

Public Disclosure Authorized

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

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

## **Draft for Appraisal**

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

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

**April 25, 2022**

Public Disclosure Authorized

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

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

**Draft for Appraisal  
ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP) – Chad**

**25 April 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of the Republic of Chad (the Borrower) is planning the implementation of the second phase of the West Africa Food System Resilience Program (FSRP2) (the Project) with the involvement of the Ministry of Agriculture as set out in the Financing Agreement]. The International Development Association (hereinafter the Association) has agreed to provide funding to the Project, as set out in the referred agreement(s).
2. The Borrower will implement the concrete measures and actions that are necessary to ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Borrower, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Borrower through the ministry of Agriculture and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Borrower (Minister of Agriculture). The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association, through the Project Coordination Unit (PCU), regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP tools referred to in section 1.2 below.</p>	<p><i>Submit quarterly reports to Association throughout Project implementation commencing after the Effective Date. Submit each report to the Association no later than seven days after the end of each reporting period.</i></p> <p><i>A compilation of these reports will be carried out on an annual basis no later than one week after the expiry of the quarter concerned and one month after the expiry of the year for the annual report.</i></p>	PCU
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p><i>Notify the Association no later than 48 hours after learning of the incident or accident, 24 hours after serious injury or death and SEA/SH incidents.</i></p> <p><i>Provide subsequent report to the Association within a timeframe acceptable to the Association.</i></p>	PCU
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p><i>Submit the monthly reports to the Association.</i></p>	<p>PCU</p> <p>Provincial Delegation of the Ministry of Agriculture (MA)</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.1 <b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Coordination Unit (PCU) within the entity implementing the project that is tasked with ESHS management with qualified staff and resources to support management of ESHS risks and impacts of the Project including an environmental specialist, a social specialist and a GBV specialist, and a security risk consultant..</p>	<p><i>A PCU comprising of an environmental, social special specialist, GBV specialist, and security risk consultant will be established within a maximum of 30 days after Project Effective Date. The PCU, including specialists, shall be maintained throughout the implementation of the Project.</i></p>	<p>PCU</p>
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>3. Cause subproject entities to adopt and implement the subproject site-specific Environmental and Social Impact Assessment (ESIA) and/or Environmental and Social Management Plan (ESMP), as set out in the ESMF.</p>	<p><i>1. Adopt the ESIA and ESMP prior to no later than] [insert date or milestone], and thereafter implement the ESIA and ESMP throughout Project implementation.</i></p> <p><i>2. Adopt the ESMF prior to Appraisal, and thereafter implement the ESMF throughout Project implementation.</i></p> <p><i>3. Adopt the ESMP before launching the bidding process for the respective subproject prior to the carrying out of subproject Project activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</i></p>	<p>PCU</p>
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the management tools and instruments referred to in Section 1.2 above, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications, including Codes of Conduct of their respective contracts.</p>	<p><i>During the preparation of procurement documents and before the start of work. Supervise the application of these measures throughout the project implementation period. Before the signing of the contract and the actual start of the work.</i></p>	<p>PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.4	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the Emergency Response Manual (ERM) includes a description of the ESHS assessment and management arrangements including, CERC-ESMF that will be included or referred to in the ERM for the implementation of the CERC Part, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under the CERC Part of the Project, in accordance with the ERM and, CERC-ESMF or and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>a) <i>The adoption of the ERM in form and substance acceptable to the Association is a withdrawal condition under Section [XX] of Schedule 2 of the [Financing Agreement for the Project.</i></p> <p>b) <i>Submit the respective E&amp;S instrument for the Association’s prior review and approval and include it as part of the respective bidding process, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</i></p>	PCU
1.5	<p><b>PERMITS, CONSENT AND AUTHORIZATION</b></p> <p>Secure relevant permits, consents, and authorizations applicable to the subproject activities from relevant national authorities and agencies.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation.</p>	<p><i>Obtain permits, consents, and authorizations before commencing relevant Project activities. Thereafter, implement and comply with permits, consents, and authorizations throughout Project implementation.</i></p>	PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project in accordance with national legislation and ESS 2, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p><i>Adopt the LMP prior to appraisal, and thereafter implement the LMP throughout Project implementation.</i></p>	PCU
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p><i>Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.</i></p>	PCU

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

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>4.4 <b>SECURITY MANAGEMENT</b></p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the ESMF and if required to be further assessed in the ESIA and included in the ESMP or in Security Management Plan which may be required as per the ESIA, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	<p><i>Prior to engaging security personnel and thereafter implemented throughout Project implementation.</i></p>	<p>PCU Owner’s Engineer</p>
<p>4.5 <b>INVOLVEMENT OF THE MILITARY</b></p> <p>In case of need to use military or public security services, ensure the following measures are carried out before deploying them in the implementation of Project activities for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p> <ul style="list-style-type: none"> <li>a. Assess and implement measures to manage the security risks of engaging the military or public security services as set out in the ESMF, guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of such military or public security services.</li> <li>b. Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of military or public security services to the Project, and screen such military or public security services to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force;</li> <li>c. Enter into a memorandum of understanding (MoU), with the ministry in charge of security setting out the arrangements for the engagement of the military or public security services in the Project, including the relevant actions and measures set out in this ESCP;</li> <li>d. Provide adequate instruction and training to the military or public security services, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA and SH, and other relevant areas), as set out in the ESMF;</li> </ul>	<p><i>Carry out a, b), c), and d) before deploying military or public security services under the Project and implement throughout Project implementation.</i></p> <p><i>e) and f) as set out under actions 10.1 and 10.2 respectively. Notify the Association after receiving the concern or grievance in the timeframe specified in action B above.</i></p> <p><i>g) within the timeframes requested by the Association.</i></p>	<p>PCU</p> <p>Military or public security services</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>e. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of military or public security services in the Project;</p> <p>f. Ensure that any concerns or grievances regarding the conduct of military or public security services are received, monitored, and documented (taking into account the need to protect confidentiality) by the Project’s grievance mechanism (see action 10.2 below), which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the Association after receiving the concern or grievance, as set out under action B above; and</p> <p>g. Where the Association so request in writing, after consultation with the Borrower: (i) promptly appoint a third- party monitor consultant, with terms of reference, qualifications and experience acceptable to the Association, to visit and monitor the Project area where military or public security services are deployed, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitor consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with Association; and (iii) promptly take any actions, as may be requested by the Association upon its review of the third-party monitor consultant reports.</p>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<i>Adopt the RPF prior to Appraisal and thereafter implement the RPF throughout Project implementation.</i>	PCU
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>Adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.</p>	<i>Adopt and implement the respective RAPs, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.</i>	PCU
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Adopt and implement the Grievance Mechanism as described in the SEP and referred to in action 1.2 above for resolution of grievances related to land acquisition and involuntary resettlement.</p>	<i>Same timeframe as for the adoption and implementation of the SEP</i>	PCU Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Adopt and implement biodiversity management measures set out in the ESMF and in ESIA's and ESMPs to be subsequently developed consistent with ESS6.</p>	<p><i>Adopt the BMP prior to the commencement of project, and thereafter implement the BMP throughout Project implementation.</i></p>	PCU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b></p> <p>The relevance of this standard will be determined during implementation. If deemed relevant, the required instruments will be prepared, consulted, and disclosed prior to the commencement of project activities.</p>	<p><i>Before the start of project activities</i></p>	PCU
7.2	<p><b>INDIGENOUS PEOPLES PLAN</b></p> <p>The relevance of ESS 7 will be determined during implementation. If deemed relevant, the required instruments will be prepared, consulted, and disclosed prior to the commencement of project activities.</p>	<p><i>Before the start of project activities</i></p>	PCU
7.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>The relevance of the ESS 7 will be determined during implementation. If deemed relevant, the required instruments will be prepared, consulted and disclosed prior to the commencement of project activities.</p>	<p><i>Before the start of project activities</i></p>	PCU
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS</b></p> <p>Implement the chance finds procedures, contained in the ESMF of the Project.</p>	<p><i>Describe the chance find procedures in the ESMP in line with the ESMF. Implement the procedures throughout Project implementation.</i></p>	PCU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
This standard is not relevant for this project.			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	<p><i>Adopt the SEP prior to Appraisal, and thereafter implement the SEP throughout Project implementation.</i></p>	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate the grievance mechanism described in the SEP, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p> <p>This Grievance Mechanism will be supported by a communication plan to ensure that the local populations concerned by the project are aware of the existence of this mechanism and are aware of the procedures for submitting and handling grievance as well as other remedies. Special arrangements will be made to ensure that vulnerable and disadvantaged groups can access the grievance mechanism (i.e. illiterate, persons with disabilities, those without access to information/communication technologies, the elderly, pastoralists including women led pastoralist associations, women, etc.)</p>	<p><i>Establish the grievance mechanism prior to Appraisal as part of SEP, and thereafter maintain and operate the mechanism throughout Project implementation.</i></p> <p><i>Adopt the communications plan six (6) months after the recruitment of the communication expert.</i></p>	PCU
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training to be provided to the Project coordination and targeted groups:</p> <ul style="list-style-type: none"> <li>• The World Bank’s Environmental and Social Standards (ESS)</li> <li>• Stakeholder mapping and engagement</li> <li>• Specific aspects of environmental and social</li> <li>• Inclusion of vulnerable groups, including in stakeholder engagement and social baselines, culturally appropriate measures, including for traditional local communities such as pastoralists</li> <li>• Content of the Environmental and Social Commitment Plan (ESCP)</li> <li>• Content of the Stakeholder Engagement Plan (SEP)</li> <li>• The World Bank’s SEA/SH Good Practice Note</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety</li> <li>• Security Management Plan</li> </ul>	<i>Throughout Project Implementation</i>	PCU
CS2	<p>Training for Project workers :</p> <ul style="list-style-type: none"> <li>• Training of Project workers in occupational health and safety, including emergency prevention, preparedness, and response.</li> </ul>	<i>Throughout Project Implementation (prior to the start of activities)</i>	PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>• Ongoing training of project workers on SEA/SH, GBV-sensitive GM, SEA/SH, CoC, child labor</li> <li>• Health and safety rules, management of solid and liquid waste, safety and security of the population</li> <li>• Procedures for dealing with security/conflict risks</li> </ul>		

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

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

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

**Draft for Appraisal  
ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)**

**25 April 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Ghana (the Recipient) will implement the West African Food System Resilience Program (the Project), through the Ministry of Food and Agriculture (MoFA), with the involvement of the following agencies: the Economic Community of West African States (ECOWAS), the West African Monetary and Economic Union (UEMOA), Permanent Interstate Committee on Drought Control in the Sahel (CILSS), AGRHYMET Centre (Regional training and application center in agrometeorology and operational hydrology), and the West and Central African Council for Agriculture Research and Development (CORAF), as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement(s).
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the Ministry of Food and Agriculture and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s) [specify other aspects that the reporting would need to consider, as relevant].</p>	<p><i>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 5 working days after the end of each reporting period.</i></p>	<p>The Project Implementing Unit (PIU)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury [specify other examples of incidents and accidents, as appropriate for the type of operation]. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the [World Bank/Bank/Association]’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p><i>Notify the Association no later than 48 hours after learning of the incident or accident.</i></p> <p><i>Provide subsequent report to the Association within a timeframe acceptable to the Association</i></p>	<p>PIU</p>
C	<p><b>GRANTEES’ AND CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require Project grantees, contractors, and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association upon request.</p>	<p><i>Submit the monthly reports to the Association upon request throughout the Project’s implementation period starting from the Project effective date .</i></p>	<p>PIU</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.1 <b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including qualified environmental and social risk management staff (an Environmental Safeguards Specialist and a Social Safeguards Specialist and a part-time GBV consultant) and ensure that they have representation in the senior management to have overall accountability for the environmental and social performance</p> <p>Require Project grantees, Supervising Engineers and Contractors to engage safeguards personnel consisting of, but not limited to, an Environment Specialist, Social Specialist with responsibility including gender inclusion and GBV issues, and Health and Safety Specialist to have responsibilities for the management of environmental and social risks and impacts</p>	<p><i>Establish and maintain a PIU, as set out in the Financing Agreement]. Appoint one Environmental Safeguards Specialist and one Social Safeguards Specialist prior to effective date; and recruit one part-time GBV consultant no later than 3 months after effective date, and thereafter maintain these positions throughout Project implementation.</i></p> <p><i>The recruitment of safeguard personnel by Supervising Engineers and Contractors shall happen prior to commencement of civil works and the personnel shall be maintained throughout the construction phase of civil works and as necessary</i></p>	<p>PIU</p>
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) and screen subproject activities and specific sub-project locations once they are identified for the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	<p>1. <i>Adopt the ESIA and ESMP prior to the start of project activities and thereafter implement the ESIA and ESMP throughout Project implementation.</i></p> <p>2. <i>Adopt the ESMF prior to appraisal, and thereafter implement the ESMF throughout Project implementation.</i></p>	<p>PIU</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<i>3. Prepare, consult upon, submit for the Association’s clearance, and disclose the site-specific instruments such as the ESIA, ESMP, RAP, etc. before commencement of the Project activities that require them. Adopt the instruments before launching the bidding process for the respective Project activity [prior to the carrying out of Project activity that requires the instrument(s)]. Once adopted, implement the respective instrument throughout Project implementation.</i>	
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the management tools and instruments referred to in Section 1.2 above, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications, including Codes of Conduct of their respective contracts.</p>	<p><i>During the preparation of procurement documents and before the start of work. Supervise the application of these measures throughout the project implementation period.</i></p> <p><i>Before the signing of the contract and the actual start of the work.</i></p>	PIU
1.4	<p><b>PERMITS, CONSENT AND AUTHORIZATION</b></p> <p>Secure relevant permits, consents, and authorizations applicable to the subproject activities from relevant national authorities and agencies.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation.</p>	<p><i>Obtain permits, consents, and authorizations before commencing relevant Project activities. Thereafter, implement and comply with permits, consents, and authorizations throughout Project implementation.</i></p>	PIU
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the Emergency Response Manual (ERM) includes a description of the ESHS assessment and management arrangements including, CERC-ESMF that will be included or referred to in the ERM for the implementation of the CERC Part, in accordance with the ESSs.</p>	<p><i>a) The adoption of the ERM in form and substance acceptable to the Association is a withdrawal condition under Section [XX] of Schedule 2 of the [Financing Agreement for the Project.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b) Adopt any environmental and social (E&S) instruments which may be required for activities under the CERC Part of the Project, in accordance with the ERM and, CERC-ESMF or and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.	<i>b) Submit the respective E&amp;S instrument for the Association’s prior review and approval and include it as part of the respective bidding process, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</i>	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b>  Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	<i>Adopt the LMP prior to appraisal, and thereafter implement the LMP throughout Project implementation.</i>	PIU
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	<i>Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation].</i>	PIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Require contractors and Project grantees to adopt and implement a Waste Management Plan (WMP) either as a standalone plan or as part of their ESMP, to manage hazardous and non-hazardous wastes, consistent with ESS3.	<i>Adopt the WMP prior to commencement of waste generation activities, and thereafter implement the WMP throughout Project implementation.</i>	PIU Contractors
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.  Ensure that pest management follows integrated approaches identified in the IPMP and that pesticides used are manufactured, formulated, packaged, labeled, handled, stored, and disposed of, in accordance with good international industrial practices as well as the World Bank Group’s Environmental Health and Safety Guidelines (EHSGs)	<i>Same timeframe as for the adoption and implementation of the ESMP</i>  <i>IPMP to be implemented throughout the Project.</i>	PIU Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action [1.2] above.</p> <p>Require contractors and subcontractors to incorporate measures to manage traffic and road safety risks in their C-ESMPs.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP.</i></p> <p><i>C-ESMPs shall be prepared and approved by the PIU before commencement of the related Project activity and thereafter implemented throughout the Project activity.</i></p>	PIU
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities including, behavior of Project workers, risks of labor influx, response to emergency situations, SEA/SH, COVID-19 and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMPs].</i></p>	PIU
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Adopt and implement a SEA/SH Prevention and Response Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.</p>	<p><i>Adopt the SEA/SH Prevention and Response Action Plan prior to commencement of works, and thereafter implement said Plan throughout Project implementation.</i></p>	PIU
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>The use of security personnel is not envisioned in the project, but should this aspect change, assess and prepare a Security Management Plan and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the Security Management Plan, guided by the principles of proportionality and Good International Industrial Practices (GIIP), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	<p><i>Prior to engaging security personnel and thereafter implemented throughout Project implementation.</i></p>	PIU
4.6	<p><b>DAM SAFETY (FOR ANNEX A, PARA. 2. ESS4)</b></p> <p>1. Recipient proposes to rehabilitate selected existing irrigation schemes, some of the dimensions of the reservoirs are not known at this stage.</p> <p>a. For the Kpong Irrigation Scheme (KIS), submit to the Association a recent Dam Safety Assessment (DSA) on the Kong dam for the Association’s assessment and determination if it satisfies the requirement of a DSA;</p>	<p><i>Submit TORs for the Association’s review and clearance before commencement of bidding processes.</i></p> <p><i>Submit DSAs to the Association for review and clearance before commencement of civil works on the affected irrigation schemes.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>b. For all other irrigation schemes with unknown reservoir dimensions, engage experienced and competent professionals to undertake feasibility studies to determine the dimensions, and following approval of the designs, and related E&amp;S instruments to be prepared, if needed, prepare a DSA before commencement of activities.</p> <p>Where a DSA is required:</p> <p>2. Engage one or more international independent dam specialists with terms of reference acceptable to the Association to, inter alia: (a) inspect and evaluate the safety status of the dam, its appurtenances, and its performance history; (b) review and evaluate the owner's operation and maintenance procedures; and (c) provide a written report of findings and recommendations for any remedial work or safety related measures necessary to upgrade the dam to an acceptable standard of safety.</p> <p>3. Engage experienced and competent professionals for the supervision of the design and construction of the dam, and adopt and implement dam safety measures during the design, bid tendering, construction, operation, and maintenance of the dam and associated works.</p> <p>4. Adopt and implement the following Dam Safety Plans: (i) a plan for construction supervision and quality assurance; (ii) an instrumentation plan; (iii) an operation and maintenance plan; and (iv) an emergency preparedness plan.</p> <p>5. Carry out a safety inspection of the dam at intervals of not less than once every year during Project implementation, by independent experts whose terms of reference shall be acceptable to the Association</p> <p>Where a DSA is not required:</p> <p>6. Engage qualified engineers to design dam safety measures for the dam, in accordance with good international industry practice, and thereafter adopt and implement such measures.</p>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>		
5.1 <b>RESETTLEMENT POLICY FRAMEWORK</b>	<i>Implement the RPF throughout Project implementation.</i>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement the Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.		
5.2	<b>RESETTLEMENT PLANS</b>  Adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.	<i>Adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.</i>	PIU
5.3	<b>GRIEVANCE MECHANISM</b>  Adopt and implement the Grievance Mechanism as described in the SEP and referred to in action 1.2 above for resolution of grievances related to land acquisition and involuntary resettlement.	<i>Same timeframe as for the adoption and implementation of the SEP</i>	PIU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b>  Adopt and implement biodiversity management measures set out in the ESMF and in ESAs and ESMPs to be subsequently developed consistent with ESS6.	<i>Adopt the BMP prior to the commencement of project, and thereafter implement the BMP throughout Project implementation.</i>	PIU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	This standard is not relevant to this project		
<b>ESS 8: CULTURAL HERITAGE [</b>			
8.1	<b>CHANCE FINDS</b>  Implement the chance finds procedures, contained in the ESMF of the Project.	<i>Describe the chance find procedures in the ESMP in line with the ESMF. Implement the procedures throughout Project implementation.</i>	PIU
<b>ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]</b>			
	This standard is not relevant to this project		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement the Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which includes measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	<p><i>Adopt the SEP prior to, and thereafter implement the SEP throughout Project implementation.</i></p>	PIU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate the grievance mechanism described in the SEP, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p><i>Establish the grievance mechanism no later than 3 months after Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</i></p>	PIU
<b>CAPACITY SUPPORT</b>			
CS1	<p>Train Implementing Partners (IPs), contractors, Consultants and workers on the following which could be expanded as required:)</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Environmental and social screening</li> <li>• Environmental and social management</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety (including traffic and road safety, mitigation measures related to communicable diseases)</li> <li>• Vector/Pest risk management using IPM approach</li> <li>• SEA/SH risk management</li> <li>• Occupational health and safety</li> <li>• Training on the gender inclusion action plan</li> <li>• Identifying and addressing risks to vulnerable groups and individuals</li> </ul>	<p><i>Throughout Project Implementation</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CS2	<p>PIU staff and project workers will be trained on (not restricted to):</p> <ul style="list-style-type: none"> <li>• Occupational health and safety (including COVID-19 mitigation measures)</li> <li>• Emergency prevention and preparedness and response – e.g., fire fighting</li> <li>• Introduction to World Bank ESF</li> <li>• Introduction to environmental and social assessment (and targeting and tailoring effective baselines and mitigation measures)</li> </ul>	<i>Throughout Project Implementation</i>	PIU

**THE REPUBLIC OF SIERRA LEONE**



**MINISTRY OF AGRICULTURE AND FORESTRY**

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

**P178132**

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

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

**Draft for Appraisal  
25 April 2022**



## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Sierra Leone (*the Recipient*) will implement the West Africa Food System Program (FSRP) (*the Project*) (P173132) with the involvement of the Ministry of Agriculture and Forestry (MAP) through the National Development Partner Project Coordination Office (NDPPCO), as set out in the Financing Agreement, The International Development Association (the Association) has agreed to provide financing (P178132) for the Project, as set out in the referred agreement(s).
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the Ministry of Agriculture and Forestry agree to update the ESCP to reflect these changes through an exchange letters signed between the Association the recipient ministry of Agriculture and Forestry (MAF). The Recipient will promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
<b>A</b>	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association] regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p><i>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than seven days after the end of each reporting period.</i></p>	<p>PIU</p>
<b>B</b>	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury [specify other examples of incidents and accidents, as appropriate for the type of operation]. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p> <p>A standard incident/accident notification form shall be sent by the Recipient to all subcontractors and suppliers. This form shall not apply to incidents of SEA/SH in which case any notification of an incident of SEA/SH shall follow the information sharing protocol to respect the safety and confidentiality of the survivor (information shall include date of receipt of the incident; date of the incident; type of SEA/SH reported; age/sex of the survivor; whether the incident is related to the Project and if the survivor was referred to services).</p>	<p><i>The Association must be informed in writing immediately and no later than 48 hours after being informed of such incidents/ accidents for serious accidents, and no later than 24 hours for very serious accidents, including incidents of SEA/SH or death, the Recipient must, or cause PIU to, inform the Association.</i></p> <p><i>Provide subsequent report acceptable to the Association within 20 days of the Association’s request and throughout the Project implementation.</i></p>	<p>PIU</p> <p>Subcontractors and service providers</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the Association.</p>	<p><i>Submit the monthly reports to Association as annexes to the reports to be submitted under action A above.</i></p>	<p>PIU Contractors and service providers</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a PIU with qualified staff and resources to support management of ESHS risks and impacts of the Project including one environmental specialist, one social specialist, and one GBV specialist.</p> <p>The Project will be managed by the Sierra Leone Smallholder Commercialization and Agribusiness Development Project (SCADeP, P153437) coordination unit (PIU). The PIU should hire an Environmental Specialist, Social Safeguard Specialist, GBV specialist to implement the SCADeP and provide E&amp;S management and reporting for FSRP2. They will be supported by Environmental and Social Safeguards Officers at the PIU to implement the project and adequately resourced to support the management of E&amp;S risks. The PIU may also hire external expertise and consultancy services, where necessary.</p> <p>The qualifications and experience of these positions shall be deemed satisfactory by the Association. In addition, the PIU shall prepare and implement a staff capacity building program based on a training needs assessment.</p>	<p><i>Establish and maintain a PIU as set out in the financial agreement. Hire one environmental specialist, one social specialist, and one GBV specialist no later than three months after Effective Date, and thereafter maintain these positions throughout Project implementation.</i></p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for which the ESIA/ESMP is required of the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	<p>1. <i>Adopt the ESIA and ESMP prior to the start of project activities and thereafter implement the ESIA and ESMP throughout Project implementation.</i></p> <p>2. <i>Adopt the ESMF prior to Appraisal, and thereafter implement the ESMF throughout Project implementation.</i></p>	PIU
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the management tools and instruments referred to in Section 1.2 above, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications, including Codes of Conduct of their respective contracts.</p>	<p><i>During the preparation of procurement documents and before the start of work.</i></p> <p><i>Supervise the application of these measures throughout the project implementation period.</i></p> <p><i>Before signing of the contract and the actual start of the work.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the Emergency Response Manual (ERM) includes a description of the ESHS assessment and management arrangements including, if applicable, CERC-ESMF/ESMF Addendum that will be included or referred to in the ERM for the implementation of the CERC Part, in accordance with the ESSs, the World Bank Group Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) including World Health Organization (WHO) guidance documents on COVID-19 in a manner acceptable to the Association. Thereafter implement the measures and actions required under the said E&amp;S management plans or instruments, within the timeframes specified in the plans.</p> <p>b) Prepare, consult, adopt, and disclose any environmental and social (E&amp;S) instruments which may be required for activities under the CERC Part of the Project, in accordance with the ERM and, if applicable, CERC-ESMF or CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>a) <i>Adopt the CERC-ESMF addendum in a form and substance acceptable to the Association before the commencement of relevant CERC activities.</i></p> <p>b) <i>Adopt any required E&amp;S instrument and include it as part of the respective bidding process, if applicable, and in any case, before implementing the relevant Project activities for which the E&amp;S instrument is required.</i></p>	PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES (LMP)</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p><i>Adopt the LMP prior to Appraisal, and thereafter implement the LMP throughout Project implementation.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>GRIEVANCE MECHANISM (GM) FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p><i>Establish a grievance mechanism after project effectiveness and thereafter maintain and operate it throughout Project implementation.</i></p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN:</b></p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	<p><i>Adopt the waste management plan as part of the ESMP to be prepared during implementation and thereafter implement the WMP throughout the project implementation.</i></p>	PIU
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Prepare a pest management plan (PMP) to avoid the pollution risks associated with the use of pesticides.</p> <p>Resource efficiency and pollution prevention and management measures shall be covered under the ESMF to be prepared under action 1.2 above and subsequently in ESMPs to be prepared during implementation.</p>	<p><i>Adopt the PMP prior to Appraisal, and thereafter implement the PMP throughout Project implementation.</i></p>	PIU Contractors/service providers
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP.</i></p>	PIU
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, the behavior of Project workers, risks of labor influx, COVID-19 transmission, SEA/SH, response to emergency situations], and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMP.</i></p>	PIU Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.3	<p><b>SECURITY MANAGEMENT</b></p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the ESMP, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	<p><i>Prior to the start of activities and maintained throughout the PIU Project implementation period.</i></p>	PIU
4.4	<p><b>SEA and SH RISKS</b></p> <p>Adopt and implement an SEA/SH Action Plan prior to appraisal to assess and manage the risks of SEA and SH under the project.</p>	<p><i>Adopt the SEA/SH Action Plan prior to project appraisal, and not later than three (03) months after the Effective Date thereafter implement it throughout Project implementation.</i></p>	PIU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p><i>Adopt the RPF prior to Appraisal, and thereafter implement the RPF throughout Project implementation.</i></p>	PIU
5.2	<p><b>RESETTLEMENT ACTION PLANS</b></p> <p>Adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.</p>	<p><i>Adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable, displaced people have been resettled and moving allowances have been provided.</i></p>	PIU



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Adopt and implement the Grievance Mechanism as described in the SEP and referred to in action 1.2 above for resolution of grievances related to land acquisition and involuntary resettlement.</p>	<p><i>Same timeframe as for the adoption and implementation of the SEP</i></p>	<p>PIU</p> <p>Contractors/subcontractors</p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Using the screening form in the ESMF, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts on biodiversity and living natural resources. Where the environmental and social assessment has identified potential risks and impacts on biodiversity or habitats, the Borrower will prepare a Biodiversity Management Plan (BMP) either as stand-alone or as part of the ESMP to manage those risks and impacts in a manner proportionate to the nature and magnitude of the risks and in accordance with the mitigation hierarchy and GIIP.</p>	<p><i>During subproject screening process and prior to commencement of Project activities.</i></p> <p><i>Adopt the BMP (if needed) and thereafter implement the BMP throughout Project implementation.</i></p>	<p>PIU</p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	<p>ESS7 is currently not relevant to the project as there are no known Indigenous peoples or communities in the project area(s) as per the criteria in ESS7.</p>		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>As per ESMF requirements, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts on physical cultural resources and ensure adverse impacts are appropriately mitigated, and appropriate measures to be included in the ESMPs.</p>	<p><i>Same timeframe as for the adoption and implementation of the ESMF and ESMP.</i></p>	<p>PIU</p>
8.2	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures as part of the ESMF and ESMP of the Project.</p>	<p><i>Describe the chance find procedures in the ESMF and ESMP. Implement the procedures throughout Project implementation.</i></p>	<p>PIU</p>
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	This standard is not relevant.		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, and intimidation.</p>	<i>Adopt the SEP prior to, and thereafter implement the SEP throughout Project implementation.</i>	PIU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<i>Establish the grievance mechanism no later than 60 days project Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.</i>	PIU

CAPACITY SUPPORT (TRAINING)			
C1	<p><b>Training to be provided</b></p> <p>The MAF shall ensure that relevant project actors are trained in the following areas:</p> <ul style="list-style-type: none"> <li>• The project level GM</li> <li>• Stakeholder roles and engagement</li> <li>• Labor Management Procedures</li> <li>• E&amp;S requirements (impacts and mitigation measures) of sub-projects</li> <li>• Subproject Environmental and Social screening</li> <li>• Occupational Health and Safety</li> <li>• Emergency preparedness and response</li> <li>• Communication strategy on COVID-19 and activities/protocols regarding prevention and mitigation of transmission, PPE, OHS</li> <li>• SEA/SH risk awareness; SEA/SH Prevention and Response Action Plan, content and sanctions of CoCs, and GM-SEA/SH of project (i.e. importance, objectives, content, how to prepare it, who implements it, and how to ensure a GM sensitive SEA/SH issues</li> <li>• Disability inclusion training and training on inclusion of vulnerable groups such as pastoralists (including women pastoralist and farmer associations/groups)</li> <li>• Documentation and reporting</li> <li>• Other (to be determined according to needs)</li> </ul>	<p><b>Target Groups and Timeframe for Delivery</b></p> <ul style="list-style-type: none"> <li>• <i>Training is required for all relevant project actors at the district (Desk officers and Community Development Officers, Contractors and their Supervisors), and community levels</i></li> <li>• <i>6-12 months after Effectiveness Date and during project implementation</i></li> <li>• <i>This will be done before the commencement of key works and periodic re-training throughout implementation, as needed</i></li> </ul>	<p>PIU</p> <p>World Bank</p>
C2	<p>Training of contractors in E&amp;S requirements relevant for their assignments</p>	<p><i>Training of contractors prior to commencement of any works or services and refresher trainings throughout implementation of contract if and as needed</i></p>	<p>PIU</p>