

**Republic of Seychelles  
MINISTRY OF AGRICULTURE, CLIMATE  
CHANGE AND ENVIRONMENT  
SEYCHELLES SOLID WASTE MANAGEMENT  
PROJECT (P181243)**

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

**10 April 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Seychelles (the “Borrower”) will implement the Seychelles Solid Waste Management Project (the “Project”), with the involvement of the Ministry of Agriculture, Climate Change and Environment (“MACCE”), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the “Bank”), has agreed to provide financing (P181243) for the Project, as set out in the referred agreement(s).
2. The Borrower 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 Bank. The ESCP is a part of the Loan 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 Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank 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 PIU and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower. 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 Bank 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>Submit quarterly reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to Bank no later than 15 days after the end of each reporting period.</p>	MACCE
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank 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 Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	MACCE
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 Bank.</p>	<p>Submit the monthly reports to the Bank upon request as annexes to the reports to be submitted under action A above.</p>	MACCE
<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 Project Implementation Unit (PIU) within the Project Development and Coordination Section (PDCS), with qualified staff and resources to support management of ESHS risks and impacts of the Project including an environmental and social specialist with health and safety experience.</p>	<p>Establish and maintain a PIU as set out in the Loan Agreement.</p> <p>Delegate or appoint the environmental and social specialist within 90 days from the Project Effective Date, and thereafter maintain these positions throughout Project implementation.</p>	MACCE

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ol style="list-style-type: none"> <li>1. Prepare and submit for Bank review a Terms of Reference (ToR) for the Environmental and Social Audit (ESA) for the current landfill operations.</li> <li>2. Carry out an ESA engaging an independent consulting firm to review the compliance status of the current landfill site under Component 1 with the Bank’s Environmental and Social Standards (ESSs), the World Bank Group Environmental Health and Safety Guidelines (EHSGs) General and Waste Management Facilities, other Good International Industry Practices (GIIP) and national regulations, as per the terms of reference, in a manner acceptable to the Bank.</li> <li>3. A. Prepare and submit for Bank review a Terms of Reference (ToR) for the Livelihoods Restoration Plan (LRP). B. Prepare a LRP to assess the number of waste pickers, their livelihood dependency on the site, the impacts the project will have on their livelihoods and implement the necessary livelihood restoration measures.</li> <li>4. Prepare and submit a Terms of Reference for the Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) to the satisfaction of the Bank.</li> <li>5. Prepare an Environmental and Social Impact Assessment as part of the feasibility study for the redesign of the landfill site(s) in accordance with the terms of reference agreed with the Bank, the ESSs, EHSGs General and Waste Management Facilities and national regulations.</li> </ol>	<ol style="list-style-type: none"> <li>1. The ToR submitted and approved by the Bank on November 15, 2023.</li> <li>2. Finalize the ESA within 30 days from the Project Effective Date and incorporate and implement the remedial measures as part of the landfill redesign and improvements under Component 1.</li> <li>3. A. The ToR submitted and approved by the Bank on the December 15, 2023. B. Prepare and adopt the LRP before launching of bidding documents for purchase of equipment and construction of the collection facility for recyclables waste, or 2 months after the Project Effective Date, whichever happens first. Finalize implementation of the LRP before the beginning of works and operation of equipment acquired by the project in the landfill.</li> <li>4. Prepare and submit for Bank review the ToR for the ESIA and ESMP within 30 days from the Project Effective Date.</li> <li>5. In the timeframe as agreed for the delivery of the feasibility study.</li> </ol>	<p>MACCE</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>6. Prepare, adopt, implement and disclose a site-specific construction environmental and social management plan (C-ESMP) consistent with the requirements of national regulations, World Bank ESSs, EHSs and in a manner acceptable to the Bank for the physical interventions (construction of new cells, installation of environmental monitoring equipment and construction of a central waste collection and recycling facility) supported under Component 1.</p> <p>7. Prepare, adopt, implement and disclose site-specific operational environmental and social management plans (O-ESMPs) and procedures for the landfill site taking into consideration the mitigations and monitoring requirements set out in the ESIA and ESMP prepared under action 1.2(5) of the ESCP, the requirements of the World Bank ESSs and EHSs. The ESMS should address the following as a minimum:</p> <ul style="list-style-type: none"> <li>• Stormwater Pollution Prevention Plan</li> <li>• Spill Prevention and Countermeasure Plan</li> <li>• Surface and Groundwater Monitoring and Protection Plan</li> <li>• Leachate Management Plan</li> <li>• Surface Emission Monitoring and Methane Gas Collection and Control Plan</li> <li>• Landfill Cover and Vegetation Plan</li> <li>• Disease Vector Plan</li> <li>• Dust and Odor Control Plan</li> <li>• Wildlife Management Plan</li> <li>• Emergency and Contingency / Fire Control Plan</li> </ul>	<p>6. Prepare, adopt and disclose the C-ESMP prior to launching of the bidding documents, and thereafter implement the C-ESMP throughout the construction phase of Project implementation.</p> <p>7. Prepare, adopt and disclose the O-ESMPs at least 90 days prior to the start of the site specific operational phase, and thereafter implement the O-ESMP throughout Project implementation.</p>	
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the ESMPs, 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 of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p>	<p>MACCE</p>
<p>1.4 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, climate smart</p>	<p>Throughout Project implementation.</p>	<p>MACCE</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	methane considerations and the studies to improve solid waste management in the tourism and fishery sectors are carried out in accordance with terms of reference acceptable to the Bank, that takes into consideration environmental and social requirements stipulated in national regulations, the ESSs and the ESHGs. Thereafter ensure that the outputs of such activities comply with the terms of reference.		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> Prepare, 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.	LMP shall be disclosed, consulted on, and adopted within 60 days from the Project Effective Date, and thereafter implement throughout Project implementation.	MACCE
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.	Within the timeframe as for the adoption and implementation of the LMP and thereafter maintain and operate it throughout Project implementation.	MACCE
2.3	<b>OCCUPATIONAL HEALTH AND SAFETY</b>  Prepare, adopt and implement an occupational, health and safety (OHS) plan as part of the ESMPs to be prepared under actions 1.2(6) and 1.2(7). The OHS plan should be prepared consistent with the requirements of national regulations, ESS 2 and the ESHGs (general and waste management facilities).	Within the timeframe as for the adoption and implementation of the ESMPs stipulated in action 1.2(6) and 1.2(7) and thereafter implement the OHS Plan as part of the ESMPs throughout Project implementation.	MACCE
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement a Waste Management Plan (WMP) as part of the ESMPs stipulated in actions 1.2(6) and 1.2(7), to manage hazardous and non-hazardous wastes during construction and operations, consistent with ESS3.	Within the timeframe as for the adoption and implementation of the ESMPs stipulated in action 1.2(6) and 1.2(7) and thereafter implement the WMP as part of the ESMPs throughout Project implementation.	MACCE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <ol style="list-style-type: none"> <li>1. Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under actions 1.2(6) and 1.2(7) above.</li> <li>2. Incorporate resource efficiency and pollution prevention and management measures, as relevant in the terms of references to be prepared under action 1.4</li> </ol>	<ol style="list-style-type: none"> <li>1. Within the timeframe as for the adoption and implementation of the ESMPs stipulated in action 1.2(6) and 1.2(7).</li> <li>2. Throughout project implementation</li> </ol>	MACCE
<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 ESMPs to be prepared under action 1.2(6) and 1.2(7) above.</p>	Within the timeframe as for the adoption and implementation of the ESMPs stipulated in action 1.2(6) and 1.2(7).	MACCE
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, accidental fires and explosions, release of hazardous substances in air and water, interaction with moving equipment and any other response to emergency situations, and include mitigation measures in the ESMPs to be prepared in action 1.2(6) and 1.2(7).</p>	Within the timeframe as for the adoption and implementation of the ESMPs stipulated in action 1.2(6) and 1.2(7).	MACCE
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Develop SEA/ SH prevention and response measures as part of the ESMPs aiming to develop and adopt a code of conduct, carry out training on GBV (sensitization), elaborate a Mapping of essential services, carry out outreach on GBV and put in place a GRM sensitive to GBV (with referral path).</p>	Within the timeframe as for the adoption and implementation of the ESMPs stipulated in action 1.2(6) and 1.2(7)	MACCE
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>LIVELIHOOD RESTAURATION PLAN</b></p> <p>Prepare, adopt, and implement a Livelihood Restauration Plan (LRP) in line with the requirements of ESS5 and acceptable to the WB.</p>	The ToR submitted and approved by the Bank on the December 15, 2023.	MACCE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Prepare and adopt before the launching of bidding documents for purchase of equipment and construction of the collection facility for recyclables waste. Finalize implementation of the LRP before the beginning of works and operation of equipment acquired by the project.	
5.2	<b>GRIEVANCE MECHANISM</b> Put in place an accessible grievance mechanism (GM) to address Livelihood Restoration related complaints. This GRM will be described in the LRP.	Within the timeframes for adopting and implementing the LRP (under action 5.1)	MACCE
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> Prepare and adopt a wildlife management plan as part of the ESMP to be prepared under action 1.2(7).	Within the timeframes for adopting and implementing the ESMP under action 1.2(7) and thereafter implement throughout project implementation.	MACCE
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	This standard is not relevant to this project		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures, as part of the ESMP prepared under action 1.2(6) of the Project.	Within the timeframes for adopting and implementing the ESMPs under action 1.2(6) and thereafter implement throughout project implementation.	MACCE
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	This standard is not relevant to this project		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Prepare, 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.	SEP prepare adopted and disclosed on April []2024, and will be implement throughout Project implementation.	MACCE



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Grievance Mechanism established as part of the SEP (under Action 10.1) and thereafter maintain and operate the mechanism throughout Project implementation.	MACCE
<b>CAPACITY SUPPORT</b>			
CS 1	Conduct a capacity assessment of LWMA as part of the ESA refer to in action 1.2(2) and determine areas of strengthening including human resources, management system and capacity building needs to manage and monitor environmental risks during the operational phase of the activities supported by the project.	Within the timeframes for completing the ESA as stipulated under action 1.2(2) of the ESCP and thereafter implement the capacity recommendations	MACCE
CS2	<p>Training and capacity building initiatives for the Project will incorporate as a minimum the following Environmental and Social aspect:</p> <p>For the PIU staff:</p> <ul style="list-style-type: none"> <li>▪ Training on Environmental and Social Standards applicable to the project.</li> <li>▪ Stakeholder engagement including community engagement and mapping.</li> <li>▪ Grievance Redress Mechanism.</li> <li>▪ Environmental and social aspects of the project including OHS and incident reporting requirements.</li> <li>▪ Project supervision, monitoring and reporting.</li> <li>▪ GBV, SEA/SH aspects.</li> <li>▪ Labour Management.</li> </ul> <p>For the Contractor:</p> <ul style="list-style-type: none"> <li>▪ Occupational Health and Safety including aspects of hazards and risks, good hygiene and emergency preparedness and response measures.</li> <li>▪ Grievance Redress Mechanism for workers.</li> <li>▪ Key environmental and social risks and impacts of works.</li> <li>▪ Community health and safety aspects including GBV, SEA/SH, traffic safety etc.</li> </ul>	Throughout the project implementation	MACCE

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
▪ Labour management.		