

Republic of Mauritius

**Rodrigues Airport Project
P180266**

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

[June 2023]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Mauritius (the Borrower) will implement the Rodrigues Airports Project (the Project), with the involvement of Airports of Mauritius Co. Ltd (AML), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project, as set out in the Loan Agreement.
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 Loan Agreement. To
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 Airports of Mauritius Co. Ltd and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and _____the Airports of Mauritius Co. Ltd. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</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 Environmental and Social (E&S) instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s), and status of implementation of the biodiversity management plans (protected tree relocation and marine monitoring).</p>	<p>Submit quarterly reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 5 days after the end of each reporting period.</p>	<p>Project Implementation Unit (PIU)</p>
B	<p>INCIDENTS AND ACCIDENTS</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, accidental releases to marine environment which are likely to cause harm, injury to or death of marine animals and accidental damage or impacts to protected species and areas such as the Anse Quito River and Reserve and marine estuaries. 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 24 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	<p>PIU</p>
C	<p>CONTRACTORS' MONTHLY REPORTS</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 prepared for the Project and submit such reports to the Bank.</p>	<p>Submit the monthly reports to the Bank as annexes to the reports to be submitted under action A above.</p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 ORGANIZATIONAL STRUCTURE</p> <ol style="list-style-type: none"> 1. Establish and maintain a Project Implementation Unit (PIU) with qualified and experienced staff, consisting of an environmental specialist, health and safety specialist, social specialist and other resources to support management of ESHS risks and impacts of Parts 1-4, of the Project. 2. Prepare and submit for Bank review and clearance the Terms of Reference for the recruitment of the specialists referred to above. 	<ol style="list-style-type: none"> 1. Establish and maintain a PIU no later than 60 days after Project Effective Date, as set out in the Loan Agreement. 2. Ten (10) days prior to launching the recruitment process. 	<p>PIU</p>
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Prepare, consult and disclose an updated draft Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) for Part 1 of the Project, to the satisfaction of the Bank. 2. Finalize, consult, adopt and implement the final ESIA, and corresponding ESMP for Part 1 of the Project, consistent with the agreed ToR and the relevant ESSs and to the satisfaction of the Bank. 3. Obtain all relevant environmental and health and safety approvals for project activities, as required under each Part of the Project. 4. Conduct an environmental and social audit on each of the water infrastructure (desalination plants) earmarked for refurbishment under Part 3 of the Project, consistent with the requirements of the ESS and to the satisfaction of the Bank and prepare/adopt/implement a site-specific Environmental and Social Management Plan for the works and to address audit findings. 	<ol style="list-style-type: none"> 1. The updated draft ESIA and ESMP for Part 1 of the project was disclosed on June 28, 2023. 2. Finalize, consult, adopt and redisclose the ESIA and ESMP no later than 1 month from the Project Effective Date and thereafter implement the ESIA and ESMP throughout Project implementation. 3. Obtain approvals prior to commencing with the activity for which the approval is required. 4. Conduct audits and adopt ESMPs prior to commencement of any physical refurbishment work associated with activities under Part 3 of the Project, and thereafter implement the ESMPs throughout Project implementation. 	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ol style="list-style-type: none"> 5. Prepare, adopt and implement an Environmental and Social Management Framework (ESMF) proportional to the nature and magnitude of the environmental and social risks and impacts of the subprojects with physical interventions under Part 3 and Part 4 of the Project, consistent with the relevant ESSs and as part of the Project Operational Manual. Thereafter carry out an environmental and social screening to identify and assess the environmental and social risks and impacts using the screening tool provided in the ESMF. The activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. 6. Prepare, consult, adopt and implement a Grant manual for Part 4 of the Project to include environmental and social requirements for sub-projects. 7. Prepare, consult and disclose an environmental and social assessment and ESMP for ancillary activities associated with Part 1 of the Project, as listed in the Fifth schedule of the Environmental Protection Act (EPA) 2002 amended, consistent with an agreed ToR, the requirements of national law and relevant ESSs, to the satisfaction of the Bank. 	<ol style="list-style-type: none"> 5. Prepare, adopt and implement the ESMF within 2 months from the Project Effective Date and thereafter implement the ESMF for sub-project under Parts 3 and 4 of the Project throughout the Project implementation phase. 6. Prepare, consult, adopt and implement the grants manual within 6 months from the Project Effective Date and prior to undertaking any grant-funded activities which will require physical interventions under Part 4 of the Project. 7. Prepare, consult and disclose prior to commencing with the physical activity triggering an environmental authorization under the EPA 2002, amended. 	
<p>1.3</p> <ul style="list-style-type: none"> • EXCLUSIONS • Screen all subprojects activities supported by Parts 3 and 4 of the Project against the exclusion list set out in the ESMF and Grants Manual. Activities not eligible for grant support include, among others: • Subprojects screened as either a potential of high or substantial environmental and social risks; • Subprojects that result in long-term, permanent and/or irreversible negative impacts (e.g., significant loss of natural habitat) • Subprojects that involve the conversion or degradation of critical natural habitats and may result in the loss of biodiversity, including any official protected natural areas, such as national parks and other protected areas or can cause degradation of critical habitats (both marine and terrestrial) 	<p>Screen subproject activities supported by the Parts 3 and 4 of the Project before determining whether they are eligible to receive grant support from the Project.</p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • Subprojects that have a high probability of causing serious adverse effects on human health and / or the environment • Subprojects that cause or lead to child abuse, child labor exploitation, forced labor or human trafficking. • Subprojects that result in involuntary restrictions on land use or access to legally designated parks and protected areas. • Subprojects that are likely to result in the destruction of cultural heritage artifacts and sacred sites and/or permanently displace established cultural practices; and • Subprojects that may have significant adverse social impacts and may give rise to significant social conflict within or between communities 		
<p>1.4 MANAGEMENT OF CONTRACTORS</p> <ol style="list-style-type: none"> 1. Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, Environmental and Social Management Plan into the ESHS specifications of the procurement documents and contracts with contractors for all Parts under this Project. As part of the bidding and contractor selection process, in consultation with and to the satisfaction of the Bank, ensure that the contractors have the necessary Environmental and Social expertise and qualifications and have adopted plans to implement Project activities in accordance with the ESSs and this ESCP. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts. 2. Cause the contractor(s) to prepare and then submit for Bank review for no objection the Construction ESMPs as listed in the ESMP prepared as part of the ESIA for activities under Part 1 of the Project. 	<ol style="list-style-type: none"> 1. Incorporate the aspects of the ESCP as part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. 2. Submit Contractors ESMP for no objection no later than 30 days prior to the commencement with construction or within the timeframe prior agreed with the Bank. 	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>3. Cause the contractor(s) to prepare and submit for Bank review for no objection the site or activity specific Environmental and Social Management Plans for activities under Parts 3 and 4 of the Project.</p> <p>4. Cause contractors to provide monitoring reports to PIU, on a monthly basis, on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts for all Parts of the Project.</p>	<p>3. Submit site or activity specific ESMP for no objection no later than 30 days prior to the commencement with activities supported under Parts 3 and 4 of the Project or within the timeframe prior agreed with the Bank.</p> <p>4. Submit the ESHS performance reports to the Bank as annexes to the reports to be submitted under Section A of this ESCP above.</p>	
1.5	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under Part 2, 3 and 4 of the Project, are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	PIU
1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>1. Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements and includes the CERC-ESMF for the implementation of Part 5 of the Project, in accordance with the ESSs.</p>	1. The adoption of the CERC Manual and CERC-ESMF in form and substance acceptable to the Bank is a withdrawal condition under Section I.H.1(a) of Schedule 2 of the Loan Agreement for the Project.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	2. Adopt any environmental and social (E&S) instruments which may be required for activities under Part 5 of the Project, in accordance with the CERC Manual including CERC-ESMF 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.	2. Adopt and implement any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.	
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare, adopt and implement the Labor Management Procedures (LMP) for all Parts of 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.	Draft LMP was disclosed on July 12, 2023., Finalize, adopt and implement a final LMP not later than 60 days after Project Effective Date, and thereafter implement the LMP throughout Project implementation.	PIU
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PIU
2.3	OCCUPATIONAL HEALTH AND SAFETY Cause the Contractor to prepare, adopt and implement a site-specific OHS Plan consistent with the requirements of the Project OHS Plan, and to the satisfaction of the Bank for activities under Part 1 of the Project and incorporate OHS measures as part of the ESMPs to be prepared for activities under Parts 3 and 4 of the Project.	Prepare, adopt and implement site specific OHS Plan, no later than 30 days prior to commencement of works and apply throughout Project implementation.	PIU
2.4	EMERGENCY PREPAREDNESS AND RESPONSE 1. PIU to maintain, review and update, as necessary, the Aerodrome Emergency Plan prepared for Rodrigues Airport prior to commencing with the operations of the new runway supported under Part 1 of the Project.	1. Maintain, review and update prior to commencing with operations of new runway and implement throughout operations.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ol style="list-style-type: none"> Cause the contractors to develop an emergency preparedness and response plan as part of the OHS Plan for Part 1 of the Project and as part of the ESMP for Part 3 and 4 of the Project. 	<ol style="list-style-type: none"> Within the timeframe stipulated in Section 1.4 (3) of this ESCP. 	
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <ol style="list-style-type: none"> Cause the Contractor to prepare, adopt and implement a Waste Management Plan (WMP), for the construction phase for activities supported under Part 1 of the Project, to manage hazardous and non-hazardous wastes, consistent with national legislative requirements and ESS3 and as described in the ESMP. Develop, adopt and implement a WMP for the operational phase of activities supported under Part 1 of the Project, to manage hazardous and non-hazardous waste, consistent with the national legislative requirements and ESS3. Incorporate waste management principles in line with ESS 3 as part of the site specific ESMPs to be prepared for activities supported under Parts 3 and 4 of the Project. 	<ol style="list-style-type: none"> Adopt the WMP prior to commencement of construction works and thereafter implement the WMP throughout the construction phase. Adopt the WMP prior to finalization of the construction phase and commencement of operations. Within the timeframe stipulated in Section 1.4(3) of this ESCP. 	PIU
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate pollution prevention and management measures to be implemented for the desalination plant, including brine management measures and discharge limits, consistent with the local legislative requirements or World Bank Environmental, Health and Safety (EHS) guidelines, whichever is more stringent, in the ESMP to be prepared under Section 1.2 (7) of this ESCP.</p>	Same timeframe as for the adoption and implementation of the ESMP in Section 1.2 (7) of this ESCP	PIU
3.3	<p>WATER MANAGEMENT</p> <p>Prepare, adopt and implement a water management and monitoring plan for activities under Part 1 of the Project consistent with the requirements of ESS3 and the World Bank Environmental, Health and Safety (EHS) guidelines (general and airports) and to the satisfaction of the Bank.</p>	Prepare, adopt and implement no later than 30 days prior to commencement of works associated with Part 1 of the Project and apply throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.4	<p>AIR QUALITY</p> <p>Prepare, adopt and implement an air quality and noise monitoring plan for activities under Part 1 of the Project consistent with the requirements of the World Bank Environmental, Health and Safety (EHS) guidelines (general and airports).</p>	Prepare, adopt and implement prior to finalization of the construction phase of activities under Part 1 of the Project and before commencing with operations of the new runway.	PIU
ESS 4: COMMUNITY HEALTH AND SAFETY.			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Cause the contractor to prepare a traffic and road safety management plan, for activities supported under Part 1 of the Project as required in the ESMP.</p>	Same timeframe as for the adoption and implementation of the Construction ESMPs refer to in Section 1.4(2) of this ESCP.	PIU
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and provide mitigation measures for specific risks and impacts to the community arising from Project activities as part of the ESMP prepared in Section 1.2 of this ESCP and require the contractor to prepare a site-specific Community Health and Safety Plan as part of the Construction ESMPs stipulated in Section 1.4(2)</p>	Same timeframe as for the adoption and implementation of the Construction ESMPs refer to in Section 1.4(2) of this ESCP.	PIU
4.3	<p>SEA AND SH RISKS</p> <p>Prepare, adopt and implement a SEA/SH Action Plan, included as part of the ESMP indicated under Section 1.2 of this ESCP, to assess and manage the risks of SEA and SH.</p>	Prepare, adopt the SEA/SH Action Plan and implement the Plan prior to commencement of any physical construction activities and thereafter implement Plan throughout Project implementation.	PIU
4.4	<p>SECURITY MANAGEMENT</p> <p>Assess and implement measures to manage the security risks of the Project, including, if necessary, the risks of engaging security personnel to safeguard Project workers, sites, assets, and activities, 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>	Assess and implement measures prior to engaging security personnel, if needed, and thereafter implement throughout Project implementation.	PIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT PLAN AUDIT</p> <p>Prepare a due diligence Audit of previous Resettlement Plan implemented on Project site by the PIU through Rodrigues Regional Assembly (RRA) prior to the Bank becoming associated with the Project, consistent with ESS 5.</p> <p>The audit was completed, including the following tasks:</p>	Resettlement Plan Audit prepared and disclosed on July 25, 2023.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>a) identify gaps in meeting the requirements of ESS5;</p> <p>b) identify complaints, grievances, or other outstanding issues;</p> <p>c) assess past consultations and conduct new consultations with PAPs and other key stakeholders to assess their current situation and identify any outstanding issues or concerns;</p> <p>d) determine measures to close identified gaps and address complaints, including identifying any revisions needed to update the existing RRA RAP;</p> <p>e) provide lessons learned and recommendations for how the Project shall address any future land acquisition or resettlement needs if they arise.</p>	<p>Existing RAP revised as needed and any measures required to close gaps and address complaints implemented no later than two months after Effective Date.</p>	
5.2	<p>RESETTLEMENT PLANS</p> <p>1. Conduct, as part of the ESIA and ESMP described in Section 1.2 a preliminary screening of any downstream ancillary facilities and activities anticipated to be required for Part 1 of the Project during construction, including, but not limited to, potential work camp locations, quarry sites, temporary desalination plan, etc., which may require a resettlement action plan (RAP) and/or livelihood restoration plan (LRP) consistent with requirements of ESS5. If a RAP or LRP is required, ToRs for preparation of these instruments shall be submitted to the Bank for non-objection.</p> <p>2. Prepare a Resettlement Framework (RF) to provide screening and guidance for Parts 3 and 4 activities that may require land acquisition or physical or economic displacement of households or businesses, notwithstanding the exclusions listed under Section 1.3 for Parts 3 and 4 activities that pose high or substantial environmental or social risk or those that would result in involuntary restrictions on land use or access to legally designated parks and protected areas.</p> <p>3. Adopt and implement a resettlement action plan (RAP) for each activity under Parts 3 and 4 of the Project for which the ESMF screening indicates the need for such RAP, consistent with ESS5. If a RAP or LRP is required, ToRs for preparation of these instruments shall be submitted to the Bank for non-objection.</p>	<p>1. Screening of Project sites to determine need for RAPs carried out under ESIA and ESMP as per Section 1.2 of this ESCP</p> <p>2. Prepared, consulted, disclosed and adopted the RF no later than two months after Project Effective Date.</p> <p>3. 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.</p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.3	<p>GRIEVANCE MECHANISM</p> <p>Grievances related to Resettlement or other ESS5 issues will be handled by the Project GM indicated in the SEP, under Section 10.2 of this ESCP, with slight adaptations from the Project GM, to be indicated in the RF.</p>	Resettlement-related Grievance procedures to be developed in same time frame as and included in the RF described under Section 5.2 and GM described under Section 10.2 of this ESCP, procedures to be implemented and maintained throughout life of Project.	PIU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Prepare, adopt and implement a Marine and Terrestrial Biodiversity Management Plan (BMP) in accordance with the guidelines of the ESIA prepared for Part 1 of the Project and the Strategy and action plan prepared by the Mauritius Wildlife Foundation for tree location, consistent with ESS6.</p>	Prepare and adopt the BMP no later than 90 days from the Project Effective Date, and thereafter implement the BMP throughout Project implementation.	PIU
6.2	<p>MARINE WORKS</p> <p>Cause the Contractor to prepare, adopt and implement a dredging and reclamation management plan as part of the Construction ESMP for Part 1 of the Project as referred to in Section 1.4(2) of the ESCP.</p>	Same timeframe as for the adoption and implementation of the Construction ESMPs refer to in Section 1.4(2) of this ESCP.	PIU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not Applicable to Project		
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS</p> <ol style="list-style-type: none"> Undertake an Archaeological and Paleontological study for Part 1 of the Project, consistent with the requirements of national law and ESS8, to the satisfaction of the Bank and submit to the National Heritage Fund Board for approval. Describe and implement the chance finds procedures as part of the ESMP to be prepared under Section 1.2 of this ESCP. 	<ol style="list-style-type: none"> Prior to commencing with construction works on Part 1 of the Project. Implement the procedures throughout Project implementation. 	PIU
ESS 9: FINANCIAL INTERMEDIARIES			
	Not Applicable to Project		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>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.</p>	<p>Initial SEP prepared, consulted, adopted and disclosed on August 1, 2023. Thereafter update SEP periodically as needed and maintain throughout Project implementation.</p>	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>	<p>Establish and implement the grievance mechanism no later than one month after Effective Date, maintain and operate the mechanism throughout Project implementation.</p>	PIU
CAPACITY SUPPORT			
CS1	<p>The PIU shall provide training to the contractors on the following aspects prior to commencement with construction as part of the Project induction:</p> <ul style="list-style-type: none"> Environmental and Social Requirements as set out in the ESMP Health and Safety Requirements including reporting of incidents, compliance with use of PPE Marine and Terrestrial sensitivities and no-go areas Labour Management Procedures Code of Conduct Worker Grievance Mechanism GBV and SEA/SH Measures 	<p>Prior to commencement with the construction activities and thereafter implemented throughout Project implementation</p>	PIU
CS2	<p>Cause the Contractor to provide specific training for its workers on</p> <ul style="list-style-type: none"> Occupational health and safety risks and environmental and social impacts associated with their specific scope of works, Traffic and Road Safety; Emergency prevention and preparedness measures; 	<p>Prior to commencement with the construction activities as part of the induction and thereafter implemented throughout Project implementation</p>	Contractor

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
Code of Conduct Compliance with OHS requirements including use of PPE GVB and SEA/HS Measures Any additional job-specific training identified as part of the contractors risk assessments (i.e. working at heights)		