Gap filling measure
construction equipment, when working at height on building construction, and when handling heavy equipment and materials **Risks from exposure to hazardous substances (dust, cement, chemicals used in construction etc.)**	Health & Safety at Work (General Workplace Conditions) Regulations 2003 Work Care Act 2017 Work Care Bill 2025				
Use of forced or child labour	Hazardous Occupations Prohibited to Children under 18 Years of Age Order 2013 Employment Relations (National Minimum Wage) Regulations 2015	The PMU and any contractors under the project must comply with the order.	ESS2	Minimum age may be below 14 in some cases.	LMP includes minimum age of 18 for project workers.
Inadequate waste management creates pollution	Environment Management (Waste Disposal and Recycling) Regulations 2007	The PMU and any contractors under the project must comply with the regulations.	ESS3	Adequate provisions for waste management, though local landfill sites may be deficient.	Specific waste disposal locations would be identified in project screening and waste disposal requirements documented in contractual documents.
Use of pesticides creates pollution	Pesticides Act 1971 and Regulations, Register of Pesticides	The Project supports agricultural activities and grants;	ESS3	National banned pesticides may not fully align with World Health	Ineligible activities list includes:

Project specific E&S risk	Applicable Fijian Legislation	Relevance to Project Activities	Relevant ESS	Gap with ESF	Gap filling measure
		beneficiaries may request financing for pesticides.		Organization (WHO) category 1A and 1B pesticides	Purchase or use of pesticides, insecticides, herbicides, and dangerous chemicals (banned under national law and World Health Organization (WHO) category 1A and 1B pesticides) Grant manual to prohibit purchase or use of pesticides
Inadequate engagement with indigenous groups. Failure to consider traditional land tenure	iTaukei Lands Act 1905 and Native Land Trust Act State Acquisition of Lands Act 1940 (SALA)	Project activities must comply with the Acts.	ESS1, ESS5, ESS6, ESS10	The customary land governance system (iTaukei land) provides structured processes for land access and negotiation. However, there is a limited focus on livelihood restoration and vulnerable groups. National E&S screening processes require land agreement prior to processing of development applications.	The SEP includes culturally appropriate engagement approaches and supports measures to ensure that project benefits are accessible and that risks are managed in a manner consistent with ESS7. Ineligible activity list includes Any activity requiring land acquisition or physical displacement.
Inadequate design results in E&S impacts	Regulation of Building Permits Act 2017	Project activities must comply with the Act.	ESS4	The ESF requires universal access to be considered in projects that provide services to	Household and community level infrastructure including sanitation facilities would consider household and

Project specific E&S risk	Applicable Fijian Legislation	Relevance to Project Activities	Relevant ESS	Gap with ESF	Gap filling measure
	Fiji National Building Code			communities, where technically and financially feasible. No explicit requirement for universal access.	community requirements including access during design.
Project activities generate biosecurity risk associated with planting of mangroves and other species	Biosecurity Act 2008	Project activities must comply with the Act.	ESS6	None – The Act is adequate to manage project related biosecurity risks.	None required. Seedlings will be inspected and cleared by the Ministry of Forestry (project technical agency) biosecurity officials.
Damage to tangible cultural heritage items by the project. Potential for cultural heritage chance finds during civil works	Preservation of Objects of Archaeological and Palaeontological Interest Act 1940 Fiji National Cultural Policy 2022–2032	Project activities must comply with the Act and policy.	ESS8	No prescribed procedures for chance finds	Project specific chance finds procedures (Refer Annex 3)

3.3 National Environmental and Social Assessment and Permitting

The Department of Environment within MoECC manages environmental assessment and permitting in Fiji. Civil works must be screened in accordance with the process outlined in Figure 2. Project-financed civil works will be screened through the national system, as described further in Section 5 and Annex 1. Further information on EIA processing, including checklists, screening forms, and fees, is available on the MoECC website: https://mecc.gov.fj/eia/.

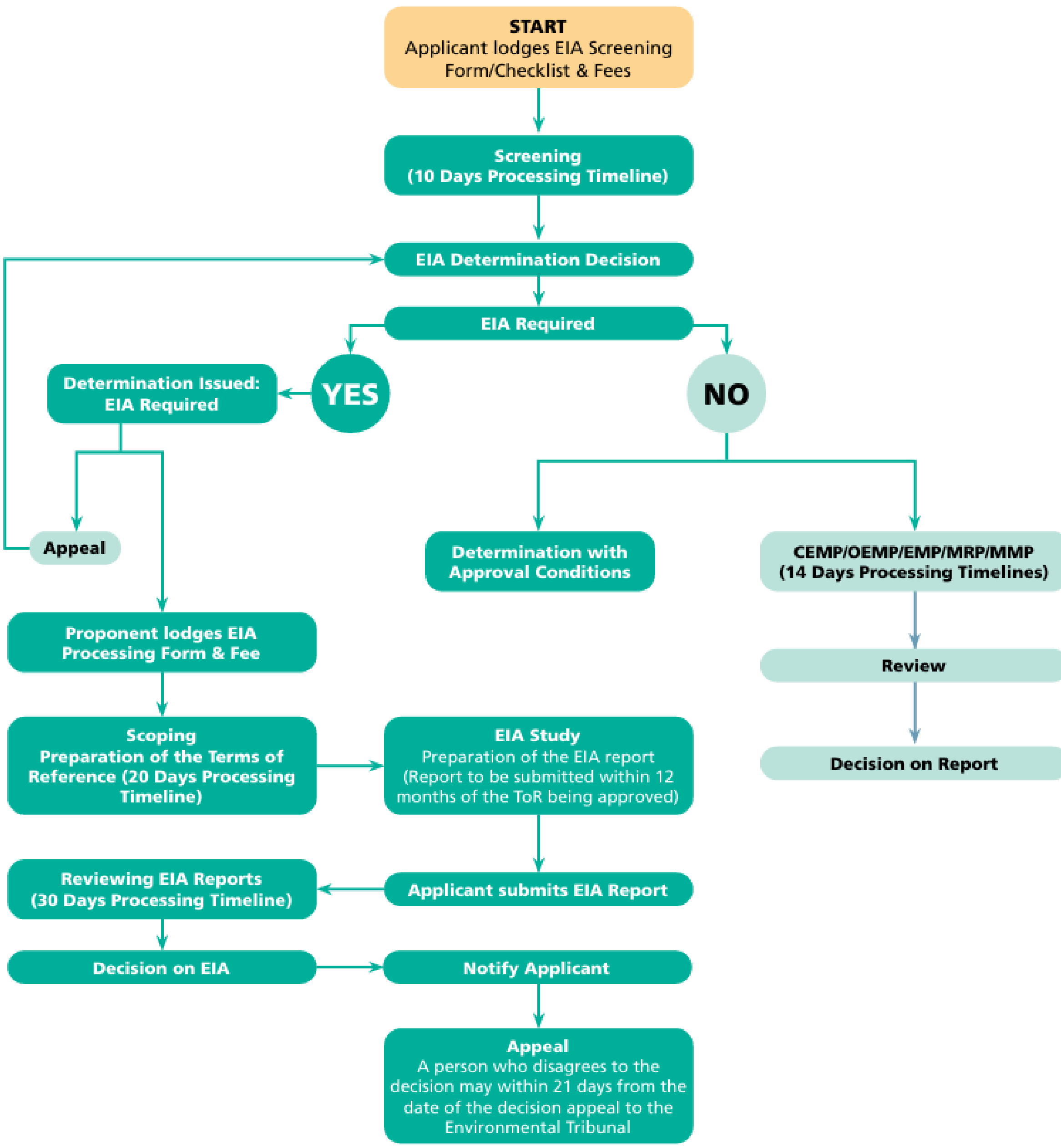


Figure 2. EIA screening process—Ministry of Environment and Climate Change, Department of Environment

4. Potential Environmental and Social Risk Impacts and Standard Mitigation Measures

The risks and impacts described in this section are preliminary. They reflect the current stage of Project preparation and will be verified and refined during implementation as each activity progresses through detailed planning, screening, and due diligence in accordance with the requirements and procedures set out in this ESMF.

Key risks have been identified through a combination of methods, including review of existing Project documentation and design concepts; stakeholder input gathered through review of minutes from earlier workshops and participation in consultations; experience with similar investments in Fiji; and targeted site visits to Sigatoka and the Coral Coast on Viti Levu and to Taveuni Island. Risks are grouped by component and assigned a risk rating based on the activity's inherent E&S risks, local context, and implementation capacity, in accordance with the World Bank ESF.

At the project level, the overall E&S risk rating is Substantial. This rating reflects not only the nature of potential site-specific impacts, but also the complexity of implementation. The project includes multiple components and activity types, including civil works, water and sanitation investments, wastewater treatment, irrigation, coastal protection, ecosystem restoration, matching grants, a Dedicated Grant Mechanism, and a CERC. Activities will be implemented through several government agencies, technical partners, contractors, community groups, grant recipients, and an NGO responsible for DGM implementation. Several of these actors may have limited prior experience with World Bank ESF requirements. This increases the risk of inconsistent screening, weak supervision, insufficient documentation, delayed application of mitigation measures, inadequate community engagement, unclear accountability, and uneven implementation of grievance, labor, land access, SEA/SH, biodiversity, and monitoring requirements.

The risk assessment in this section is preliminary and will be updated, refined, and applied during implementation through activity-level screening. All activities, including Component 5 Dedicated Grant Mechanism activities and any Component 6 CERC activities, must be screened against the exclusion list and the relevant environmental and social procedures before financing or implementation. Where activities involve civil works, water and sanitation systems, coastal or marine ecosystems, community labor, community grants, customary land or resource use, or potential temporary livelihood impacts, screening will specifically assess the need for additional mitigation measures, site-specific instruments, documentation of land access, consultation records, and monitoring requirements.

Although activities involving involuntary land acquisition, physical displacement, or use of eminent domain are excluded from Project financing, ESS5 remains relevant because certain activities may temporarily affect access to land, coastal areas, fisheries, forest resources, community infrastructure, or other livelihood assets. Such impacts will be screened and avoided where possible. Where minor temporary livelihood impacts or access restrictions cannot be avoided, proportionate mitigation measures will be developed before implementation.

Table 3 (below) provides framework-level risks and standard mitigation measures based on the information available at this stage; it is not a substitute for activity- or site-specific assessment and management. Once the location, design, scale, receptors, beneficiaries, land and resource access arrangements, implementation method, and contractor or grant-recipient arrangements are known, the responsible PMU environmental and social specialists shall verify and refine the relevant risks through screening, site visits, stakeholder consultation, and applicable national due diligence. The resulting site-specific instrument, such as an ESMP, CoESP, C-ESMP, or proportionate grant-specific management measures shall translate the relevant Table 3 measures into specific and enforceable actions, including locations, methods, implementation responsibilities, timing, budget, reporting requirements, incident and grievance arrangements, and time-bound corrective actions.

The quality and completeness of downstream instruments will be subject to documented quality assurance. The responsible PMU environmental and social specialists shall ensure that each instrument:

(i) addresses all risks identified during screening and consultation;
(ii) applies the mitigation hierarchy and relevant ESS, national, EHS, SEP, LMP, land-access, biodiversity, cultural heritage, and SEA/SH requirements;
(iii) includes measurable monitoring and completion criteria;
(iv) is incorporated into relevant TORs and contracts, and consistent with the final design, work method, contract or grant conditions, and implementation schedule; and
(v) has been consulted on, disclosed, approved, and cleared by the relevant authority and the World Bank where required.

Specialist studies or technical input shall be obtained for complex or sensitive activities. No procurement, grant approval, contracting, or physical implementation shall proceed until the required instrument is judged adequate and all applicable approvals are obtained. Approved measures shall be incorporated into bidding documents, contracts, grant agreements, work plans, budgets, and supervision checklists, and their implementation shall be verified through risk-based field monitoring. Instruments shall be updated where the design, site conditions, risk profile, implementation arrangements, or unforeseen impacts materially change; persistent non-compliance may result in corrective action, withholding of payment, or suspension of the activity.

Table 3. Environmental and social risks and mitigation measures

Subcomponent / activity	Potential risks and impacts	E&S risk rating	Mitigation measures
Overall project implementation, including multiple implementing agencies, DGM, CERC, contractors, grant recipients, community groups, and NGO implementation arrangements	Expanded scope; multiple IAs with variable ESF experience; decentralized implementation; possible inconsistent E&S screening and documentation; weak supervision of small works and grants; unclear accountability across agencies; delayed application of mitigation measures; limited experience managing ESS5, ESS7, SEA/SH, community labor, biodiversity, and CERC requirements; risk of uneven GRM implementation and reporting.	Substantial	Maintain PMUs environmental, social, GEDSI, communications, and monitoring capacity; require clear role allocation in the POM; provide mandatory ESF training to all IAs, NGO/DGM implementer, contractors, grant recipients, and community facilitators; require activity-level screening before financing; integrate E&S requirements into contracts, grant agreements, MOUs, and TORs; apply prior review for higher-risk activities; strengthen monitoring, reporting, grievance tracking, incident reporting, and corrective action follow-up.
Subcomponent 1.1			
A consultancy to identify barriers and opportunities for agricultural development, including critical infrastructure needs (for example, cold storage) and policy reforms to facilitate market access and aggregation.	• Downstream E&S impacts associated with implementation of recommendations (assessed under subcomponent 1.2). • Failure to consider market access for disadvantaged and vulnerable groups.	Low	Eligibility list Follow the relevant measures included in the project design, LMP, and the Stakeholder Engagement Plan (SEP) prepared for the project.
Technical assistance (TA) and trainings to agriculture, tuna industry and nature based solution (NbS) tourism operators, including building capacity to access the project matching grants program, assistance in establishing cooperatives,	• Failure to consider disadvantaged and vulnerable groups. • Downstream impacts as a result of increased agriculture production and tuna fisheries.	Low	Training to include climate smart agriculture practices.

trainings in business skills, improved and climate smart agriculture practices, Hazard Analysis Critical Control Point and support to develop skills required to access private sector finance.			
A research program to identify and evaluate the potential for native species production and sale e.g. more common species to be used as alternative to sandalwood.	• Negligible E&S risk	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
Minor refurbishments, procurement of equipment, and a refreshed training curriculum for fisheries and aquaculture at the Lami Training Center	• Minor environmental and social risks associated with refurbishment including worker health and safety risks, waste management	Low–Moderate	Refurbishment works will comply with national requirements including the Code of E&S Practice for minor Civil Works (Annex 5) Waste will be disposed of at the Naboro landfill on Viti Levu or at a registered disposal site on Taveuni.
Subcomponent 1.2			
Implementation of subcomponent 1.1 recommendations, including development of market access infrastructure (cold chain, logistics centers, energy efficiency investments).	• environmental and social risks associated with minor civil works including worker health and safety risks, waste management	Low–Moderate	Minor civil works will comply with national requirements and Code (Annex 5)
Deployment of biodegradable FADs	• Worker health and safety risks during FAD deployment. • Risk of sea life entanglement with damaged FADs	Low	Use biodegradable materials for FADs.

	• Pollution risk from damaged FADs		Deployment will comply with national labor requirements.
Establishment of a matching grants program under the existing ROI Development Programme. Grants will support agribusiness and NbS tourism opportunities for individuals, clusters, cooperatives, and Micro, Small and Medium Enterprises (MSMEs), requiring a one-third contribution in the form of in-kind finance, labor, or materials.	• Failure to consider disadvantaged and vulnerable groups. • In kind finance, labour or materials provided by unwilling participants • Grant funding used to procure items damaging to the environment or people	Low	• Grant criteria will be designed to be accessible to women, including simplified documentation and no requirement for assets held in own name, and applications will be reviewed by the PMU Gender, Equality, Disability and Social Inclusion (GEDSI) Officer for gender bias. • Grant manual will include list of project ineligible activities
Market access infrastructure (cold chain, logistics), FAD deployment, and matching grants for fisheries enterprises; and broader improved market access across Component 1	Induced fishing pressure (indirect impact): Improved market access, cold chain and logistics infrastructure, FAD deployment, and matching grants supporting fisheries-linked enterprises may collectively incentivize increased fishing effort among coastal community members and small-scale commercial fishers. This indirect effect could result in: localized overexploitation of reef fish and inshore coastal fisheries; increased pressure on fish stocks managed under LMMAs, qoliqoli, and tabu areas; potential conflict between commercial fishing effort and conservation objectives under Component 2 (MPAs, LMMAs, seagrass, coral reef protection); and adverse effects on the livelihoods of communities that depend on subsistence or low-intensity customary fishing. The risk is heightened if FAD deployment increases the catchability of targeted pelagic species and where cold chain	Low–Moderate	1. Coordination with fisheries authorities. During design and before deployment of market access investments and FADs, the PMU shall engage the Ministry of Fisheries and Forestry (MoFF) to: (i) review available data on the status of relevant inshore and pelagic fish stocks in the project area; (ii) assess the potential for market access improvements to induce additional fishing pressure; and (iii) identify applicable management responses, including any existing or proposed catch limits, licensing requirements, or seasonal restrictions. Engagement outcomes shall be documented and, where relevant, reflected in activity design or grant eligibility criteria. 2. FAD placement and targeting. FAD deployment planning shall be coordinated with MoFF and relevant LMMA bodies to ensure devices are sited to target offshore pelagic species (particularly tuna and associated species), thereby reducing incentives for

	investments reduce post-harvest losses, effectively raising the economic return per unit of fishing effort.		increased effort on inshore reef fisheries. FAD placement locations, target species, and monitoring arrangements shall be documented in the activity-level instrument for this activity. 3. Fisheries sustainability conditions in grants. Where matching grants (Subcomponent 1.2) or DGM grants (Component 5) support fisheries-linked enterprises, grant agreements shall include eligibility conditions requiring: compliance with MoFF licensing and applicable catch regulations; adherence to LMMA rules and qoliqoli management arrangements in the area of operation; and a commitment not to expand fishing effort into areas under tabu or active conservation management without prior agreement from the relevant customary body. Grant screening under the Grant Manual shall include a fisheries pressure check for any grant activity with a direct fisheries or aquaculture nexus. 4. Community-level catch management. The PMU shall coordinate with LMMAs and qoliqoli holders in communities where market access improvements are expected to increase fishing effort, to support the establishment or strengthening of community-level catch management protocols. This may include: defining seasonal or area-based fishing restrictions; establishing minimum catch size rules; and agreeing on monitoring and enforcement responsibilities within customary governance structures. These arrangements shall be documented and referenced in relevant MOUs or grant agreements.

			5. Fisheries-linked TA and training content. TA and training activities under Subcomponent 1.1 targeting tuna industry operators and fishing enterprises shall include a module on sustainable catch practices, applicable LMMA and qoliqoli obligations, and the importance of maintaining healthy fish stocks for long-term livelihood and market access sustainability. 6. Monitoring. The project M&E framework shall include at least one indicator tracking fisheries pressure trends in the project area (for example, catch-per-unit-effort data from MoFF or LMMA governance reports). Where the fisheries stock assessment under Subcomponent 3.1 identifies stocks under pressure, findings shall be incorporated into TA content and, where warranted, used to revise grant eligibility criteria.
Subcomponent 1.3			

The subcomponent will finance critical public-sector investments and enabling activities required to structure and operationalize a commercially viable public–private partnership (PPP) for controlled-environment agriculture (CEA), including technical assistance, consultancies, capacity building, and essential public infrastructure such as land assembly near key demand centers, core production	• Downstream E&S impacts associated with operationalization of PPPs
	• Minor E&S risks associated with physical investments including:
	    • Poor site selection results in project failure and environmental damage via further coastal erosion, damage to mangroves or reefs
	    • Worker safety risks during construction
	    • Sourcing of materials from unsustainable sources
	    • Inequitable distribution of benefits
		Low-moderate	E&S due diligence will be conducted prior to operationalization of Phase 2 subcomponent.
			
			Site selection criteria will be established in the POM for physical investments to ensure only suitable sites are selected and to screen out ineligible activities and locations.
			
			Land due diligence will be completed in accordance with local legislation prior to commencement of EIA screening process for civil works.
			
			E&S screening will be completed in accordance with local legislation and will identify requirement for Environmental Management Plan or Environmental

infrastructure (for example, greenhouses and climate-smart irrigation systems), and supporting logistics, including cold-chain and energy-efficient systems.	• Contamination due to mishandling of hazardous substances, poor waste management practices, or erosion and sediment runoff • Minor noise dust and vibration impacts		Impact Assessment. Social risks will be assessed and mitigations proposed within the National EIA screening form and incorporated into the Environmental Management Plan or Environmental Impact Assessment as required by MoECC Minor civil works will comply with national requirements and Code (Annex 5) Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs and will incorporate all mitigations required by the conditions of consent from MoECC. Consultation and disclosure to be undertaken in accordance with SEP.
Subcomponent 2.1			
Support for the operation of three committees convening government agencies, NGOs, conservation groups, academia, and local leadership to support delivery and coordination of Project activities.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Nil
TA, training, and goods and equipment for the management of Marine Protected Areas (MPAs), LMMAs , qoliqolis and tabu sites; prioritizing income-generating opportunities for	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.

communities managing protected areas.			
TA, goods and equipment to support coastal illegal, unregulated and unreported (IUU) fishing management.	Negligible risk – Activity is expected to improve governance and reduce E&S risks. Minor OHS risks associated with provision of good and equipment.	Negligible/ positive	Bidding and contractual documents and MOUs for goods/equipment to require compliance with Fiji national laws, Project SEP and LMPs.
Support for coastal ecosystem mapping, protection and restoration, including mangrove and coral reef protection and restoration, and seagrass mapping for conservation.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
Design, construction, and supervision of around five hybrid NbS seawalls, consisting of engineered coastal protection with mangrove planting and/or coral reef restoration to build resilience against storm surges and sea-level rise.	• Poor site selection results in project failure and environmental damage via further coastal erosion, damage to mangroves or reefs • Worker safety risks during construction • Sourcing of materials from unsustainable sources • Inequitable distribution of benefits • Contamination due to mishandling of hazardous substances, poor waste management practices, or erosion and sediment runoff • Minor noise dust and vibration impacts	Moderate	Site selection criteria will be established in the POM for physical investments to ensure only suitable sites are selected and to screen out ineligible activities and locations. Land due diligence will be completed in accordance with local legislation prior to commencement of bidding process for civil works. E&S screening will be completed in accordance with local legislation and will identify requirements for Environmental Management Plan or Environmental Impact Assessment. Social risks will be assessed and mitigations proposed within the National EIA screening form and incorporated into the Environmental Management Plan or another as required by MoECC Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and

			LMPs and will incorporate all mitigations required by the conditions of consent from MoECC. Consultation and disclosure to be undertaken in accordance with SEP.
Subcomponent 2.2			
Development and implementation of an integrated watershed management plan for the Sigatoka Basin; The Plan will guide reforestation and protection activities, targeting areas of highest impact and risk.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
TA, training, goods and equipment for implementation of upstream primary forests protection.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents and MOUs for goods/equipment to require compliance with Fiji national laws, Project SEP and LMPs.
Reforestation and forest and watershed restoration activities through provision of native seedlings, training, streambank protection, and erosion reduction measures.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	MOUs will be prepared prior to disbursement of goods or equipment and will require compliance with Fiji national laws, Project SEP and LMPs including code of conduct. Seedlings will be screened and cleared for use by Forestry.
Provision of goods, works, and TA for climate-smart irrigation, including potential rehabilitation of existing large-scale irrigation schemes.	Environmental and social risks associated with minor civil works including worker health and safety risks, waste management, risk of unsustainable water use	Low	Site selection criteria for civil works will be established in the POM for physical investments to ensure only suitable sites are selected and to screen out ineligible activities and locations.

			Land due diligence will be completed in accordance with local legislation prior to commencement of EIA screening process for civil works. E&S screening for any civil works will be completed in accordance with local legislation and will identify requirement for Environmental Management Plan or Environmental Impact Assessment. Social risks will be assessed and mitigations proposed within the National EIA screening form and incorporated into the Environmental Management Plan or Environmental Impact Assessment as required by MoECC Minor civil works will comply with national requirements and Code (Annex 5) Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs and will incorporate all mitigations required by the conditions of consent from MoECC. Consultation and disclosure to be undertaken in accordance with SEP.
Development and implementation of a pilot hydrological and water quality monitoring program.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
Support for community and inter-community participation in coordinated catchment management and district-level land use planning agreements.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents and MOUs for goods/equipment to require compliance with Fiji national laws, Project SEP and LMPs.

The design, construction, and supervision of NbS wastewater treatment facilities.	• Poor site selection results in project failure and environmental damage via further coastal erosion, damage to mangroves or reefs • Worker safety risks during construction • Sourcing of materials from unsustainable sources • Inequitable distribution of benefits • Contamination due to mishandling of hazardous substances, poor waste management practices, or erosion and sediment runoff • Minor noise dust and vibration impacts	Moderate	Site selection criteria will be established in the POM for physical investments to ensure only suitable sites are selected and to screen out ineligible activities and locations. land due diligence will be completed in accordance with local legislation prior to commencement of EIA screening process for civil works. E&S screening will be completed in accordance with local legislation and will identify requirement for Environmental Management Plan or Environmental Impact Assessment. Social risks will be assessed and mitigations proposed within the National EIA screening form and incorporated into the Environmental Management Plan or Environmental Impact Assessment as required by MoECC Minor civil works will comply with national requirements and Code (Annex 5) Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs and will incorporate all mitigations required by the conditions of consent from MoECC. Consultation and disclosure to be undertaken in accordance with SEP.
Design, construction, community training, and supervision for activities under the High Risk Water and Sanitation (HRWS) Program. Activities will be confirmed during	• Poor site selection results in project failure and environmental damage via further coastal erosion, damage to mangroves or reefs • Worker safety risks during construction	Moderate/ substantial	Site selection criteria will be established in the POM for physical investments to ensure only suitable sites are selected and to screen out ineligible activities and locations.

implementation and may include community- and household-level water and sanitation investments, such as wells, piped water supply to community or household connections, household sanitation through septic tanks or pit latrines, toilets connected to sewers, local sewer networks connected to shared septic tanks, and similar technologies. The program will include household messaging on water, sanitation, and hygiene, as well as community training on system operation and maintenance.	• Sourcing of materials from unsustainable sources • Inequitable distribution of benefits • Contamination due to mishandling of hazardous substances, poor waste management practices, or erosion and sediment runoff • Minor noise dust and vibration impacts		land due diligence will be completed in accordance with local legislation prior to commencement of EIA screening process for civil works. E&S screening will be completed in accordance with local legislation and will identify requirement for Environmental Management Plan or Environmental Impact Assessment. Social risks will be assessed and mitigations proposed within the National EIA screening form and incorporated into the Environmental Management Plan or Environmental Impact Assessment as required by MoECC Minor civil works will comply with national requirements and Code (Annex 5) Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs and will incorporate all mitigations required by the conditions of consent from MoECC. Consultation and disclosure to be undertaken in accordance with SEP.
Subcomponent 3.1			
Legal consultancy to support agency coordination and address legal constraints to private sector engagement, covering standardization of LMMA arrangements with the tourism industry, tuna fishing regulations, and coral reef management	• Increased private sector engagement increases tourism, tuna fisheries generating downstream E&S impacts	Low-moderate	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.

TA to inform policies, programs, and management frameworks relevant to NbS	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Low	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
A research program for coastal ecosystem and fisheries stock assessments	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
Operational support for the surveying and census of LMMAs to assess livelihood impacts on women and youth, identify alternative income streams, and establish baseline participation rates in LMMA governance.	Failure to consider disadvantaged and vulnerable groups. Design of the activity would improve data collection on participation of disadvantaged and vulnerable groups in LMMA governance.	Low	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
A consultancy for the development of a community conservation tourism fees framework.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
Subcomponent 3.2			
Trainings for government staff to build capacity for project implementation. Targeted training will address identified capacity gaps in geospatial information systems, meteorological station operation, and financing mechanisms for NbS, equipping staff to support communities and programs effectively.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.

Train-the-trainer capacity building for extension officers including and gender-sensitive delivery methods — covering differentiated outreach strategies, scheduling that accounts for women's time constraints, and engagement through female networks.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
Upgrading of selected weather stations to Global Basic Observing Network standards.	Potential worker health and safety risks during upgrades.	Low	Worker health and safety would be management in accordance with local legislation. Minor civil works will comply with national requirements and Code (Annex 5)
A consultancy to strengthen government M&E and centralized information systems, identifying improvements in data collection, analysis, and sharing. Systems to be reviewed include the cooperatives database, fisheries e-permitting system, forest inventory, and hydrological monitoring.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
A consultancy firm to provide on demand specialist TA to the project across agriculture, fisheries, water and sanitation, procurement, and financial management.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.

Component 4			
Establishment of the Project Management Unit (PMU), financing of logistical and operational costs, equipment, and implementation of E&S instruments and commitments.	Negligible risk – Activity is expected to improve governance and reduce E&S risks.	Negligible/ positive	Nil
Component 5			
Institutional strengthening, leadership development, mentoring, technical assistance, knowledge exchange, communications and advocacy, community-level grants, climate-resilient livelihoods, inclusive governance, natural resource management, ecosystem restoration, women- and youth-led initiatives, and other eligible activities.	Exclusion of disadvantaged or less-represented groups, elite capture of benefits, inadequate documentation of community support, use of community labor or in-kind contributions that may not be fully voluntary, localized environmental or social impacts, inadequate screening of grants, weak monitoring of grant recipients, and limited access to grievance channels.	Low/moderate	The NGO/DGM implementing entity must have or recruit qualified E&S capacity acceptable to the PMU and World Bank, complete ESF training before approving grants, apply a DGM-specific E&S screening checklist, maintain grant-level records, ensure grant agreements include E&S obligations, and submit periodic E&S monitoring reports to the PMU. Include grant eligibility and exclusion criteria, environmental and social screening of all grant activities before approval, culturally appropriate engagement, inclusion measures, documented community support and benefit-sharing arrangements, community worker safeguards, grievance access, and periodic monitoring and reporting. Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.
Component 6			

Physical supplies and equipment (such as water treatment, medical supplies, and debris clearance tools), infrastructure rehabilitation (such as repairs to water systems, drainage, and slopes), and nature-based recovery measures. Supporting services encompass technical consulting, operational logistics, and training and coordination costs.	• Hazardous waste and pollution from debris, fuel, and medical supplies. • Ecological disturbance to habitats and waterways from emergency works. • Air pollution and emissions from fuel use and heavy equipment. • Water contamination from poorly managed sanitation systems. • Worker and community health and safety hazards. • Poor labor conditions and potential use of child labor. • Exclusion of vulnerable groups from emergency assistance. • Temporary loss of access to land and livelihoods. • Increased risk of GBV and SEA/SH due to worker influx. • Community grievances from poor communication or inequitable distribution. • Weak E&S oversight due to speed of emergency implementation. • Cumulative impacts from simultaneous works across affected areas.	Low/moderate	CERC Manual defines the eligible emergency response activities, Exclusion list, E&S screening form, and E&S procedures. When needed, simplified ESMPs or activity-specific environmental and social management measures will be prepared and cleared before works or services commence. CERC activities will be governed by the Project ESCP, ESMF, SEP, LMP, GRM. Bidding and contractual documents to require compliance with Fiji national laws, Project SEP and LMPs.

4.1 Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

Disadvantaged and vulnerable groups may be disproportionately affected by the Project or face barriers to participating in consultations, decision-making, and access to benefits. These groups include women, elderly people, children and adolescent girls, persons with disabilities, Indo-Fijian farming groups, and informal users or settlers. They may experience mobility, accessibility, representation, or inclusion barriers, so the Project will apply targeted engagement measures to support their meaningful participation and ensure that their concerns are reflected in project design and implementation.

Women farmers, and female SME operators may face gender-based barriers, harassment, or other safety risks. The Project will address these risks by targeting women and youth under subcomponent 1.2, aiming for 40 percent of beneficiaries to be women, and by designing matching grant criteria that are accessible to women, including simplified documentation and no requirement for assets to be held in their own name. Applications will be reviewed by the PMU Gender, Equality, Disability and Social Inclusion Officer to identify and reduce gender bias.

Project activities will also promote women's participation in natural resource governance and training. Under subcomponent 2.1, training will target female community members and support their meaningful participation in LMMA governance and decision-making. Under component 3.1, the LMMA census will collect gender- and age-disaggregated data to assess livelihood impacts on women and youth, identify alternative income streams, and establish baseline participation rates. Train-the-trainer activities under subcomponent 3.2 will include gender-sensitive delivery methods, including outreach strategies, scheduling that considers women's time constraints, and engagement through female networks.

Indo-Fijian farmers and informal users or settlers may have less representation in government processes or face barriers to accessing project benefits. The Project will consult these groups on proposed activities to avoid or mitigate adverse impacts and support equitable benefit sharing. For water and sanitation activities, the Project will build on lessons from the Revitalising Informal Settlements and their Environments program and scale up the High Risk Water and Sanitation Program in priority communities, using selection criteria based on geographic priorities, disease rates, and lack of access to basic water supply and sanitation.

4.2 Planning and Design Considerations for Avoidance of Environmental and Social Risks and Impacts

The project design has considered E&S risks associated with proposed activities. While locations for specific activities are not yet confirmed, criteria will be put in place to guide site selection and avoid environmental and social risks and impacts where practicable. The Project Operation Manual (POM) will include selection criteria for physical investments which include consideration of site suitability and potential E&S impacts.

4.3 Additional E&S Protocols and Screening Requirements

Land Access and Livelihood Impact Screening Protocol. All activities requiring land access will be screened to confirm that land is free of disputes, that no physical displacement or involuntary land acquisition is required, and that any land access is based on documented voluntary agreement or legally recognized processes consistent with this ESMF and ESS5. Screening will identify land ownership, leasehold, customary tenure, formal and informal users, tenants, seasonal users, fishers, farmers, resource users, and other persons who may be affected by temporary or permanent restrictions on access to land or natural resources. Activities will not proceed where land ownership or use rights are disputed, where access cannot be documented, where physical relocation would be required, or where involuntary land acquisition or use of eminent domain would be necessary.

ESS7/iTaukei Engagement and Benefit-Sharing Protocol. Engagement with iTaukei communities will be undertaken in a culturally appropriate manner and through recognized customary and administrative channels, while also ensuring that women, youth, persons with disabilities, Indo-Fijian farmers where relevant, informal users, and other less-represented groups are provided safe, inclusive, and accessible opportunities to participate. Where activities involve customary land, qoliqoli, tabu areas, LMMAs, forest resources, coastal resources, cultural sites, or traditional governance structures, screening and consultation will assess whether the activity may affect customary rights, traditional resource use, community decision-making, access to livelihoods, or distribution of project benefits. Activities that would require FPIC under ESS7 will not proceed unless: (i) the need for FPIC has been identified through activity-level screening and documented by the PMU; (ii) the required FPIC process, timeline, and applicable instrument have been agreed in writing with the World Bank before implementation commences; and (iii) all required consultation, documentation, and disclosure steps have been completed. This conditional treatment is reflected in the Project Exclusion List (Table 4), which should be read consistently with this paragraph: activities are excluded by default if they trigger FPIC, but may proceed subject to the conditions above. For the avoidance of doubt, no activity may proceed to procurement, contracting, grant approval, or physical implementation until these FPIC conditions are satisfied.

SEA/SH Risk Management. The Project will apply proportionate SEA/SH risk mitigation measures, including Codes of Conduct for all project workers, confidential and survivor-centered grievance uptake channels, referral pathways to appropriate support services, and training for PMU staff, contractors, community workers, and grant recipients as relevant. SEA/SH complaints will be handled confidentially, with no requirement for survivors to provide detailed evidence through the project grievance mechanism, and with actions focused on safety, consent, confidentiality, and referral. Project staff, contractors, and community representatives will not investigate SEA/SH allegations themselves unless specifically trained and authorized under the agreed procedure.

Community Workers and Voluntary Contributions. Where community labor or in-kind contributions are used, participation must be voluntary, documented, and free from coercion. No person will be penalized, excluded, or denied project benefits for choosing not to contribute labor, land, materials, cash, or other in-kind support. Community workers will receive appropriate information about the activity, expected tasks, working hours, safety risks, grievance channels, and any benefits or compensation where applicable. Community workers will receive OHS briefing, personal protective equipment where relevant, access to the worker grievance mechanism, and supervision appropriate to the task. Persons under 18 will not be engaged in work, and no forced labor, child labor, or coercive community labor will be permitted.

Biodiversity and Natural Habitat Screening. All activities involving coastal, marine, freshwater, forest, riparian, agricultural, or other natural habitats will be screened for potential impacts on natural and critical habitats. Activities that would cause significant degradation or conversion of natural or critical habitat will be excluded. Site-specific instruments will apply the mitigation hierarchy, prioritize avoidance, and include measures for sediment control, turbidity management, erosion prevention, biosecurity, native species sourcing, habitat restoration, invasive species prevention, timing of works to avoid sensitive periods, and monitoring of ecological outcomes.

Critical Habitat Mapping and Site Selection

Before project sites are finalised, the PMU shall check project target areas against available data and biodiversity information relevant to the landscape and seascape context. This screening shall include coral reefs, mangroves, seagrass beds, rivers, wetlands, forests, ecological corridors, protected and conserved areas, LMMAs, MPAs, tabu areas, qoliqoli boundaries, and known locations or ranges of endemic, threatened, restricted-range, migratory, breeding, or nesting species. This maybe obtained from relevant government agencies (e.g. TLTB or Ministry of Lands), customary rights holders, conservation organisations, academic institutions, existing ecosystem assessments, and local ecological knowledge. Proposed activity footprints, access routes, and areas of influence/impact shall be compared against the compiled spatial and biodiversity data prior to site selection. Each prospective site shall be classified as: (i) suitable subject to standard environmental controls; (ii) requiring further ecological assessment before determination can be made; or (iii) to be avoided or excluded due to the presence of sensitive or irreplaceable biodiversity values. Sites presenting unacceptable biodiversity risks shall be excluded or alternative locations or designs selected.

Water Supply, Sanitation, Wastewater, and Irrigation Risk Management. Water supply, sanitation, wastewater, and irrigation activities will be screened for water source sustainability, impacts on downstream users, groundwater contamination risks, septic and pit latrine siting, sludge management, effluent quality, flood exposure, climate resilience, operation and maintenance arrangements, and potential impacts on coastal, freshwater, or culturally sensitive areas. Septic systems, pit latrines, wells, piped water systems, local sewer networks, shared septic systems, wastewater treatment facilities, and irrigation systems will be designed and sited to avoid contamination of drinking water sources, surface water, groundwater, coastal ecosystems, and culturally sensitive sites.

Cumulative Impacts Across Coastal and Watershed Systems

The PMU shall maintain a consolidated register of all planned, active and recently completed civil works, including their location, timing, footprint and receiving coastal or watershed system. Where two or more Project-financed or reasonably foreseeable activities occur within the same catchment, river reach, coastal cell, bay, reef system or other shared ecological unit, the site-specific ESMP shall assess their combined direct, indirect and cumulative effects.

The assessment shall consider, as applicable: additive vegetation clearance and habitat fragmentation; combined erosion, sediment and turbidity loads; cumulative changes in drainage, freshwater abstraction, groundwater levels and downstream flows; wastewater and pollutant loading; overlapping construction disturbance; effects on mangrove recruitment, seagrass recovery and coral condition; repeated restrictions on community access or resource use; and interactions with other government, private-sector or community developments.

The site-specific ESMP shall identify shared environmental receptors, establish the cumulative baseline, describe other relevant activities, evaluate combined impact pathways, and specify coordinated measures. These may include alternative siting, common work boundaries, catchment-wide erosion and sediment controls, coordinated discharge limits, sequencing or staggering of works, seasonal restrictions, shared monitoring stations, joint restoration measures and cumulative stop-work triggers. Where cumulative effects cannot be adequately avoided or managed, the activity shall be redesigned, relocated, deferred or excluded.

3. Procedures and Implementation Arrangements

5.1 Environmental and Social Risk Management Procedures

The environmental and social risk management procedure presented in Figure 3 shall apply to all Project-supported activities, including civil works, technical assistance, goods and equipment, matching grants, DGM grants, and activities financed under the CERC. Screening must be completed as early as possible during activity planning and before an activity is approved, procured, financed, or implemented.
The procedure is intended to:

1. confirm that the proposed activity is eligible for Project financing and does not involve any activity or location included in the exclusion list;
2. identify potential environmental and social risks and impacts, including risks related to land and resource access, labor and working conditions, community health and safety, disadvantaged or vulnerable groups, biodiversity, cultural heritage, stakeholder engagement, and grievances;
3. determine the activity's environmental and social risk level and applicable national environmental assessment, permitting, and approval requirements;
4. identify the environmental and social instruments, mitigation measures, consultation, disclosure, and clearance requirements that must be completed before implementation;
5. incorporate approved environmental and social requirements into activity designs, terms of reference, bidding documents, contracts, grant agreements, memoranda of understanding, work plans, and budgets;
6. monitor implementation, identify non-compliance, and ensure that corrective actions are completed; and
7. confirm satisfactory environmental and social completion and site restoration before activity closure.

The procedure comprises the following steps:

Step 1: Activity identification and eligibility screening. The implementing entity shall provide sufficient information on the proposed activity, location, design, beneficiaries, land and resource requirements, implementation arrangements, and potential environmental and social sensitivities. The PMU shall verify the activity against the Project exclusion list. An ineligible activity shall be rejected or redesigned before further consideration.
Step 2: Environmental and social screening and risk classification. Eligible activities shall be screened against the national EIA screening process and the WB ESF for any gap-filling measures. Screening shall identify applicable ESSs, sensitive receptors, affected groups, potential cumulative or downstream risks,

required permits, and the proposed risk classification. Screening findings and the rationale for the classification shall be documented.

Step 3: Determination and preparation of instruments. Based on the screening outcome, the PMU shall determine the required measures and instruments. These may include standard mitigation measures, the Code of Environmental and Social Practice, an ESMP, C-ESMP, land or access documentation, livelihood or access mitigation measures, biodiversity measures, stakeholder engagement measures, labor requirements, chance-find procedures, or other proportionate instruments. Terms of reference for technical assistance shall incorporate relevant E&S requirements and assessment of downstream implications.

Step 4: Consultation, disclosure, review, and clearance. Draft instruments shall be consulted on and disclosed in accordance with the SEP and applicable national requirements. The PMU environmental and social specialists shall review the screening and instruments for completeness and adequacy. Where required, instruments shall also be submitted to the relevant national authority and the World Bank. No activity may proceed to procurement, grant approval, contracting, or implementation until all required clearances and permits have been obtained.

Step 5: Integration into implementation arrangements. Approved measures shall be incorporated into designs, cost estimates, bidding documents, contracts, grant agreements, work plans, and supervision arrangements. Contractors and grant recipients shall prepare any required implementation plans and demonstrate adequate staffing, budget, capacity, and readiness before commencing activities. No works or physical activities shall commence until the PMU confirms that all pre-start conditions have been satisfied.

Step 6: Implementation, monitoring, and reporting. Contractors, consultants, grant recipients, community groups, and implementing partners shall implement the approved measures and maintain the required records. The responsible PMU shall undertake risk-based monitoring through document review, site inspections, stakeholder feedback, grievance records, incident reports, photographs, and progress reports. Monitoring frequency shall reflect the activity's risk level and implementation stage.

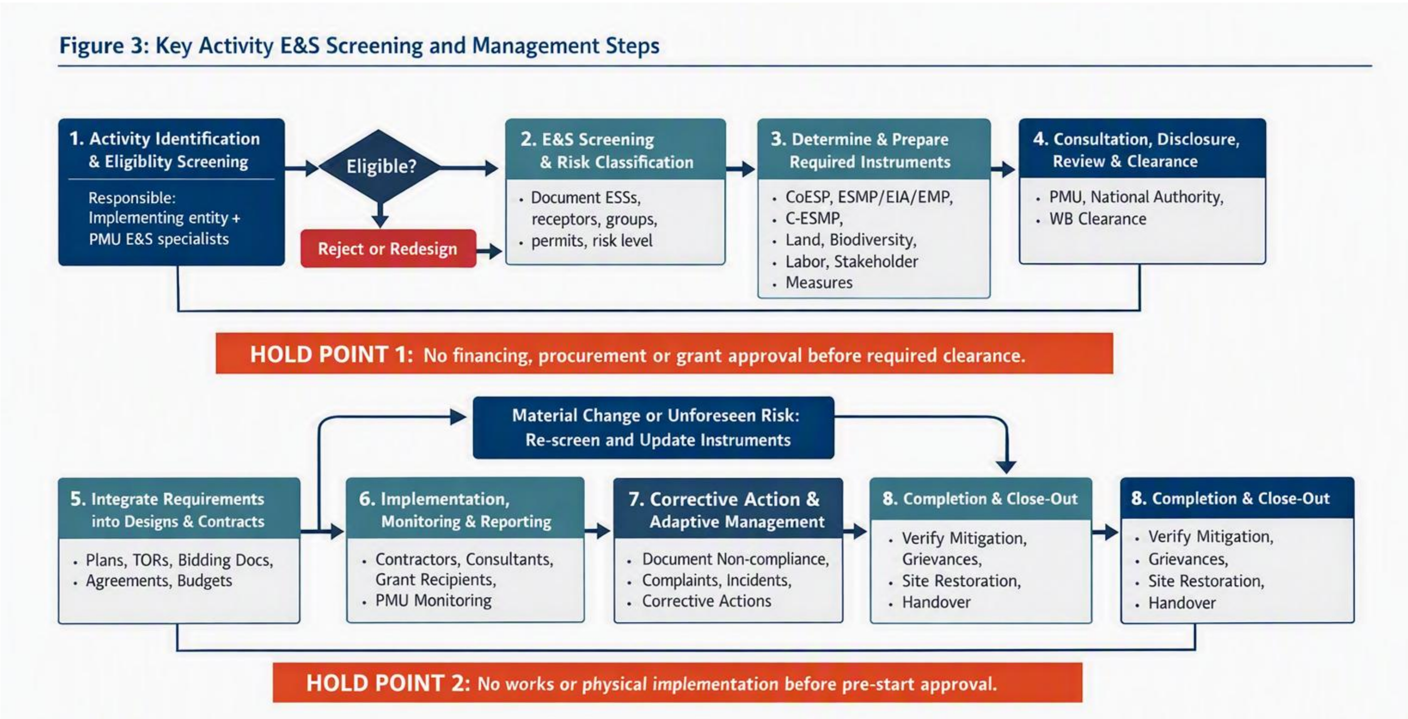
Step 7: Corrective action and adaptive management. Non-compliance, unforeseen impacts, complaints, or incidents shall be documented and addressed through time-bound corrective actions. The PMU may suspend financing or activities where significant risks are unmanaged or corrective actions are not completed. Screening and instruments shall be updated if the activity design, location, scope, risk profile, or implementation arrangements materially change.

Step 8: Completion and close-out. Before final payment, grant closure, or activity completion, the responsible PMU shall verify that mitigation measures have been completed, outstanding grievances and corrective actions have been addressed, sites have been restored where applicable, and relevant records have been filed. Residual operational or maintenance requirements shall be transferred to the responsible entity and monitored as appropriate.

The responsible PMU environmental and social specialists shall lead the screening and due diligence process for activities under their respective components. Implementing agencies, technical agencies, contractors, consultants, grant recipients, community groups, and other delivery partners shall provide the information required for screening and implement the resulting environmental and social requirements. The PROSPER PMU will retain overall coordination and quality-assurance responsibility for

Components 1–4 and 6, while the NEA/DGM PMU will have corresponding responsibility for Component 5.

Figure 1: Key Activity E&S Screening and Management Steps



*Similar arrangements exist within the Fijian national EIA screening process. Refer to the MoECC website: https://mecc.gov.fj/eia/

1. Eligibility screening

As a first step, all proposed activities should be screened to ensure that they are within the boundaries of the Project's eligible activities, and they are not considered as activities listed on the E&S Exclusion List in Table 1 below.

Table 1: Exclusion List

Items ineligible for funding by the project
Weapons, including but not limited to mines, guns, ammunition, and explosives.
Activities that involve extensive harvest and sale/trade of forest resources (post, timber, bamboo, charcoal, wildlife, etc.) for large-scale commercial purposes.
Activities involving changing forestland into agricultural land or logging activities in primary forest.
Purchase or use of pesticides, insecticides, herbicides, and other dangerous chemicals (banned under national law and World Health Organization (WHO) category 1A and 1B pesticides).
Construction of any new dams or rehabilitation of existing dams including structural and or operational changes; or irrigation or water supply subprojects that will depend on the storage and operation of an existing dam, or a dam under construction for the supply of water.
Activities that involve the use of international waterways.
Any activity affecting physical cultural heritage such as graves, temples, churches, historical relics, archeological sites, or other cultural structures.
Activities that may cause or lead to forced labor or child abuse, child labor exploitation or human trafficking, or subprojects that employ or engage children, over the minimum age of 14 and under the age of 18, in connection with the project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral, or social development.
Any activity requiring land acquisition or physical displacement.
Any activity on land that has disputed ownership or tenure rights.
Any activity that will cause physical relocation of households or will require the use of eminent domain.
Any activity with significant environmental and social risks and impacts that require an Environmental and Social Impact Assessment (ESIA).
Any activity that would require Free, Prior and Informed Consent (FPIC) as defined in ESS7, unless: (i) the need for FPIC has been identified through screening and documented by the PMU; (ii) the required FPIC process, timeline, and applicable instrument have been agreed in writing with the World Bank before implementation begins; and (iii) all required consultation, documentation, and disclosure steps

have been completed to the satisfaction of the World Bank. No activity subject to FPIC requirements may proceed to procurement, contracting, grant approval, or physical implementation until these conditions are met.

If the proposed activity is not listed above, and is eligible for funding, proceed to step 2 below.

2. Screen for E&S risk management approach

As a second step, the PMU under MRMDDM will use the activity screening process in Table 5 to identify the project typology and appropriate activity level screening process.

Table 2: Project typology and E&S risk management approach

Project typology	E&S Screening requirements	E&S Management Approach	Monitoring
Civil works including: - development of market access infrastructure such as greenhouses, cold chain storage, logistics centers, energy efficiency investments, - Design, construction, and supervision of around five hybrid NbS seawalls, consisting of engineered coastal protection with mangrove planting and/or coral reef restoration - climate-smart irrigation, including potential rehabilitation of existing large-scale irrigation schemes. - Design, construction, and supervision of NbS wastewater treatment facilities. - Design, construction, and supervision, for activities under the High Risk Water and Sanitation Program including household level water and sanitation investments such as wells, piped -water supply to community/household connections, household-level sanitation via septic tanks, pit latrines, toilets connected to sewers, local sewer networks to shared septic tanks, and similar technologies.	Use National Environmental Impact Assessment Screening form (ESMF Annex 1) Include additional considerations in screening not required under national law as listed in ESMF Section 4 and in accordance with ESS1 related to screening of social risks.	Management approach to be determined by Ministry of Environment and Climate Change under national process. Consideration of social risks and impacts to be included in EIA or EMP under national system. Under national process, land agreements must be in place prior to submission of EIA screening to MoECC Bidding and contract documents to incorporate conditions of approval from MoECC as well as additional	Contractor to implement and report on C-ESMP. PMU to conduct at least two inspection during work and one post completion. Results to be recorded in quarterly reporting. Any incidents to be reported to World Bank within 48 hours.

Project typology	E&S Screening requirements	E&S Management Approach	Monitoring
		measures for social risk management outlined in SEP, LMP and ESMF Section 4.1 CESMP will be prepared using Annex 6 and cleared before contractor mobilization. CoESP may apply only to minor low-to-moderate risk works where screening confirms that a C-ESMP is not required	
Other minor physical investments including minor refurbishment of training centre, upgrading of selected weather stations, and installation of biodegradable FADs.	Refer to requirements in ESMF Section 4.1	Contract and bidding documents to require compliance with national law, SEP, LMP requirements CoESP in Annex 5 applies as minimum requirements. If screening identifies site-specific risks beyond the CoESP, a simplified ESMP or C-ESMP using Annex 6 will be	PMU to conduct at least one inspection during work and one post completion. Results to be recorded in quarterly reporting. Any incidents to be reported to World Bank within 48 hours.

Project typology	E&S Screening requirements	E&S Management Approach	Monitoring
		required before mobilization.	
Implementation of grant program to support agribusiness and NbS tourism opportunities for individuals, clusters, cooperatives, and Micro, Small and Medium Enterprises (MSMEs).	Prepare grant manual in accordance with mitigations proposed in ESMF Section 4.1	Grant manual to include E&S risk management as outlined in ESMF Section 4.1 to screen out activities with moderate – high E&S risks. GRM to be publicized to participants.	Any feedback to be recorded with quarterly reporting to World Bank.
TA, trainings, recruitment of staff, consultancies	Refer to requirements in ESMF Section 4.1	Contract and bidding documents to require compliance with national law GRM to be publicized to participants.	Any feedback to be recorded with quarterly reporting to World Bank.
Procurement of goods and equipment to support IUU fishing management, goods and equipment for implementation of upstream primary forests protection.	Refer to requirements in ESMF Section 4.1	Contract and bidding documents to require compliance with national law GRM to be publicized to participants.	Any feedback to be recorded with quarterly reporting to World Bank.
Community led activities including forest and watershed restoration	Refer to requirements for relevant activity in ESMF Section 4	MOUs to require compliance with national law, training to be delivered on LMPs	Any feedback to be recorded via GRM and reported with quarterly

Project typology	E&S Screening requirements	E&S Management Approach	Monitoring
		and SEP including GRM.	reporting to World Bank.
DGM grants, community activities, livelihood activities, ecosystem restoration, women/youth-led initiatives, and NGO-supported activities	Refer to ESMF eligibility screening checklist and requirements for relevant activities under Section 4	A DGM Grant Manual will include E&S procedures; grant agreements to include E&S obligations; site-specific mitigation measures, CoESP, or simplified ESMP where needed; no grants approved until screening is completed and cleared by the PMU	DGM NEA PMU will monitor and report on the DGM component; PMU to conduct risk-based supervision; quarterly reporting to World Bank.
CERC emergency response activities	CERC-specific screening form; positive and negative list; exclusion list; emergency consultation and GRM screening	Simplified ESMP, CoESP, or site-specific measures required before works or services commence	Enhanced PMU monitoring; incident reporting; World Bank review for higher-risk emergency activities
Activity types not listed above	Contact World Bank E&S specialists to confirm eligibility and screening requirements		

3. Prepare, consult on, and disclose E&S risk management tool(s) as required by screening

The PMU will prepare E&S risk management tools appropriate for the project typology as outlined in As a second step, the PMU under MRMDDM will use the activity screening process in Table 5 to identify the project typology and appropriate activity level screening process.

Table 2 above. Based on the process above and the Screening requirements, the PMU will adopt the necessary environmental and social management measures already included in ESMF Section 4.1. The LMP, SEP and will undertake screening in accordance with Fijian National regulations, with additional consideration of social risks included in national documents in alignment with ESS1. The PMU will prepare site specific E&S instruments as required by national law.

If site-specific ESMPs or plans are determined to be necessary by MoECC, the PMU will prepare the documents as needed and submit to MoECC for approval. The contents of the relevant E&S documents will be shared with relevant stakeholders in an accessible manner, and consultations will be held with the affected communities on the environmental and social risks and mitigation measures.

The first two E&S instruments prepared under national law will also be submitted to the World Bank for prior review and no objection. After these first 2, the World Bank and the PMU will reassess whether prior review is needed for further documentation.

At this stage, staff who will be working on the various subproject activities should be trained in the environmental and social management requirements relevant to the activities they work on. The PMU should provide such training to field staff.

4. Procurement due diligence

The PMU will ensure that project specific ESH provisions will be incorporated into bidding documents in accordance with the requirements summarised in **Error! Reference source not found.** and with national requirements as confirmed during the Fijian EIA process for any civil work typologies. The PMU will ensure that appropriate E&S key personnel are identified in procurement packages along with sufficient allocated inputs to satisfy E&S performance requirements.

The PMU will also ensure that all selected contractors, subcontractors, and vendors understand and incorporate environmental and social mitigation measures relevant to them as standard operating procedures for civil works. The PMU will provide training to selected contractors to ensure that they understand and incorporate environmental and social mitigation measures; and plan for cascading training to be delivered by contractors to subcontractors and vendors. The PMU will further ensure that the entities or communities responsible for ongoing operation and maintenance of the investment have received training on operations stage environmental and social management measures as applicable.

For civil works, contractors will prepare a Contractor Environmental and Social Management Plan prior to mobilization where proportionate to the scale and risk of the works. The C-ESMP will translate the ESMF, EMP, permit conditions, SEP, LMP, and contract requirements into site-specific procedures. At minimum, the C-ESMP will address site establishment, erosion and sediment control, waste management, hazardous materials management, occupational health and safety, traffic and community safety, chance finds, emergency response, worker Code of Conduct, SEA/SH risk mitigation, grievance access, incident reporting, reinstatement, and site restoration. The PMU will review and clear the contractor's site-specific procedures before mobilization and will monitor implementation through site inspections, contractor reporting, grievance records, and corrective action tracking. A CESMP template is available in Annex 6.

5. Implementation and Monitoring – E&S Implementation

During implementation, the PMU under MRMDDM will conduct regular monitoring visits for civil works to monitor the implementation of E&S risk management mitigation plans as part of regular project monitoring.

The PMU E&S officers will prepare quarterly reporting for the World Bank, including on E&S risk management for the project including at a minimum:

(i) the overall implementation of E&S risk management instruments and measures,
(ii) any environmental or social issues arising as a result of project activities and how these issues will be remedied or mitigated, including timelines,
(iii) Occupational Health and Safety performance (including incidents and accidents),
(iv) community health and safety,
(v) stakeholder engagement updates, in line with the SEP,
(vi) public notification and communications,
(vii) progress on the implementation and completion of project works, and
(viii) summary of grievances/beneficiary feedback received, actions taken, and complaints closed out, in line with the SEP.

Throughout the Project implementation stage, the PMU will continue to provide training and awareness raising to relevant stakeholders, such as staff, selected contractors, and communities, to support the implementation of the environmental and social risk management mitigation measures. An initial list of training needs is proposed below, in Section 5.3.

MRMDDM and MoECC will also track grievances/beneficiary feedback in line with the SEP during project implementation to use as a monitoring tool for implementation of project activities and environmental and social mitigation measures.

If the PMU or MRMDDM or MoECC becomes aware of a serious incident in connection with the project, which may have significant adverse effects on the environment, the affected communities, the public, or workers, it should notify the World Bank within 48 hours of becoming aware of such incident. A fatality is automatically classified as a serious incident, as are incidents of forced or child labor, abuses of community members by project workers (including gender-based violence incidents), and violent community protests.

6. Review and Evaluation – E&S Completion

Upon completion of Project activities, the PMU under MRMDDM will review and evaluate progress and completion of project activities and all required environmental and social mitigation measures. Especially for civil works, the PMU will monitor activities with regard to site restoration and landscaping in the affected areas to ensure that the activities are done to an appropriate and acceptable standard before closing the contracts, in accordance with measures identified in the relevant EIA/ESMPs and other plans. The sites must be restored to at least the same condition and standard that existed prior to commencement of works. Any pending issues must be resolved before a subproject is considered fully completed. The PMU will prepare the completion report describing the final status of compliance with the E&S risk management measures and submit it to the World Bank.

7. Contingency Emergency Response Component

The CERC will only be implemented if activated in accordance with the Project legal agreements the Project Operations Manual, and the CERC Manual. Before financing any CERC activity, the PMU will screen proposed CERC activities against the positive list and exclusion list in the project CERC Manual to confirm eligibility, identify environmental and social risks, determine required mitigation measures, and confirm whether any site-specific instruments are needed. CERC activities will not proceed until eligibility and environmental and social screening are completed and the required instruments, permits, approvals, and mitigation measures are in place. Annex 5 contains the E&S Screening form in the CERC Manual.

8. Technical Assistance Activities

The PMU will ensure that all consultancies, studies, feasibility assessments, capacity-building activities, policy support, training, and other technical assistance activities are carried out in accordance with terms of reference acceptable to the World Bank and consistent with the relevant ESSs. Terms of reference will include requirements to assess and address downstream environmental and social risks where outputs may inform future investments, policies, designs, plans, or frameworks. Final outputs from technical assistance activities will incorporate environmental and social considerations proportionate to the nature and risk of the activity.

5.2 Implementation Arrangements

Project governance, oversight and interagency coordination will be led by the MRMDDM with accountability oversight from the Ministry of Finance (MoF) and a Project Steering Committee (PSC) for advisory and coordination support. The PSC will be chaired by the Ministry of Strategic Planning, National Development and Statistics (MoSPNDS) with the MoF as co-chair and will be composed of representatives from the IAs and technical agencies including: the MoFF, MoAWSI, Ministry of iTaukei Affairs, Culture, Heritage and Arts (MTA), Ministry of Commerce and Business Development, Fiji Meteorological Services, the Department of Water and Sewage (DWS), and Water Authority Fiji (WAF). It will meet at least quarterly each year to ensure close coordination and policy guidance, including for the long-term vision for transformation of the agribusiness sector and planning. Project level implementation arrangements are summarized in Figure 2.

The Substantial E&S risk rating requires strengthened implementation arrangements. MRMDDM, as lead implementing agency, will retain responsibility for E&S risk management and coordination across government implementing agencies and delivery partners. The NEA (NGO) will be equally responsible for E&S risk management and coordination only for Component 5. As such, PMUs will be established within the MRMDDM and the NEA respectively. The PMUs for PROSPER and for the DGM will separately retain responsibility for oversight, quality assurance, consolidation of reporting, and escalation of risks and incidents for their relevant components to the World Bank. The PROSPER E&S team will include a safeguards coordinator, x2 environmental officers, social officer, communications officer, and a gender officer. Figure 4 below shows a diagram of the PROSPER PMU.

The NGO responsible for DGM implementation will be required to maintain adequate E&S capacity, apply the ESMF and DGM-specific E&S procedures, ensure grant-level screening and documentation, monitor grant recipients, maintain grievance and incident records, and report regularly to the World Bank. These obligations will be included in the NGO's agreement, DGM Grant Manual, and relevant operational procedures. The DGM E&S team will consist of a E&S officer, communications officer, and a gender officer.

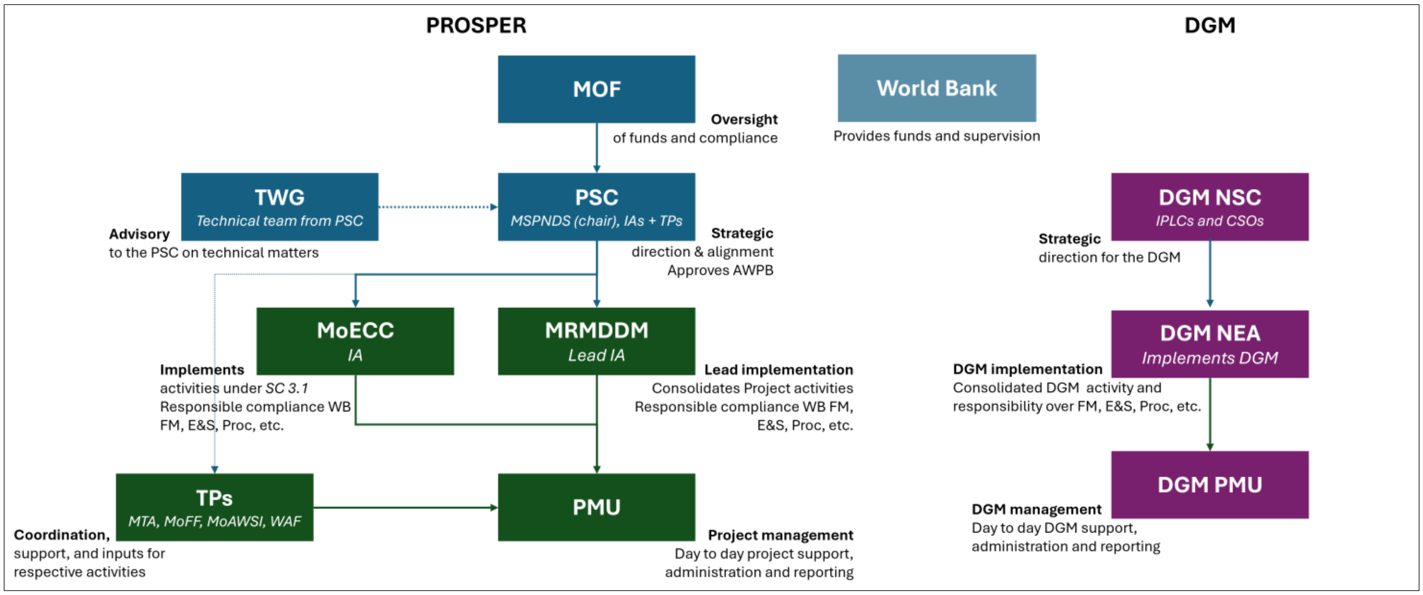
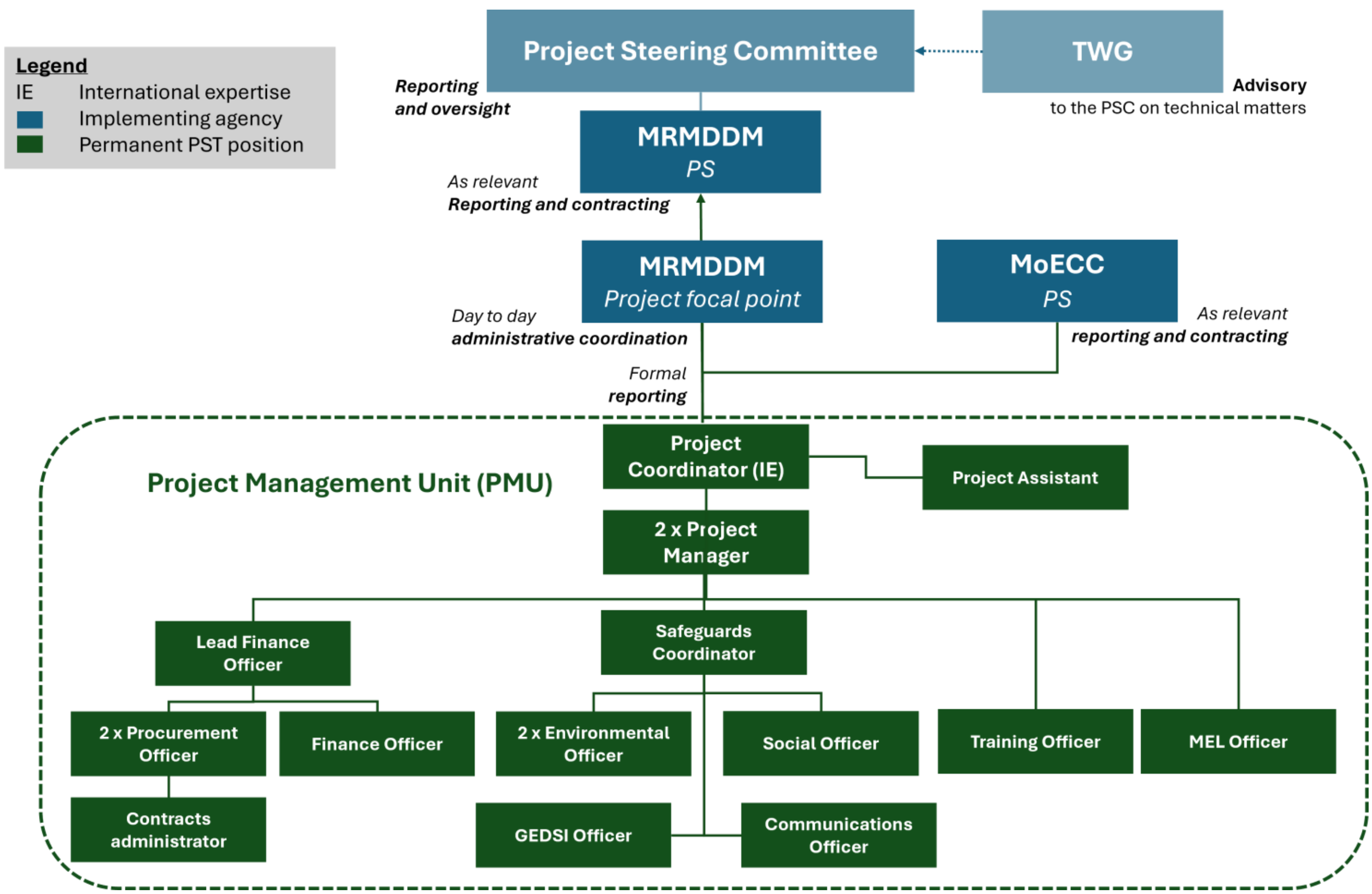


Figure 2 Project organigram



The table below summarizes the roles and responsibilities regarding the implementation arrangements for environmental and social management.

Table 6. Implementation Arrangements

Responsible Party	Roles and Responsibilities
PSC Members including: Ministry of finance Ministry of Fisheries, Ministry of Forestry, Ministry of Agriculture, Waterways and Sugar Industry, and Ministry of iTaukei Affairs	• Participate in project steering committee and provide input and guidance on E&S issues raised to committee
Ministry of Fisheries, Ministry of Forestry, Ministry of Agriculture, Waterways and Sugar Industry	• Support activities under components 1 and 2 in accordance with Project E&S instruments ESMF
MRMDDM,	• Provide support, and oversight for environmental and social risk management for all project components with the exception of subcomponent 3.1 • Recruit PMU including environmental and social officers • Train PMU staff and contractors who will be responsible for implementing the ESMF. • Consolidate project reporting to the bank • Own grievance management process
MoECC,	• Provide support, and oversight for environmental and social risk management for subcomponent 3.1 • Approving EIA screening
DGM National Steering Committee (NSC)	• Provide strategic oversight and approve grant priorities and subprojects.
DGM National Executing Agency (NEA)	• Responsible for day-to-day implementation, including grant administration, fiduciary and environmental and social management, monitoring and reporting, knowledge management, and coordination with the implementing agencies.
PMUs	• Collect, review, and provide quality assurance and approval to Screening Forms and ESMPs as relevant. Keep documentation of all progress. • Oversee overall implementation and monitoring of environmental and social mitigation and management activities, compile progress reports and report to the World Bank on a quarterly basis.

	• Train contractors and community members who will be responsible for implementing the ESMF. • Ensure project activities do not fall under the Negative List. Complete E&S screening for relevant subproject activities and submit forms to the national level. • If relevant, complete site-specific ESMPs for subproject activities and submit forms to the national level. • Oversee daily implementation and monitoring of environmental and social mitigation measures, and report progress and performance to MRMDDM on a monthly basis. • Provide training to local contractors and communities on relevant environmental and social mitigation measures, roles, and responsibilities. • ensure that all bidding and contract documents include all relevant E&S management provisions. • Undertake incident investigation and reporting in accordance with the WB ESIRT • Undertake initial GM investigations
Local contractors	• Comply with the Project's environmental and social mitigation and management measures as specified in and contract documents, as well as national and local legislation. • Take all necessary measures to protect the health and safety of workers and community members, and avoid, minimize, or mitigate any environmental harm resulting from project activities. • Submit monthly monitoring reports on E&S performance including compliance with E&S risk management measures, incidents, feedback and grivances.
Community workers	• Comply with national and local legislation. • Take all necessary measures to protect the health and safety of community members, and avoid, minimize, or mitigate any environmental harm resulting from project activities.

The Project Operation Manual (POM) will further develop roles and responsibilities during the first 6 months of implementation. The ESMF, SEP and LMP are living documents and can be updated to reflect any changes in planned E&S risk management approach, with the agreement of the World Bank.

5.3 Proposed Training and Capacity Building

The World Bank E&S specialists will provide training to the Implementing agencies, technical agencies and PMU, once recruited to ensure effective implementation of the ESMF, SEP, and their annexes. An initial training approach is outlined in the table below. To the extent possible, training on environmental and social risk management will be integrated into the project cycle and operational procedures. Given the need to raise awareness among project workers and stakeholders at many levels, a cascading model is proposed where information will follow from the national level to the field levels.

Table 7. Proposed Training and Capacity Building Approach

Audience	Responsible Party	Topics/Themes that May Be Covered
National level: MRMDDM, MoECC, Ministry of Fisheries, Ministry of Forestry, Ministry of Agriculture, Waterways and Sugar Industry, and Ministry of iTaukei Affairs, PMU	World Bank	• ESMF and approach: • Identification and assessment of E&S risks • Selection and application of relevant E&S risk management measures/instruments • E&S monitoring and reporting • Incident and accident reporting using World Bank ESIRT • Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation • Application of SEP and the grievance/beneficiary feedback mechanism
National Level: PMU	MRMDDM and World Bank	• ESMF and approach: - Identification and assessment of E&S risks - Selection and application of relevant E&S risk management measures - E&S monitoring and reporting - Incident and accident reporting • Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation • Application of SEP and the grievance/beneficiary feedback mechanism
Field level: Contractors	PMU E&S officers	• Application of SEP and the grievance/beneficiary feedback mechanism • Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation • Application of E&S mitigations as appropriate.
Field level: Community members in project area of influence.	PMU E&S officers	• Basic OHS measures and Personal Protective Equipment in accordance with Fiji national law • Community health and safety issues • Worker Code of Conduct

Community members who may participate in community labour or maintenance activities		• SEA/SH issues, prevention, measures] • Grievance redress processes and workers' grievance redress

5.4 Estimated Budget

ESMF implementation costs are allocated according to the budget line items in Table 3. Such costs include the PMU E&S Specialists, training, and other costs to be determined during project implementation. Costs for undertaking travel to conduct monitoring and trainings as well as participation with WB supervision missions are also identified. The anticipated cost for all these initiatives is estimated at $400,000 USD per year.

The PROSPER PMU E&S team, once onboard, will be maintained throughout project implementation. The PMU E&S team will consist of a safeguards manager, 2 environmental officers, social officer, communications officer, and a GESI officer. Similarly, the NEA E&S team will consist of an E&S officer, communications officer, and a GESI officer. They will not have a standalone, earmarked budget to complete E&S risk management activities such as the preparation of activity level E&S risk management instruments. Instead, the cost is embedded in the PMU E&S teams budgets. The budget for the SEP is described in SEP section 5.1.

The following table lists estimated cost items for the implementation for the ESMF, which have been included in the overall project budget:

Table 3: ESMF Implementation Budget

Activity/Cost Item	Potential Cost per annum (USD)
PROSPER (MRMDDM)	
Safeguards Manager	35,000
2x Environmental Officers (full time)*	50,000
1x Social Officer (full time)*	25,000
Communications Officer	25,000
GESI Officer	25,000
Trainings for staff (venue, travel, refreshments etc.)	5,000
Trainings for contractors (venue, travel, refreshments, etc.)	2,500

Consultation costs including printing of awareness raising materials / grievance redress materials, Software for data collection / supervision / monitoring / grievance redress	5,000
Travel and accommodation budget for environmental and social staff site visits and consultations	7,500
Cost of obtaining clearances or permits	5,000
TOTAL	135,000
DGM Component (by NEA)	
E&S Officer (full time)	25,000
Communications Officer	25,000
GESI Officer	25,000

Note: All costs are indicative.

6. Stakeholder Engagement, Disclosure, and Consultations

A Stakeholder Engagement Plan (SEP) has been prepared for the Project, based on the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement. The SEP can be found here: [PLACEHOLDER: provide disclosure link for the SEP once disclosed].

This ESMF, as well as the SEP and the Environmental and Social Commitment Plan (ESCP), have been disclosed in draft for stakeholder consultations on the following website [PLACEHOLDER: provide website address] on XX August 2026. A consultation workshop was conducted on 16 July 2026 with key stakeholders including the Environmental and Social Focal points for the MRMDDM, MoECC, Ministry of Fisheries, Ministry of Forestry, Ministry of Agriculture, Waterways and Sugar Industry, and Ministry of iTaukei Affairs. Key feedback has been incorporated into this ESMF.

Annex 1. Fiji Environmental Impact Assessment Processing Forms and Checklists

The links below will provide access to the following Fiji EIA documents:

Submission Form(s)
– EIA Processing Application Form (Download)
– EIA Screening Application Form (Download)

Checklists
Checklist within application forms
– EIA Processing Application Checklist (Download)
– EIA Screening Application Checklist (Download)

Annex 2. Simplified Labor Management Procedures

In accordance with the requirements of World Bank's Environmental and Social Standard 2 (ESS2) on Labor and Working Conditions, these Labour Management Procedures (LMP) have been developed for the project. The LMP sets out the ways in which Ministry of Rural and Maritime Development and Disaster Management (MRMDDM) will manage all project workers in relation to the associated risks and impacts. The objectives of the LMP are to: Identify the different types of project workers that are likely to be involved in the project; identify, analyze and evaluate the labor-related risks and impacts for project activities; provide procedures to meet the requirements of ESS 2 on Labor and Working Conditions, ESS 4 on Community Health and Safety, and applicable national legislation.

The Labor Management Procedures apply to all project workers, irrespective of contracts being full-time, part-time, temporary or casual. The types of workers that will be included in the project are listed below:

- **Direct workers** – staff and consultants directly hired by the Implementing agencies including PMU staff
- **Contracted workers** – employed by contracted third parties including consulting firms,
- construction companies and technical advisors
- **Community workers** – in kind community labour contributions for conservation and restoration activities, e.g. planting of mangroves.
- **Primary supply workers** – workers employed or engaged by the project's primary suppliers: that is, suppliers who provide, on an ongoing basis, materials or goods that are essential to the core functions of the project (for example, suppliers of structural materials such as concrete, steel, timber, or rock used in civil works under Subcomponents 1.2, 1.3, and 2.1, and suppliers of biodegradable fish aggregating device components). Workers employed by suppliers whose relationship with the project is incidental or occasional, or who supply non-essential goods, are not considered primary supply workers for the purposes of this LMP. Where there is doubt about whether a supplier meets this threshold, the PMU environmental and social specialists shall make a documented determination in consultation with the World Bank.

Labor Risks

The following potential labor risks are identified under the project:

- Violation of worker's rights: Terms and conditions of employment of workers may not be consistent with national legislation or World Bank standards
- Violation of worker's rights: Non-discrimination and equal opportunity of workers may not be consistent with national legislation or World Bank standards
- Use of child labor or forced labor
- Unsafe work environment and poor working conditions
- Workplace injuries and accidents, particularly when operating construction equipment, when working at height on building construction, and when handling heavy equipment and materials
- Risks from exposure to hazardous substances (dust, cement, chemicals used in construction etc.)
- Sexual exploitation and abuse/sexual harassment (SEA/SH) risks for workers
- SEA/SH risks for community members, from workers from outside the project areas
- Conflicts between workers and communities

Relevant National Labor Legislation

The national laws of Fiji provide robust protections for works rights. The following national legislation would apply to project labour.

Table 4: National labour legislation relevant to the project

Relevant legislation	Summary
National Gender Policy 2014	Provides a framework to promote gender equality and women's empowerment across all sectors of development. It aims to ensure equal access to opportunities, resources, and decision-making, and to address gender-based discrimination and inequality.
Rights of Persons with Disabilities Act 2018	Establishes a legal framework to protect the rights of persons with disabilities, including non-discrimination, accessibility, and equal participation in employment and society. It promotes inclusion and equal access to services, opportunities, and infrastructure.
Constitution of the Republic of Fiji 2013	The 2013 Constitution of Fiji is the supreme law of the Republic of Fiji, establishing it as a secular, sovereign, and democratic state. It enforces equal citizenship and includes a comprehensive Bill of Rights.
National Policy on Sexual Harassment in the Workplace 2008	Defines sexual harassment and sets employer and worker responsibilities, complaint procedures, monitoring requirements, and links to protections under human rights and criminal law.
Human Rights Commission Act 1999	Establishes the Human Rights Commission to promote, protect, and investigate human rights, including discrimination in employment and access to remedy.
Employment Relations Act (ERA) 2007	Governs employment conditions including wages, working hours, leave, termination, and prohibits worst forms of child labor. Requires employers to maintain workplace sexual harassment prevention policies.
Employment Relations Regulations 2008	Provide detailed provisions to implement the Employment Relations Act 2007, including requirements for employment contracts, wages, working hours, leave, dispute resolution, and workplace practices. They support consistent application of labor standards and help ensure fair treatment and protection of workers' rights.

Relevant legislation	Summary
Health and Safety at Work Act 1996	Establishes workplace health and safety obligations for employers, workers, and related parties, and provides for standards, codes of practice, and enforcement mechanisms.
Health & Safety at Work (Control of Hazardous Substances) Regulations 2006	Sets out standards and requirements for supply of and works with hazardous substances, including duties of an employer to store and label substances appropriately and adequately train workers on safe work procedures.
Health & Safety at Work (General Workplace Conditions) Regulations 2003	Set minimum standards for workplace conditions, including manual handling, noise, working at heights and in confined spaces, personal protection, prevention of falls, remote and isolated work, amenities, emergency procedures, traffic control and ventilation requirements. They aim to ensure a safe and healthy working environment and support
Work Care Act 2017 Work Care Bill 2025	Provide and update the framework for workplace injury compensation, rehabilitation, and return-to-work support, strengthening protection for injured workers.
Hazardous Occupations Prohibited to Children under 18 Years of Age Order 2013	Prohibits children under 18 from engaging in work that is likely to be hazardous or harmful to their health, safety, or development. It defines specific categories of dangerous work to strengthen protections against child labor and unsafe working conditions.
Employment Relations (National Minimum Wage) Regulations 2015	Set a legally binding minimum wage for workers across Fiji to ensure a basic standard of living. They aim to promote fair remuneration and reduce exploitation of low-income workers.

General Applicable Procedures

The measures below are examples of key labor risk management measures. Depending on your Project activities, you may want to remove and add to these.

MRMDDM and MoECC and contractors will apply the following guidelines when dealing with workers:

- There will be no discrimination with respect to any aspects of the employment relationship, such as: Recruitment and hiring; compensation (including wages and benefits; working conditions and terms of employment; access to training; job assignment; promotion; termination of employment or retirement; or disciplinary practices.
- Harassment, intimidation and/or exploitation will be prevented or addressed appropriately.
- Special measures of protection and assistance to remedy discrimination or selection for a particular job will not be deemed as discrimination.

- Vulnerable project workers will be provided with special protection.
- MRMDDM and MoECC and contractors will provide job / employment contracts with clear terms and conditions including rights related to hours of work, wages, overtime, compensation and benefits, annual holiday and sick leave, maternity leave and family leave. Code of Conduct included in this LMP will be applicable for all project workers.
- MRMDDM and MoECC will ensure compliance with the Code of Conduct including providing briefings/awareness raising on the Code.
- MRMDDM and MoECC and contractors will ensure compliance with occupational health and safety procedures and COVID-19 specific procedures (see below) including that the workers are properly trained in application of the standards that are relevant to the work.
- MRMDDM and MoECC and retained contractors will ensure no person under the age of 18 shall be employed. Age verification of all workers will be conducted by the contractors.
- MRMDDM and MoECC will recruit contractors and labor locally to the extent that they are available.
- Workers shall be recruited voluntarily, and no worker is forced or coerced into work.
- MRMDDM and MoECC will supervise and monitor to ensure compliance with the above requirements.
- All workers will be made aware of the Worker's Grievance Mechanism (see below) to raise work related grievances, including any sensitive and serious grievances on SEA/SH.

Occupational Health and Safety (OHS) Procedures

National legislation considered adequate to manage project OHS risks. Contracts shall require compliance with national legislation as summarized in Table 4 and with this LMP.

Contractor Management Procedures

The measures below are examples of basic contractor management procedures. Depending on your Project activities, you may want to remove and add to these.

The objective of this procedure is to ensure that MRMDDM and MoECC has contractual power to administer oversight and action against contractors for non-compliance with the LMP.

- MRMDDM and MoECC will make available relevant documentation to inform the contractor about requirements for effective implementation of the LMP.
- MRMDDM and MoECC will include the provisions of the ESMF, LMP and other relevant documents into the specification section of the bidding documents. The contractors will be required to comply with these specifications.
- Contractor will raise worker awareness on the Code and Conduct.
- Contractor will show evidence of OHS and Emergency Preparedness procedures.
- MRMDDM and MoECC will monitor contract's E&S performance during its regular site visits utilizing contactor reporting or external monitoring/supervision consultants where available. Where appropriate, MRMDDM and MoECC may withhold contractor's payment or apply other contractual remedies as appropriate until corrective action(s) is/are implemented on significant

non-compliance with the LMP, such as failure to notify MRMDDM and MoECC of incidents and accidents.

Procedures for Primary Suppliers

The objective of this procedure is to ensure that labour-related risks (particularly child labour, forced labour, and serious occupational health and safety risks) arising from primary supply workers are identified and managed. Primary supply workers are those employed on an ongoing basis by suppliers providing materials essential to the core functions of the project, as defined above. Where primary suppliers and their workers are identified as relevant to a project activity, MRMDDM, MoECC, and all contractors shall undertake the following measures:

- Procure supplies from legally constituted suppliers. Where small quantities of materials (such as rock boulders for NbS seawall construction) are sourced on-site or from community sources, the arrangement shall be documented and approved by the local community and the PMU before procurement proceeds.
- Before engaging a primary supplier, conduct proportionate due diligence to confirm that the supplier: (i) does not employ workers under the age of 18 in any capacity associated with the project supply; (ii) does not use forced or coerced labour; and (iii) maintains basic occupational health and safety systems consistent with applicable national law. Due diligence findings shall be documented by the PMU.
- Procurement contracts with primary suppliers shall include provisions requiring compliance with applicable national labour law, the minimum age requirement of 18 years for project-associated supply workers, prohibition of forced labour, and maintenance of basic OHS standards. Where due diligence identifies significant child labour or forced labour risks in the supply chain, the PMU shall notify the World Bank and prepare a time-bound corrective action plan before procurement proceeds.
- The PMU shall monitor primary supplier compliance through periodic checks, supplier declarations, and, where feasible, site visits to supplier operations. Any confirmed child or forced labour incidents in the primary supply chain shall be reported to the World Bank within 48 hours.

Procedures for Community Workers

Community workers include people providing unpaid in kind labour contributions, where project provided materials will directly benefit the community worker: for example planting of supplied mangroves for coastal protection and reforestation. The objective of this procedure is to ensure the community workers offer their labor voluntarily and that they agree to the terms and conditions of employment. The PMU, MRMDDM and MoECC and contractors using community workers will apply the following guidelines when dealing with community workers:

- The PMU will develop a community worker Code of Conduct if the proposed works lack existing good practices or procedures to safeguard community workers.
- The PMU, MRMDDM and MoECC and contractors should consult communities and document their community meetings where members agree to conditions of community worker recruitment. The agreement should include details on nature of work, working times, age restrictions (18 and above), individual signatory or representative signatory of meeting resolution

- Contractors will have the terms and conditions discussed, explained, negotiated and documented through joint community meetings, with each community worker showing consent through signing the attendance register of the meeting which made the employment resolutions.
- MRMDDM and MoECC and contractors train community workers on national laws relevant to the proposed work, and key LMP issues, including SEA/SH, OHS, COVID-19, safe use of equipment and lifting techniques, and the relevant grievance mechanisms.
- Where community labor or in-kind contributions are used, participation must be voluntary, documented, and free from coercion. No person will be penalized or denied project benefits for choosing not to contribute labor or materials. The PMU will ensure that community workers receive appropriate OHS briefing, PPE where relevant, and access to the worker grievance mechanism.

Worker Accommodation

If accommodations are provided for workers, contractors will ensure that they are provided in good hygiene standards, with fresh drinking water, clean beds, restrooms and showers, clean bedrooms, good illumination, lockers, proper ventilation, safe electrical installation, fire and lightening protection, separate cooking and eating areas. There will be separate facilities provided for men and women. The contractors will be liable to comply with the Health & Safety at Work (General Workplace Conditions) Regulations 2003

Institutional Arrangement for Implementation of the LMP

The Project Management Unit (PMU) established under MRMDDM will carry the main responsibility for the implementation and monitoring of the LMP. The PMU will identify subproject activities, prepare subproject designs and bidding documents, as well as procure contractors. The PMU and Focal point within MRMDDM will be responsible for contractor and site supervision, technical quality assurance, certification, and payment of works. The PMU will ensure that labor management procedures are integrated into the specification section of the bidding documents and the procurement contracts.

Grievance Mechanism

Direct project workers, employed by the project implementing agencies have the opportunity to utilize the MRMDDM worker grievance mechanism, which operates in accordance with the requirements of the Employment Relations Act 2007, or with the project specific workers grievance mechanism described below, which will be established to address grievances from all project workers.

MRMDDM Worker Grievance Mechanism

Under the Employment Relations Act 2007, grievance processes are incorporated into contracts for direct workers, including PMU and Ministry staff.

Workers can raise a grievance via:

Phone: +679 331 3400
Email: info.mrmd@govnet.gov.fj.In
In person: at the MRMDDM office at 1 Knolly Street, Suva or to the nearest Divisional Commissioner or District Officers.

Grievances will be logged within the MRMDDM grievance database and investigated in accordance with Employment Relations Act 2007.

The Ministry will attempt to mediate the dispute. If it remains unresolved, the mediator will issue a report to refer the case to the Fiji Employment Relations Tribunal.

If employment disputes or employment grievances are not resolved at the Mediation Service, the Employment Relations Tribunal assists employers and their representatives and workers and their representatives, trade union by adjudicating and determining any grievance or dispute between parties to employment contracts. The Tribunal also assists the disputing parties to amicably settle disputes and have it in writing as a binding award or decision. In adjudication proceedings, there is also a requirement on the tribunal to provide mediation assistance to the disputing parties when the need arises.

If either the employer or worker is dissatisfied with the ERT's ruling, an appeal can be filed to the Employment Relations Court within 14 days.

The MRMDDM worker grievance process does not provide opportunities for anonymous reporting, anonymous grievances can be raised via the project level worker grievance mechanism, described below.

Project Level Worker Grievance Mechanism

There will be a specific Workers Grievance Mechanism (Worker GM) available to all workers including direct workers, contract workers, and community workers as per the process outlined below. The Worker GM will be established within 3 months of project effectiveness, following recruitment of the PMU and prior to recruitment of any contracted workers. The GM will consider culturally appropriate ways of handling the concerns of direct and contracted workers. Processes for documenting complaints and concerns have been specified, including time commitments to resolve issues. Workers will be informed about the relevant Worker GM upon their recruitment and their right to redress, confidentiality and protection against any reprisals from the employer will be stated in the contract.

The process for the Worker GM for routine grievances is as follows:

- Any worker may report their grievance in person, by phone, text message, mail or email (including anonymously if required) to the contractor as the initial focal point for information and raising grievances. For complaints that were satisfactorily resolved by the aggrieved worker or contractor within one week of receipt of complaint, the incident and resultant resolution will be logged and reported monthly to MRMDDM.

- If the grievance is not resolved within one week, the contractor (or the complainant directly) will refer the issue to the PMU. The PMU E&S officers will work to address and resolve the complaint and inform the worker as promptly as possible, in particular if the complaint is related to something urgent that may cause harm or exposure to the person, such as lack of PPE needed to prevent COVID-19 transmission. For non-urgent complaints, the PMU E&S officers will aim to resolve complaints withing 2 weeks. For complaints that were satisfactorily resolved by the PMU E&S officers, the incident and resultant resolution will be logged by the PMU E&s officers and reported monthly to MRMDDM as part of regular reporting. Where the complaint has not been resolved, the PMU E&S officers will refer to the focal point within MRMDDM for further action or resolution.

The workers will preserve all rights to refer matters to relevant judicial proceedings as provided under national labor law.

At the PMU level, each grievance record should be allocated a unique number reflecting year, sequence and location of received complaint. Complaint records (letter, email, record of conversation) should be stored together, electronically or in hard copy. The PMU will appoint a Worker GM Focal Person, who will be responsible for undertaking a monthly review of all grievances to analyze and respond to any common issues arising. The Focal Person will also be responsible for oversight, monitoring and reporting on the Worker GM.

Serious Grievances

In case a worker experiences serious mistreatment such as harassment, intimidation, abuse, violence, discrimination or injustice at the workplace, the worker may raise the case, verbally or in writing directly to the contractor, the PMU or MRMDDM or MoECC – at different levels. The contractor will immediately refer the case to the PMU. The PMU will immediately investigate the case respecting confidentiality and anonymity of the worker.

Upon project effectiveness, the MRMDDM will designate a Focal Person or Persons for Serious Grievances. These Focal Persons will receive training in investigating serious grievances, relevant laws and regulations, and World Bank standards including the rights of people who file a grievance. The MRMDDM and the World Bank will jointly develop culturally-sensitive and locally-appropriate roles and responsibilities, and procedures.

In case a direct worker or civil servant has a serious grievance, the staff may directly contact verbally or in writing the Focal Person for Serious Grievances.

All complaints received will be filed and kept confidential. For statistical purposes, cases will be anonymized and bundled to avoid identification of persons involved.

Code of Conduct

This Code of Conduct will be attached to bidding and contract documents. All project workers including direct workers, contracted workers and community workers must sign on to the code of conduct.

I ……[insert name]……………………………. Agree to:

- Treat women, children (persons under the age of 18), and men with respect regardless of ethnicity, language, religion, political or other opinion, national, social origin, citizenship status, property, disability, birth or other status.
- Do not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Do not participate in sexual activity with community members.

- Do not engage in sexual favors or other forms of humiliating, degrading or exploitative behavior.
- Do not engage in any activity that will constitute payment for sex with members of the communities surrounding the workplace.
- Report through the Worker GM suspected or actual gender-based violence against a person of any gender by a fellow worker or any breaches of this Code of Conduct.
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass women, children or a vulnerable person through these mediums.
- Comply with all relevant national and local legislation.
- Engaging in any of the prohibited activities above can be cause for termination of employment, criminal liability, and/or other sanctions.

Signed:………………………………………………….

Name:…………………………………………….……….. Date:…………………………………………

Annex 3. Chance Find Procedures

Cultural heritage encompasses tangible and intangible heritage which may be recognized and valued at a local, regional, national or global level. *Tangible cultural heritage*, which includes movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Tangible cultural heritage may be located in urban or rural settings, and may be above or below land or under the water. *Intangible cultural heritage*, which includes practices, representations, expressions, knowledge, skills—as well as the instruments, objects, artefacts and cultural spaces associated therewith— that communities and groups recognize as part of their cultural heritage, as transmitted from generation to generation and constantly recreated by them in response to their environment, their interaction with nature and their history.

In the event that during construction, sites, resources or artifacts of cultural value are found, the following procedures for identification, protection from theft, and treatment of discovered artefacts should be followed and <u>included in standard bidding documents</u>. These procedures take into account requirements related to Chance Finding under national legislation including Preservation of Objects of Archaeological and Palaeontological Interest Act 1940, Fiji National Cultural Policy 2022–2032.

In case of chance cultural heritage finds:

- Stop the construction activities in the area of chance find temporarily.
- Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a guard shall be arranged until the responsible local authorities take over.
- Notify the PMU Program Manager immediately. The PMU Program Manager will inform the Department of Culture, Heritage and Arts, and the Department of the Environment and Fiji Museum immediately from the date on which the information is received.
- The Department of Culture, Heritage and Arts would be in charge of evaluation /inspection of the significance or importance of the chance finds and advise on appropriate subsequent procedures.
- If the Department of Culture, Heritage and Arts determines that chance find is a non-cultural heritage chance find, the construction process can resume.
- If the Department of Culture, Heritage and Arts determines chance find is an isolated chance find, Department of Culture, Heritage and Arts would provide technical supports/advice on chance find treatment with related expenditure on the treatment provided by the entity report the chance find.

Annex 4. CERC Environmental and Social Screening Form

Purpose and instructions

This form must be completed by the PMU Environmental and Social specialists for each proposed CERC-financed activity before implementation. The screening should confirm whether the activity is eligible, whether any exclusion applies, the likely environmental and social risk level, the required mitigation measures or instruments, consultation and grievance requirements, and any World Bank clearance or no-objection requirements.

The form should be supported by site information, photographs where available, maps or sketches where relevant, land/access documentation, consultation records, technical descriptions, and any applicable emergency assessment or Emergency Action Plan documentation.

A. Activity information

Item	Details to be completed
Activity title	[Insert]
Location and affected area	[Village/settlement, district, province, GPS coordinates if available]
Implementing unit or agency	[Insert]
Brief activity description	[Describe works, goods, services, operating costs, timing, scale, and emergency link]
Emergency Action Plan reference	[Activity number or section]

B. Eligibility and exclusion screening

Screening question	Yes/No/NA	Evidence or comments	Required action
Is the activity directly linked to the eligible emergency and included in the approved Emergency Action Plan?	[ ]	[Insert]	If no, do not proceed.
Is the activity consistent with the positive list of eligible expenditures?	[ ]	[Insert eligible category]	If no, do not proceed.
Does the activity trigger any item on the exclusion list?	[ ]	[Insert]	If yes, activity is not eligible unless revised.

C. Land, access, and asset impacts

Confirm the land ownership, tenure, and access status before implementation. Indicate whether the activity involves existing government land, customary/iTaukei land, temporary access, private land, use of an existing right of way, damage to crops or assets, restrictions on access, or any physical or economic displacement. Activities requiring large-scale land acquisition, physical displacement, or compensation payments are excluded unless explicitly permitted through approved project instruments and cleared by the World Bank.

D. Environmental and social risk screening

Risk area	Issues to consider	Risk level	Mitigation/action

Environmental risks	Erosion, sediment, drainage, waste, debris, hazardous materials, fuel or chemical spills, vegetation clearance, biodiversity or coastal impacts.	[Low/Moderate/Substantial]	[Insert]
Labor and OHS risks	PPE, emergency works, unstable slopes, working near water, traffic, heavy machinery, hazardous substances, worker accommodation, emergency fatigue, and contractor supervision.	[Low/Moderate/Substantial]	[Insert]
Community health and safety	Public access control, traffic management, emergency transport, water safety, unmanaged debris, hazardous sites, communicable disease risks, and safety of nearby households or facilities.	[Low/Moderate/Substantial]	[Insert]
Social, inclusion, and SEA/SH risks	Impacts on vulnerable groups, access to benefits, culturally appropriate engagement, labor influx, worker conduct, SEA/SH prevention, and safe complaint channels.	[Low/Moderate/Substantial]	[Insert]

E. Stakeholder engagement and grievance arrangements

Describe the minimum consultation, information disclosure, and notification actions required before and during implementation, taking account of the emergency context. Record affected communities, relevant landowners or traditional authorities, government agencies, vulnerable groups, and other stakeholders consulted. Confirm that the PROSPER grievance mechanism and worker grievance mechanism have been communicated, including contact points and procedures for urgent or sensitive complaints.

F. Required instruments, mitigation measures, and clearance decision

Decision item	Selection or details
Overall screening outcome	[ ] Eligible with no further E&S instrument required; [ ] Eligible subject to mitigation measures; [ ] Eligible subject to simplified ESMP or activity-specific E&S measures; [ ] Not eligible due to exclusion list or unacceptable risk.
Required instruments or measures	[Insert ESMP, C-ESMP, OHS plan, traffic management, waste management, spill response, chance finds, SEP actions, GM actions, contractor clauses, supervision requirements]
World Bank clearance required?	[Yes/No. If yes, specify clearance/no-objection needed before procurement, contract signing, or commencement of works/services.]
Prepared by	Name, title, signature, date
Reviewed and cleared by PMU	Name, title, signature, date
World Bank clearance, if required	Name/title or clearance reference, date

Annex 5. Code of Environmental and Social Practice for Minor Civil Works

1. Purpose and Scope

This Code of Environmental and Social Practice applies to minor civil works and small physical investments financed under the PROSPER project where environmental and social risks are expected to be low to moderate, site-specific, temporary, and readily manageable through standard mitigation measures. It is intended to provide practical minimum requirements for contractors, service providers, grant recipients, community groups, and implementing agencies carrying out minor works.

The CoESP may apply to minor refurbishment, small repairs, installation of equipment, weather station upgrades, small-scale water and sanitation works, minor irrigation rehabilitation, small grant-financed works, and other low-to-moderate risk physical investments. It does not replace national environmental assessment and permitting requirements, site-specific EMPs, C-ESMPs, or other instruments required under the ESMF, MoECC screening, permit conditions, or World Bank requirements.

2. Applicability

The PMU will determine whether this CoESP is sufficient for a proposed activity during environmental and social screening. Where screening identifies site-specific risks that cannot be adequately managed through this CoESP, the PMU will require additional measures, a site-specific EMP, C-ESMP, permit condition, or other instrument before works commence.

This CoESP must be incorporated, as relevant, into bidding documents, contracts, purchase orders, grant agreements, memoranda of understanding, contractor method statements, community agreements, and supervision checklists. Contractors, service providers, grant recipients, and community groups must comply with this CoESP and any additional requirements identified through screening, consultation, permitting, or PMU review.

3. General Environmental and Social Requirements

- Comply with all applicable Fijian laws, environmental permits, occupational health and safety requirements, land access arrangements, contract conditions, and project E&S instruments.
- Confirm that the activity is eligible under the ESMF exclusion list before works commence.
- Ensure that all required consultations, land access documentation, approvals, and permits are completed before site mobilization.
- Use the smallest practicable work area and avoid unnecessary disturbance to land, vegetation, waterways, coastal areas, cultural sites, private assets, and community access routes.
- Maintain good housekeeping at all work sites and restore disturbed areas after completion.
- Stop work and notify the PMU immediately if unexpected environmental, social, land, safety, or cultural heritage risks are identified.

4. Pre-Start Requirements

- Complete activity screening and confirm the applicable E&S management approach.
- Confirm land ownership, land access, customary approval, lease, permission, or other access arrangements, as relevant.

- Confirm that no involuntary land acquisition, physical displacement, disputed land, or use of eminent domain is involved.
- Identify nearby sensitive receptors, including houses, schools, health facilities, markets, farms, waterways, wells, coastal areas, mangroves, coral reefs, cultural sites, burial sites, places of worship, and community access routes.
- Brief workers on site rules, OHS risks, emergency procedures, community conduct, SEA/SH requirements, grievance channels, and chance finds procedures.
- Provide required PPE, first aid arrangements, and supervision before work starts.

5. Site Management and Community Safety

- Clearly mark, fence, tape, or otherwise demarcate the work area where needed to prevent unauthorized access.
- Maintain safe pedestrian and vehicle access around the site, including access for persons with disabilities where relevant.
- Use warning signs, barriers, flag persons, or other controls where works may affect community access, traffic, schools, markets, or public areas.
- Schedule noisy or disruptive works during appropriate hours and inform nearby communities or facility users in advance.
- Keep children and community members away from machinery, excavations, stored materials, hazardous substances, and active work areas.
- Do not block access to homes, farms, water sources, community facilities, coastal areas, fishing areas, or businesses without prior consultation and agreed temporary access arrangements.

6. Occupational Health and Safety

- Provide workers with task-appropriate PPE, including safety boots, gloves, eye protection, high-visibility clothing, masks, hearing protection, helmets, life jackets, or fall protection as relevant.
- Conduct toolbox talks or safety briefings before work begins and when tasks change.
- Maintain first aid supplies and emergency contact information at the work site.
- Ensure only competent and authorized persons operate tools, equipment, vehicles, and machinery.
- Maintain safe lifting, excavation, electrical, working-at-height, confined-space, water-based work, and traffic management practices where relevant.
- Stop unsafe work immediately and correct hazards before work resumes.
- Record and report all incidents, near misses, injuries, spills, community safety events, and serious complaints to the PMU in accordance with project reporting requirements.

7. Labor, Worker Conduct, and SEA/SH Requirements

- Apply the project Labor Management Procedures and comply with applicable labor laws and contract requirements.
- Do not use forced labor, child labor, coercive community labor, or any form of exploitative labor.
- Ensure that all workers understand and sign or otherwise acknowledge the worker Code of Conduct where required.
- Prohibit harassment, intimidation, discrimination, violence, SEA/SH, exploitation, and disrespectful behavior toward community members and workers.

- Provide workers with access to the worker grievance mechanism and inform communities of available grievance channels.
- Ensure community labor or in-kind contributions are voluntary, documented, free of coercion, and do not result in exclusion from project benefits for those who decline to participate.

8. Waste Management and Pollution Prevention

- Minimize waste generation and segregate waste where practicable.
- Store waste safely so that it does not create litter, odor, pest attraction, fire hazards, injury risks, or pollution.
- Dispose of waste only at approved or agreed disposal locations and do not burn, bury, or dump waste in unauthorized areas.
- Do not dispose of cement washout, oils, chemicals, sewage, or other pollutants into drains, waterways, wetlands, coastal areas, soil, or community areas.
- Store fuel, oil, paint, solvents, cement, chemicals, and hazardous materials in secure containers away from drains, waterways, wells, and coastal areas.
- Keep spill response materials available where fuels, oils, or chemicals are stored or used, and clean up spills immediately.

9. Dust, Noise, Vibration, and Air Emissions

- Suppress dust using water or other appropriate methods where dust may affect nearby communities, workers, crops, schools, health facilities, or businesses.
- Cover or secure dusty materials during transport and storage where needed.
- Maintain vehicles and equipment to reduce smoke, excessive noise, and emissions.
- Limit noisy works to agreed working hours and notify nearby communities or facility users where disturbance is expected.
- Avoid unnecessary engine idling and unnecessary use of horns, generators, compressors, and other noisy equipment.

10. Erosion, Sediment, Drainage, and Water Quality

- Minimize exposed soil and stabilize disturbed areas as soon as practicable.
- Use erosion and sediment controls such as diversion drains, sediment barriers, sand bags, mulch, vegetation cover, or other appropriate local measures.
- Do not stockpile soil, sand, gravel, cement, or waste where it may wash into drains, rivers, wetlands, wells, coastal areas, mangroves, reefs, or seagrass beds.
- Maintain natural drainage patterns where practicable and avoid creating stagnant water or increased flooding risks.
- Protect wells, water supply systems, septic systems, waterways, culverts, and drainage channels from contamination and damage.
- Stop works during heavy rainfall where erosion, sedimentation, unsafe conditions, or pollution risks cannot be controlled.

11. Biodiversity, Vegetation, and Natural Habitats

- Avoid unnecessary vegetation clearance and limit clearing to the approved work footprint.

- Do not damage mangroves, coral reefs, seagrass, wetlands, riverbanks, forest areas, protected areas, tabu areas, LMMAs, or other sensitive habitats unless the activity has been screened, approved, and appropriate mitigation measures are in place.
- Use native species for restoration and planting activities unless otherwise justified and approved.
- Do not introduce invasive species, pests, diseases, contaminated soil, or untreated planting materials.
- Do not hunt, collect wildlife, disturb nests, remove coral, extract sand, or harvest natural resources as part of project works unless explicitly permitted and screened.
- Rehabilitate disturbed areas with appropriate stabilization, drainage, and vegetation measures after works are completed.

12. Water Supply, Sanitation, and Wastewater Works

- Site wells, latrines, septic systems, soakaways, sewer lines, and wastewater treatment units to avoid contamination of drinking water, groundwater, surface water, coastal waters, and culturally sensitive areas.
- Confirm safe separation distances from wells, houses, waterways, flood-prone areas, coastal areas, and sensitive receptors in accordance with applicable standards and good practice.
- Manage sludge, sewage, wastewater, and construction effluent safely and dispose of them only through approved or agreed methods.
- Protect water infrastructure from damage during construction and maintain safe temporary access to water and sanitation services where works affect existing systems.
- Confirm operation and maintenance responsibilities, user training, and grievance channels before commissioning water, sanitation, or wastewater facilities.

13. Traffic, Transport, and Access Management

- Plan vehicle movements to minimize risks to pedestrians, schools, markets, villages, farms, and other road users.
- Use safe speeds, designated parking and loading areas, and trained drivers if necessary.
- Secure loads to prevent falling materials, dust, debris, or spills during transport.
- Maintain access for emergency vehicles, households, farms, community facilities, businesses, and public services.
- Repair any damage caused by project traffic to access roads, tracks, drainage, fences, crops, or other assets where attributable to project works.

14. Cultural Heritage and Chance Finds

If any potential cultural heritage, archaeological material, graves, human remains, sacred sites, artifacts, traditional objects, or other chance finds are encountered, works must stop immediately in the affected area. The site must be secured, the PMU must be notified, and the Chance Find Procedures in Annex 3 must be followed. Works may only resume after the required review, consultation, and clearance have been completed.

15. Grievances, Communication, and Community Relations

- Inform nearby communities, facility users, and affected persons about the nature, timing, duration, and potential impacts of works before works begin.

- Provide contact details for receiving questions, complaints, and urgent concerns.
- Record and report grievances to the PMU and support timely resolution in accordance with the project grievance mechanism.
- Allow anonymous complaints and ensure that SEA/SH-related complaints are handled confidentially and referred through survivor-centered procedures.
- Ensure workers treat community members respectfully and avoid conflict, intimidation, harassment, or discrimination.

16. Emergency Preparedness and Incident Reporting

- Maintain emergency contact numbers and basic emergency arrangements at the site.
- Ensure workers understand what to do in case of injury, fire, spill, flood, cyclone warning, landslide, equipment failure, community safety incident, or other emergency.
- Report serious incidents, fatalities, significant injuries, SEA/SH allegations, major spills, serious community safety incidents, and significant environmental damage to the PMU immediately.
- The PMU will report serious incidents to the World Bank within the timeframe required by the ESCP and project procedures.

17. Site Completion and Restoration

- Remove temporary materials, equipment, unused supplies, and waste from the site.
- Restore access routes, drainage, disturbed ground, vegetation, fences, small structures, and community areas affected by the works, as relevant.
- Stabilize exposed soil and drainage areas to prevent erosion and sedimentation.
- Confirm that waste has been disposed of appropriately and that hazardous materials have been removed or safely stored.
- Document completion, outstanding corrective actions, grievances, incidents, and lessons learned for PMU monitoring records.

18. Minor Civil Works Supervision Checklist

Item	**Yes/No/NA**	**Comments/Actions**
Activity screened and eligible under the ESMF exclusion list		
Land access, permissions, and consultations documented		
Required permits, approvals, and conditions confirmed		
Workers briefed on OHS, Code of Conduct, SEA/SH, grievances, and chance finds		
PPE, first aid, and emergency contacts available		
Work area demarcated and community access managed safely		

Dust, noise, traffic, and community safety controls in place		
Waste managed and disposed of appropriately		
Fuel, chemicals, and hazardous materials stored safely		
Erosion, sediment, drainage, and water quality controls in place		
Vegetation, biodiversity, and sensitive habitats protected		
Water, sanitation, and wastewater controls implemented where relevant		
Grievance information provided and complaints recorded		
Incidents, near misses, spills, or complaints reported		
Site cleaned, restored, and corrective actions closed		

Annex 6. Contractor Environmental and Social Management Plan Template

1. Purpose and Instructions

This template provides the minimum structure and content for Contractor Environmental and Social Management Plans to be prepared for civil works under the Project. The C-ESMP must be proportionate to the scale, location, and risk of the works and must translate the ESMF, SEP, LMP, CoESP, permit conditions, site-specific EMP/EIA requirements, and contract obligations into practical site-level procedures.

2. Project and Contract Details

Item	**Details**
Project component/subcomponent	
Contract/package name and number	
Contractor name	
Site/location	
Brief description of works	
Contract start and end dates	
Contractor site manager	
Contractor E&S/OHS focal point	
PMU/implementing entity focal point	
Date of C-ESMP submission	
Date of PMU clearance	

3. Site Description and Scope of Works

Describe the site location, surrounding land uses, nearby communities and sensitive receptors, access routes, work areas, laydown areas, sources of water and materials, wastewater or drainage features, vegetation, natural habitats, cultural heritage features, and any known land access or livelihood considerations. Attach a site map, layout plan, photos, permits, land access documentation, and consultation records where available.

4. Applicable Requirements

- Project ESMF and applicable annexes, including the CoESP and Chance Find Procedures.
- Stakeholder Engagement Plan, Labor Management Procedures, Environmental and Social Commitment Plan, and grievance mechanism requirements.
- National environmental assessment, permitting, occupational health and safety, labor, waste, water, sanitation, traffic, and other applicable legal requirements.
- MoECC screening decision, permit conditions, EMP/EIA conditions, and any site-specific approval requirements.
- Contract requirements, technical specifications, method statements, and approved drawings.
- World Bank Environmental and Social Standards and relevant Environmental, Health and Safety Guidelines.

5. Roles and Responsibilities

Role	**Responsibilities**
Contractor site manager	Overall implementation of the C-ESMP, allocation of resources, supervision of workers and subcontractors, and corrective action close-out.
Contractor E&S/OHS focal point	Daily E&S and OHS supervision, toolbox talks, inspections, records, incident reporting, and liaison with the PMU or implementing entity.
Subcontractors	Compliance with all C-ESMP requirements, worker conduct requirements, OHS procedures, and reporting obligations.
PMU or implementing entity	Review and clearance of the C-ESMP, supervision, monitoring, grievance follow-up, incident escalation, and corrective action tracking.
Workers	Compliance with site rules, OHS requirements, PPE requirements, Code of Conduct, SEA/SH requirements, and grievance procedures.

6. Site-Specific Risk Assessment

Activity/Work Area	**Potential E&S/OHS Risk**	**Risk Level**	**Mitigation/Control Measures**	**Responsible Person**	**Timing**

7. Environmental and Social Management Measures

The contractor must describe the site-specific measures that will be implemented to prevent, minimize, mitigate, and monitor E&S and OHS risks. Where a topic is not relevant, the C-ESMP should state "not applicable" and explain why. Where a topic is relevant, the contractor must identify practical controls, resources, responsible persons, monitoring methods, and records to be maintained.

7.1 Site Establishment and Housekeeping

- Define work areas, laydown areas, storage areas, access routes, parking areas, worker facilities, and exclusion zones.
- Maintain good housekeeping, safe material storage, clear walkways, and regular site clean-up.
- Prevent unauthorized access to active work areas, excavations, machinery, hazardous materials, and stored equipment.

7.2 Occupational Health and Safety

- Provide task-specific hazard assessments, toolbox talks, supervision, PPE, first aid, emergency contacts, and safe work procedures.
- Address risks related to excavation, working at height, electrical work, machinery, lifting, traffic, confined spaces, water-based work, heat, noise, dust, hazardous substances, and manual handling.
- Stop unsafe work immediately and report incidents, near misses, injuries, and dangerous conditions to the contractor supervisor and PMU.

7.3 Community Health, Safety, Traffic, and Access

- Maintain safe public access around work sites and provide signage, barriers, flag persons, and traffic controls where required.
- Notify nearby communities, facility users, schools, businesses, and households before disruptive works begin.
- Prevent community exposure to open excavations, moving equipment, hazardous materials, traffic hazards, waste, dust, noise, and unsafe work areas.
- Maintain access to homes, farms, businesses, water sources, community facilities, emergency routes, and culturally important areas unless temporary arrangements have been agreed.

7.4 Waste Management and Pollution Prevention

- Identify waste types, estimated quantities, storage arrangements, transport methods, and disposal locations.
- Segregate waste where practicable and dispose of waste only at approved or agreed locations.
- Do not burn, bury, dump, or discharge waste, oil, chemicals, cement washout, sewage, or wastewater in unauthorized areas.
- Store fuels, oils, paints, solvents, cement, and hazardous materials securely and away from drains, waterways, wells, and coastal areas.

7.5 Erosion, Sediment, Drainage, and Water Quality

- Minimize exposed soil and stabilize disturbed areas as soon as practicable.
- Use erosion and sediment controls such as diversion drains, sediment barriers, check dams, gravel bags, mulch, vegetation cover, or other appropriate measures.
- Prevent sediment, soil, stockpiles, cement, wastewater, and pollutants from entering drains, rivers, wetlands, wells, mangroves, coral reefs, seagrass beds, or coastal waters.
- Maintain drainage and avoid creating flooding, stagnant water, or erosion hazards.

7.6 Biodiversity, Vegetation, and Natural Habitats

- Limit vegetation clearance to the approved work footprint and protect retained trees, mangroves, riverbanks, wetlands, reefs, seagrass, tabu areas, LMMAs, and other sensitive habitats.
- Prevent introduction or spread of invasive species, pests, contaminated soil, or disease through equipment, planting materials, fill, or waste.
- Use native species for reinstatement or restoration unless otherwise approved.
- Report unexpected biodiversity risks or sensitive habitat impacts to the PMU immediately.

7.7 Labor Management, Worker Conduct, and SEA/SH

- Comply with the project Labor Management Procedures and applicable labor laws.
- Ensure workers understand and comply with the worker Code of Conduct, including requirements on respectful behavior, non-discrimination, prohibition of harassment, prohibition of SEA/SH, and prohibition of retaliation.
- Do not use forced labor, child labor, or coercive community labor.
- Provide all workers with information on the worker grievance mechanism and community grievance mechanism.
- Handle SEA/SH-related complaints confidentially and through survivor-centered referral procedures.

7.8 Chance Finds and Cultural Heritage

If any potential cultural heritage, archaeological material, graves, human remains, sacred sites, artifacts, traditional objects, or other chance finds are encountered, works must stop immediately in the affected area. The site must be secured, the PMU must be notified, and the Chance Find Procedures in Annex 3 must be followed. Works may only resume after the required review, consultation, and clearance have been completed.

7.9 Emergency Preparedness and Incident Reporting

- Identify emergency contacts, evacuation routes, first aid arrangements, spill response materials, firefighting equipment, weather alerts, cyclone procedures, and emergency communication arrangements.
- Report fatalities, serious injuries, SEA/SH allegations, major spills, significant environmental damage, serious community safety incidents, and other serious incidents to the PMU immediately.
- Maintain incident records, investigation findings, corrective actions, and evidence of close-out.

8. Monitoring, Inspections, and Reporting

The contractor will conduct daily supervision and routine inspections to verify compliance with the C-ESMP. The PMU or implementing entity may conduct scheduled or unannounced inspections. The contractor will submit monitoring reports at the frequency required by the contract or PMU. Reports should summarize works completed, E&S and OHS controls implemented, training delivered, incidents and near misses, grievances, non-compliances, corrective actions, waste disposal, inspections, and outstanding issues.

Monitoring Item	**Method**	**Frequency**	**Responsible Person**	**Records**
OHS controls and PPE	Site inspection/toolbox records	Daily/weekly		
Waste storage and disposal	Inspection and disposal records	Weekly		
Erosion, sediment, drainage, and water quality controls	Site inspection	Before, during, and after rainfall where relevant		
Community health and safety/access	Inspection and community feedback	Weekly or as needed		
Grievances and incidents	Review of logs and incident reports	Ongoing/monthly		
Corrective actions	Corrective action register	Ongoing until closed		

9. Grievance Management and Communications

The contractor will support implementation of the project grievance mechanism by informing workers, communities, and affected persons of available grievance channels. The contractor will immediately forward project-related complaints to the PMU or implementing entity, maintain a complaints and corrective action log, and cooperate with investigation and resolution. SEA/SH complaints must be handled confidentially and through survivor-centered referral pathways and must not be investigated by contractor personnel unless specifically authorized under the agreed procedure.

10. Training and Induction

The contractor will provide induction and refresher training for all workers and subcontractors before they begin work and when tasks or risks change. Training will cover site rules, OHS hazards, PPE, emergency response, waste management, spill response, traffic and access controls, community conduct, SEA/SH requirements, grievance mechanisms, chance finds, incident reporting, and any site-specific permit or EMP conditions. Training records must be maintained.

11. Site Reinstatement and Closure

- Remove temporary materials, equipment, waste, unused supplies, and hazardous materials from the site.
- Restore disturbed ground, drainage, vegetation, access routes, fences, community areas, and affected assets as agreed.
- Stabilize exposed soil and drainage areas to prevent erosion and sedimentation.
- Confirm that all grievances, incidents, non-compliances, and corrective actions have been recorded and closed or transferred for follow-up.
- Submit a completion report to the PMU or implementing entity.

12. Attachments

- Site map and layout plan.
- Approved drawings and method statements.
- Permits, approvals, screening forms, and EMP/EIA conditions.
- Land access or permission documentation.
- Consultation records and community notification records.
- Waste disposal records.
- Training and induction records.
- Incident and grievance logs.
- Inspection checklists and corrective action register.
- Photos before, during, and after works.