



Republic of Sierra Leone
Ministry of Energy

Regional Distributed Access Through Renewable Energy Solutions (P507938)

Draft

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

**Appraisal Version
02 February 2026**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

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

Commented [H1]: Comment: Please be informed that I have reviewed this document and made minor adjustments to reflect the updated implementing arrangements. Specifically, the National Project Implementation Unit (PIU) will now be hosted by the Ministry of Energy (MoE) instead of the Electricity Distribution and Supply Authority (EDSA). All references to EDSA as the implementing partner have been updated accordingly to reflect this change. These modifications have been highlighted in the document in Red for easy identification. Please review the revised version to ensure that all references accurately reflect the new implementation structure and to confirm that the document aligns with the current project arrangements.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT¹			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Establish or continue with the current Technical staffs working at the Project Implementation Unit (PIU) at MOE and Health, Safety, Social and Environment unit (HSSE) at MOE with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project, including, the Senior Environmental Management Specialist, and Gender & Social Safeguards Specialist, (with expertise in SEA/SH risks and impacts). The Environmental, Social and GBV specialists shall continue to be provided with the requisite training and resources to carry out their tasks. In addition to the E&S specialists, the PIU shall have (i) a procurement specialist; (ii) a contract management specialist; (iii) a financial management specialist; (iv) engineer(s) specialized in renewable energy; (v) a monitoring and evaluation specialist; and (vi) a communications specialist (with expertise in stakeholder engagement). The PIU shall be supported by experienced consultants to assist in project implementation and in building the capacity of the regular MOE/PIU staff.</p> <p>b. Sign service agreement with the Regional Coordination Unit (RCU) in Liberia to manage and monitor Project E&S risks and impacts of the Project.</p> <p>c. Sign service agreements with third party/s regarding E&S monitoring</p>	<p>Establish the PIU and HSSE throughout Project implementation.</p> <p>Hire or appoint an environmental Specialist, a social development specialist, and a (SEA/SH) Specialist within 60 days of the Effective Date and thereafter maintain these positions throughout Project implementation within the PIU</p> <p>b. Service agreement to be signed no later than 30 days after the effective date and thereafter maintain the PIU throughout Project implementation.</p> <p>c. Sign service agreements with third-party/s monitoring 30 days prior to awarding the Environmental certificate.</p>	<p>MoE/PIU</p>

¹ For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the following capacity building measures: Organize and train PMU staff, stakeholders, communities, and Project workers on:</p> <ul style="list-style-type: none"> • Orientation training to staff of PIU and MOE on the World Bank ESF and its implementation modality (screening, scoping etc) • Traffic and road safety • Issues of land acquisition and involuntary resettlement • Stakeholder mapping and engagement • Specific aspects of environmental and social assessment • Emergency preparedness and response • Community health and safety. • ESF Requirements • Roles and responsibilities for environmental and social issues • Occupational health and safety (including COVID-19 recommendations) • Labour requirements • Emergency prevention and preparedness and response arrangements to emergencies • Managing GBV/SEA/SH risks • Maintaining GRM and keeping the GRM log • Waste Management • Mpox, and other infectious diseases: Infection prevention and preparedness, and response • Additional trainings will be identified during project implementation. 	<p>Prior to carrying out the relevant subproject activities and maintained throughout Project implementation.</p> <p>6-12 months after Effective Date of the Original Financing Agreement and throughout Project implementation.</p> <p>Before the commencement of key works and periodic re-training throughout Project implementation, as needed.</p> <p>Training of contractors prior to commencement of any work or services and refresher training throughout Project implementation of contract if and as needed.</p>	<p>MoE/PIU and External consultant</p>
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health, and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan (SEP). 	<p>Submit quarterly to the Association a report containing all items listed throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than seven (7) days after the end of each reporting period.</p>	<p>MoE/PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> Complaints submitted to the grievance mechanism(s) (GM) [GRM], the grievance log, and progress made in resolving them. E&S performance of contractors and subcontractors as reported through contractors' and supervision firms' reports. Number and status of resolution of incidents and accidents reported under action E below. 	<p>Submit quarterly to the Association an SEP report, commencing after the Effective Date, and no later than seven (7) days after the end of each reporting period.</p> <p>Submit quarterly to the Association a GRM report, commencing after the Effective Date, and no later than seven (7) days after the end of each reporting period.</p> <p>Submit monthly to the Association an E&S performance of contractors and subcontractors, commencing after the Effective Date, and no later than seven (7) days after the end of each reporting period.</p>	
<p>D CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to MOE/ (PIU) the Association.</p>	<p>Submit monthly progress reports to the Association, commencing after contract Effective Date, and no later than seven (7) days after the end of each reporting period.</p>	<p>MoE/PIU</p>
<p>E INCIDENTS AND ACCIDENTS</p> <p>Promptly Notify the Association of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request. Subsequent incident report submitted within a timeframe acceptable to the Association.</p>	<p>MoE PIU/Service provider</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Provide a review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <ol style="list-style-type: none"> 1. Prepare and implement the country-specific requirements of the Regional Environmental and Social Management Framework (ESMF), applied to Sierra Leone, consistent with the relevant ESSs. 2. Carry out environmental and social screening of sub-projects 3. Require investors to prepare and implement subproject site-specific Environmental and Social Impact Assessments (ESIAs) and/or Environmental and Social Management Plans (ESMPs) and implement the ESIAs/ESMPs consistent with the relevant ESSs and the E&S clauses of the contracts. 4. Ensure contractors adopt and implement contractor Environmental and Social Management plan (C-ESMP). 5. Secure relevant environmental and social permits for all new constructions under the project 	<ol style="list-style-type: none"> 1. Prepare and disclose the regional ESMF prior to Project Effective Date and thereafter implement the ESMP throughout Project implementation. 2. Carry out environmental and social screening of sub-projects before awarding the environmental certificate. 3. Approve, disclose, and monitor the implementation of the respective ESIA/s and ESMP/s throughout Project implementation. 4. Ensure contractors adopt the contractor ESMP prior to the carrying out of subproject that requires the adoption of such C-ESMP. Once adopted, ensure contractors to implement the respective C-ESMP throughout Project implementation. 5. Secure relevant environmental and social permits for all new constructions under the project 	<p>MoE/PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, specify relevant E&S assessments or plans], the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter, ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p> <p>Ensure in particular that:</p> <ul style="list-style-type: none"> • Contractor ESMP (C-ESMP) is costed, with sufficient budget to mitigate E&S risks • Contractor and subcontractor commitment and compliance with the ESSs and this ESCP is monitored • Contractors provide details on contractor’s oversight on environmental, social, health and safety (ESHS) performance • Contractor develops a grievance mechanism to handle concerns of their personnel, consistent with ESS2 	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts are provided to the Association upon request.</p>	MoE/PIU
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, ESMF, GRM, and GBV prevention and response in accordance with terms of reference acceptable to the Association in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter, prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	<p>Throughout Project implementation.</p>	MoE/PIU
1.4	<p>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</p> <p>1.Ensure that the CERC Manual as specified in the legal agreement, includes a description of the E&S assessment and management arrangements in accordance with the ESSs.</p> <p>2. Implement the E&S provisions of CERC 2.</p>	<p>1. In accordance with the timeframes specified in the CERC Manual.</p>	MoE/PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		2. In accordance with the timeframes specified in the CERC Manual [including, if applicable, the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein].	
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>1. Prepare, disclose, consult upon, 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/SH), forced labor, (e.g. migrant labor) child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p> <p>2. Sign contractual agreements requesting investors/contractors to ensure their compliance with all the applicable obligations in the LMP and the labor code in force in Sierra Leone.</p> <p>3. Maintain the existing employment arrangement of the government staff and ensure that relevant aspects of ESS2 apply including through, inter alia, a) implementing adequate occupational health and safety measures and b) setting up grievance mechanisms for the workers.; c) carefully select the primary suppliers and ensure no child labor and forced labor are engaged; d) implement the requirements in the OHS plan as per 2.2.</p>	<p>1. No later than 90 days after Project Effective Date, prior to the hiring of any project workers and the start of any relevant project activities and before the contract signing with relevant contractors and maintained throughout Project implementation.</p> <p>2. Before the contract signing with relevant contractors and maintained throughout Project implementation.</p> <p>3. Throughout Project implementation.</p>	MoE/PIU
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>1. Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project.</p> <p>2. Sign contractual agreements requesting investors/contractors and subcontractors to prepare and implement OHS Management Measures in accordance with OHS Management Plan</p> <p>3. Develop, adopt, and disclose Labor Management Procedures (LMP) for the Project as part of the ESMP, consistent with ESS 2 and national law.</p>	<p>1. Prepare the OHS Management Plan within 60 days of Project Effective Date. Thereafter, implement the OHS Management Plan throughout Project implementation.</p> <p>2. Prior to the hiring of any project workers and the start of any relevant project activities and maintained throughout Project</p>	MoE/PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		3. Labor Management Procedures will be part of ESMP that will be prepared and submitted to the Association for approval before appraisal. Apply these Procedures throughout Project implementation.	
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Develop and maintain a Project GRM which shall be available to Project workers, including PIU and HSSE staff, as described in the LMP and consistent with ESS2. This shall be approved by the PIU and the Association.</p>	Activate the grievance mechanism prior to hiring of any project workers and the start of any relevant project activities. Thereafter, maintain and operate it throughout Project implementation.	MoE/ PIU
<p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT [The relevance of ESS3 is established during the ESA process. ESS3 may require the preparation of specific measures to cover energy, water (e.g., water balance) and raw materials use, management of air pollution, hazardous and nonhazardous waste, chemicals and hazardous materials and pesticides (pest management plan). Depending on the project, these measures may be set out in an E&S document (e.g., ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or as a separate measure or action. See sample actions below.]</p>			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>1. Prepare and implement a Waste Management Plan/Framework (WMP/F), as part of the ESMP prepared for the Project, to manage hazardous and non-hazardous waste, consistent with ESS3</p> <p>2. Sign contractual agreements requesting contractors and their subcontractors to put in place a waste management plan, including the identification of authorized temporary deposit points in case of raw materials supply from quarries, as part of the C-ESMP in point 1.3 above</p> <p>3. Assess potential solid, hazardous, non-hazardous and electronic waste that will be generated from this Project at the construction, operation and decommissioning stages. Subsequently, prepare, adopt, and implement a comprehensive Waste Management Plan consistent with ESS3.</p> <p>4. Each sub-project ESMP shall assess and incorporate a sub-project Waste Management Plan based on the comprehensive Waste Management Plan.</p> <p>5. Where applicable, document use and/or ownership of land that may be required for waste management.</p>	<p>1, 3-5. Prior to the issuance of the bidding documents. Thereafter, implement the WMP throughout Project implementation. Before construction commencement and subject to review and approval by the Association.</p> <p>2. Before the signing of contract and the notice to proceed for the start of civil work. Thereafter, monitor throughout Project implementation.</p>	a. MOE/PIU Contractors, Landowner.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Request investors to incorporate resource efficiency and pollution prevention and management measures in the E&S instruments to be prepared under action 1.2 above and in the Environmental & Social management plans under 2.1 and 3.1</p>	Throughout Project implementation. Same timeframe as for the preparation, adoption and implementation of the E&S instruments under 1.2 and the plans under 2.1 and 2.2.	MOE/ PIU
<p>ESS 4: COMMUNITY HEALTH AND SAFETY [The relevance of ESS4 is established during the ESA process. As with other ESSs, ESS4 may require the preparation of specific measures to cover community health and safety risks, including, inter alia, on infrastructure and equipment design and safety, safety of services, traffic and road safety, community exposure to health issues, ecosystem services, management and safety of hazardous materials, emergency preparedness and response, security (including engagement of security personnel), and safety of dams. Depending on the project, these measures may be set out in an E&S document (e.g., ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or as a separate measure or action. See sample actions below.]</p>			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Request investors to prepare, adopt, publish, and implement a Road Traffic Safety Management Plan (TRSMP) for the project as part of required in the ESMP under actions in section 1.2 above.</p>	Same timeframe as for the preparation and implementation of the ESMP. To be implemented throughout Project Life Cycle	MoE /PIU And Contractors
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, traffic incidents, risks of labor influx, response to emergency situations, transmissible diseases and include mitigation measures in the ESMPs to be prepared in accordance with the ESS4 and include mitigation measures in the ESMPs. The Project shall require the contractors to develop CESMP and include adequate measures and actions to assess and manage risks and impacts specific to the community and beneficiary arising from Project activities. These will include, inter alia, measures to minimize the potential for community exposure to diseases, accidents and pollution, abuse by Project workers, risks of labor influx, accidents and other emergencies (e.g., a fire response or natural disaster), sexual exploitation and abuse, sexual harassment. These measures will include mechanisms to protect individuals or groups who, because of their circumstances, may be disadvantaged or vulnerable, and ensure access to the development benefits resulting from the Project.</p> <p>b. Ensure that contractor measures and work methods are validated by the local authorities and approved by the PIU and HSSE.</p>	Same timeframe as for the preparation and implementation of the ESMPs and Prior to start of works.	a. MoE/ PIU b. Contractor and Local authorities

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p>SEA AND SH RISKS</p> <p>1. Prepare, adopt and implement a SEA/SH Mitigation and Response Action Plan (SEA/SH Action Plan) as part of the ESMPs to assess and manage the risks of SEA and SH. (The SEAH/SH risk assessment for this Project is significant, in accordance with the Bank's 's SEA/SH risk screening tool.)</p> <p>2. Sign a contract with a gender and Sexual Exploitation and Abuse/Sexual Harassment Specialist (SEA/SH).</p> <p>3. Sign contractual agreements with investors to ensure compliance with all the applicable obligations in the SEA/SH Action Plan, including the application of a Code of Conduct for all workers.</p> <p>4. Sign contractual agreements with third party monitoring to ensure their compliance with all the applicable obligations in the SEA/SH Action Plan, including the application of a Code of Conduct for all workers.</p>	<p>1. Hire a (SEA/SH) Specialist as part of the project E&S Team within 60 days of the Effective Date and thereafter maintain these positions throughout Project implementation within the PIU.</p> <p>2. Revise the SEA/SH Prevention and Response Action Plan in the ESMP within 60 days of Project Effective Date. Thereafter, implement the SEA/SH Action Plan throughout Project implementation.</p> <p>3. In conjunction with the environmental award certificate.</p> <p>4. In conjunction with the contract signing.</p>	<p>MoE/PIU, GBV Service provider, Contractors, Local Authorities</p>
4.4	<p>SECURITY MANAGEMENT²</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 ESIA/ESMP</p>	<p>Same timeframe as for the preparation and implementation of the ESMPs.</p>	<p>MoE/ PIU, Local Authorities</p>
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [The relevance of ESS5 is established during the ESA process. If resettlement documents need to be prepared (e.g., resettlement process frameworks, resettlement action plans, process frameworks) this should be reflected in the ESCP. See <u>sample actions below</u>]</p>			

² Depending on security risks and details of the project, the Borrower may retain or engage public security personnel, including military, to provide security for the project. Such cases may require a specific security management assessment and/or security management plan and setting out specific measures and actions in the ESCP. See Annex to the "Tip Sheet: Drafting the Environmental and Social Commitment Plan" for further guidance.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	Prepare and implement an ESMF that excludes involuntary resettlement and sets out the requirements for willing buyer-willing seller and as well as the requirements for Voluntary Land donation.	Prepare, disclose the draft ESMF prior to Project Effective Date. The draft ESMF shall be updated, consulted and disclosed no later than three (3) months after Project Effective Date Thereafter implementing the ESMF throughout Project implementation.	MoE/PIU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [The relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the preparation of specific measures that may be set out in an E&S document (e.g., ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate measure or action. See sample actions below .]			
6.1	BIODIVERSITY RISKS AND IMPACTS Require investors to prepare, disclose, and implement Biodiversity Management Plans (BMPs) for subprojects prior to carrying out the relevant works, as set out in the ESMF and consistent with ESS6.	Six months prior to the commencement of civil works. Thereafter implementing the mitigation measures throughout Project implementation	MoE/ PIU, Contractors
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below that can be used if determined that ESS7 is relevant, as set out in paragraph 54 of the E&S Policy and paragraphs 8-10 of ESS7.]			
7.1	ESS7 is not relevant	Not applicable	
ESS 8: CULTURAL HERITAGE [The relevance of ESS8 is established during the ESA process. As with other ESSs, ESS8 may require the preparation of specific measures that may be set out in an E&S document (e.g., ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate measure or action. See sample actions below .]			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Prepare and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMF, in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8.	Prepare, disclose the CHMP and disclose prior to Project Effective Date. Thereafter, implement the CHMP throughout Project implementation.	MOE/PIU
8.2	CHANCE FINDS Describe and implement the chance finds procedures, [specify the document that describes these procedures, e.g., as part of the (ESMF) and (ESMP) of the Project.]	Same timeline as actions under section 1.1, ESMPs. Implement the procedures throughout Project implementation.	MoE/PIU And Contractors
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)	Not Applicable	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	ESS9 is not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Prepare, consult upon and redisclose and implement the 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, and plans to ensure access for people with disabilities. The SEP shall include stakeholder engagement requirements.</p>	The SEP shall be updated within two (2) months of Project Effective Date. Thereafter implement the SEP throughout Project implementation.	MoE/ PIU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism to receive and facilitate resolutions 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. Also, Grievances to be channeled through the GM Digital Platform hosted at MOE /PIU headquarters.</p>	Establish the project-level grievance mechanism inclusive of a process to address grievances related to SEA/SH as described in the SEP and operationalize it within two (2) months of Project Effective Date. Thereafter, maintain and operate the mechanism throughout Project implementation.	MoE/ PIU
<p>INDICATORS FOR IMPLEMENTATION READINESS [This subsection lists the ESCP actions (by their numbering in the first column of the ESCP) that are identified as relevant to monitor project readiness from an E&S standpoint. These may include actions related to: i) establishment of E&S risk management units in the Project Implementation Entities, ii) recruitment and training of E&S staff within Project Implementation Entities, iii) Memorandums of Understanding or other written agreements/arrangements between Project Implementation Entities and other concerned agencies to ensure proper coordination of E&S risk management activities; iv) E&S effectiveness or disbursement conditions, if deemed warranted, v) ES assessments and plans to be prepared by the Borrower at the onset of implementation; vi) other project-specific requirements related to E&S readiness for implementation].</p> <p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> (i) The existing RESPITE PIU is staffed with environmental and social safeguards specialists to support the project and AF. (ii) Environmental and social frameworks are prepared and disclosed (iii) E&S specialists know their obligations under the legal agreement and the ESCP: preparing RF, ESMF, LMP, SEA/SH, social assessment. (iv) E&S effectiveness or disbursement conditions, if deemed warranted. (v) E&S assessments and plans to be prepared by the Borrower at the onset of implementation. (vi) The Project annual work plans and budget have dedicated line items for environmental and social risk management work (vii) other project-specific requirements related to E&S readiness for implementation. 			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY