



**REPUBLIC OF MOZAMBIQUE**  
**MINISTRY OF PUBLIC WORKS, HOUSING AND WATER RESOURCES**  
**NATIONAL DIRECTORATE OF WATER RESOURCES MANAGEMENT**

**Regional Climate Resilience Program for Eastern  
and Southern Africa (P180171)**  
**-MOZAMBIQUE-**

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

**March, 2023**

## List of abbreviations

BMP	Biodiversity Management Plan
C-ESMP	Construction Environmental Social Management Plans
CHSMP	Community Health and Safety Plan
DNGRH	National Directorate for Water Resources Management
E&S	Environmental and social
ERMP	Emergency Response Management Plan
ESCP	Environmental and Social Commitment Plan
ESHS	Environmental, social, health and safety
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESSs	Environmental and Social Standards
ETL	Escritório Técnico Local (Local Technical Office)
GIIP	Good International Industry Practice
GM	Grievance mechanism
GRM	Grievance redress mechanism
LMP	Labour Management Procedure
MEF	Ministry of Economy and Finance
MOPHRH	Ministry of Public Works, Housing and Water Resources
OHS	Occupational Health and Safety
OHSMP	Occupational Health and Safety Management Plan
PCU	Project Coordination Unit
RAP	Resettlement Action Plan
RESIA	Regional Environmental and Social Impact Assessment
RPF	Resettlement Policy Framework
RPF	Resettlement Policy Framework
SEA	Sexual Exploitation and Abuse
SEP	Stakeholders Engagement Plan
SH	Sexual Harassment
SMP	Security Risk Management Plan
SRA	Security Risk Assessment
ToR	Terms of Reference
TSP	Traffic Safety Plan
WMP	Waste Management Plan
WMPs	Waste management plans

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Mozambique (the Recipient) will implement the **Regional Climate Resilience Program for Eastern and Southern Africa (P180171)** in Mozambique (the Project), with the involvement of the Ministry of Economy and Finance (MEF) Ministry of Public Works, Housing and Water Resources (MOPHRH) and the National Directorate for Water Resources Management (DNGRH) through its Project Coordination Unit (PCU), 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.
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.
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 as described at next paragraph.

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 MEF and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, through the Minister of the Ministry of Economy and Finance. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p><b>REGULAR REPORTING</b></p> <p>The Recipient shall 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.</p>	<p>Submit quarterly reports to the Association throughout Project implementation.</p> <p>Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	<p><i>Project Coordination Unit (PCU)</i></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, water course pollution, soils contamination, protected areas disturbances. 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>Notify the Association no later than 48 hours (24 hours' notice for SEA/SH incidents) after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the World Bank</p>	<p><i>PCU</i></p>
C	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>All contractors and supervising firms shall be required to provide monthly monitoring reports on environmental, social, health and safety (ESHS) performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association. This report shall ensure that contractors provide details on their oversight on ESHS performance as enshrined in the Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP), Construction Environmental Social Management Plans (C-ESMP), Resettlement Policy Framework (RPF), Resettlement Action Plan (RAP), Stakeholders Engagement Plan (SEP), SEA/SH Action Plan, Labour Management Procedure (LMP), and other applicable E&amp;S instruments.</p>	<p>Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.</p>	<p><i>PCU</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p><b>EXCLUSION LIST</b></p> <p>Aiming to achieve the projects objectives, the following criteria will be applied to exclude sub-projects that may trigger fatal issues or unmanageable risks considering the resources planned for the Project, hereafter considered as "exclusion list":</p> <ul style="list-style-type: none"> <li>Infrastructure construction and other activities that may significantly impact areas of high biodiversity value, including: <ul style="list-style-type: none"> <li>Habitats of significant importance for critically endangered and/or threatened species under national or international law;</li> <li>Habitats of significant importance for protected species in the country;</li> <li>Habitats providing conditions for the existence of significant concentrations of migratory and/or congregating species;</li> <li>Highly threatened and/or unique ecosystems;</li> <li>Conservation and protection areas and their buffer zones, with the exception of activities proposed by the management entity of the Conservation Area itself, when aimed at improving its management;</li> <li>Single Scenario Zones;</li> <li>Native forests;</li> <li>Areas containing endangered animal and/or plant species, habitats and ecosystems.</li> </ul> </li> <li>Areas with classified cultural heritage;</li> <li>Sub-projects with high environmental and social risk;</li> <li>Subprojects whose activities involve high magnitude physical resettlement;</li> <li>Activities in areas with high geotechnical risk;</li> <li>Activities in populated areas where the activity may involve high levels of pollution or other disturbance significantly affecting local communities;</li> <li>Activities with potential irreversible impacts before the application of mitigation measures, in areas where human activity has not substantially modified the native ecological functions and species composition of the área.</li> </ul>	Do not implement activities that trigger the exclusion list, unless activated adaptive management of Project changes through Association agreement to update the ESCP to reflect these changes	PCU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>a. Create and maintain a Project Coordination Unit (PCU) to be established under National Directorate for Water Resources Management (DNGRH), with qualified staff and appropriate resources to support management of ESHS risks and impacts of the Project</p>	a. Establish and maintain a PCU throughout the implementation of the project.	PCU

MATERIAL MEASURES AND ACTIONS			TIMEFRAME	RESPONSIBLE ENTITY
	b. Hire at least the following personels:		b. PCU team to be recruited no later than 60 days after Project effective date, and thereafter maintain these positions throughout Project implementation.	
	<b>Quant</b>	<b>Environmental and Social Team</b>		
	1	Environmental, health and safety specialist (PCU)		
	1	Social & GBV Specialist (PCU)		
	<b>Quant</b>	<b>Other experts</b>		
	1	International procurement and contract management specialist		
c. The project will receive additional support on E&S aspects by experts in the two existing PIUs hosted by DNAAS; the Mozambique INGD and the MGCAS through INAS and INSS will appoint focal points to support activities under component 1 and 3, respectively.				

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Prepare, disclose, consult upon, adopt, and implement:</p> <ul style="list-style-type: none"> <li>- Resettlement Policy Framework (RPF)</li> <li>- An Environmental and Social Management Framework (ESMF). The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</li> <li>- Gender-Based Violence (GBV) Prevention and Response Framework, provides guidelines for developing a GBV Action Plan, including awareness-raising measures, definition of a code of conduct</li> <li>- Labor Management Procedures (LMP);</li> <li>- Stakeholder engagement plan (SEP)</li> <li>- Terms of Reference (ToR) for Environmental and Social Impact Assessment (ESIA)</li> </ul> <p>2. Prepare, consult upon, disclose Environmental and Social Impact Assessment (ESIA), prepared for river basins, and corresponding Environmental and Social Management Plan (ESMP) for potential adverse risks and impacts for the respective Project activities.</p>	<p>1. The Recipient has drafted and consulted upon the draft ESMF and RPF, which shall be finalized, cleared, adopted, and disclosed prior to appraisal and thereafter implement the ESMF and RPF throughout Project implementation.</p> <p>2. The Recipient has prepared and consulted upon the draft ToR for ESIA, which shall be finalized, cleared, adopted, and disclosed prior to appraisal and thereafter implement the ToRs. Adopt the R-ESIA and ESMP before launching the bidding process for the respective Project activity, and thereafter implement the ESIA and ESMP throughout Project implementation.</p> <p>3. Adopt before launching the bidding process for the respective Project activities and prior to the carrying out of the Project activity that requires the adoption of such Instruments. Once adopted, implement the respective E&amp;S instrument throughout Project implementation.</p>	<p>PCU</p> <p>PCU</p> <p>PCU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>3. Where applicable, prepare, disclose, adopt, and implement any other environmental and social management plan or instrument required for the respective Project activities under the ESMF and the ESSs: ESMP; C-ESMPs; a Waste Management Plan (WMP); a Community Health and Safety Plan (CHSMP); Occupational Health and Safety Management Plan (OHSMP); Traffic Safety Plan (TSP); Security Personnel Management Plan (SPMP), Biodiversity Management Plan (BMP), a Cultural and Heritage Management Plan (CHEMP), Security Risk assessment and Security Management Plan (SRA/SMP) and Water Balance Study. The individual documents listed above are envisaged as standalone volumes of the ESMP, to be prepared by a hired consultant and will later be updated (add complementary data for implementation) and included in the C-ESMP by the Contractor.</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 (ESMF, RPF, SEP, LMP, RAP, ESIA, ESMPs, OHSMP, SEA/SH Action plan 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 with and cause subcontractors to comply with the ESHS specifications of their respective contracts. Contractor's Management Procedures and requirements will include without limitation:</p> <ul style="list-style-type: none"> <li>○ Codes of conduct on GBV and OHS matters are required to be adopted by contractors and subcontractors and their workers, which should sign them.</li> <li>○ Incorporate and implement specific actions in line with the Project SEA/SH Action Plan as part of ESMPs</li> <li>○ Preparation of a detailed Contractor ESMP (C-ESMP) consistent with the ESMP and all project E&amp;S instruments, that is costed, with sufficient budget and staff to mitigate E&amp;S risks;</li> <li>○ Environmental and social clauses to be included in terms of reference (ToRs) and Bidding Documents for works contracts and supervision contracts</li> <li>○ Training on addressing and sanctioning SEA/SH behaviors, coordination, reporting and monitoring, and regular training to all staff on GBV risks, including SEA/SH, content of code of conduct, GRM and the specific procedures to denounce SEA/SH incidents, on a quarterly basis;</li> <li>○ Contractor and subcontractor training plan;</li> </ul>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation</p>	<p>PCU</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>Reporting and monitoring arrangements and requirements to verify contractor commitment and compliance;</li> <li>Providing grievance redress mechanisms for contractor and subcontractor, communities and other stakeholders;</li> <li>Contractor to develop a grievance mechanism to handle concerns of their employees especially workers;</li> <li>Prepare and implement a specific Labor Management Plan for the contractor consistent with the Project's Labor Management Procedure and the local legislation.</li> <li>Community Health and Safety Management Plan - CHSMP</li> </ul>		
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>a. Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, Environmental and Social Impact Assessment, Environmental and Social Management Plans, Resettlement Action Plans are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> <p>b. Submit terms of reference for any technical assistance under the Project to the Association for approval</p>	<p>a. Throughout Project implementation</p> <p>b. The terms of reference shall be submitted to the Association for approval prior to launching the bidding process for the relevant technical assistance.</p>	PCU

ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b>	LMP should be prepared, disclosed, adopted and implemented before the start of project activities.	PCU

	<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>-</p>		
2.2	<p><b>GRIEVANCE MECHANISM (GM) FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism (GM) for Project workers, as described in the LMP and consistent with ESS2.</p> <p>The grievance mechanism (GM) shall include specific procedures to report SEA/SH incidents, a response protocol to ensure survivors are referred to quality GBV services in a timely, ethical, and confidential manner, following a survivor-centered approach.</p>	<p>Establish GRM prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation</p>	<p>PCU</p>
2.3	<p><b>OCCUPATION HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>The PCU shall and shall cause Contractors to prepare, adopt, and implement occupational health and safety (OHS) measures specified in the OHS Management Plans (OHSMP), C-ESMPs including measures to protect Project workers from COVID-19 and incidents of SEA/SH, and an Emergency Response Management Plan (ERMP).</p> <p>The Recipient shall ensure that all contractors carry out a Job safety analysis for High-risk tasks, set up a safe work permit mechanism and make available to their workers and visitors, personal protective equipment including those for COVID-19 control prior to accessing construction sites.</p>	<p>Prior to carrying out the relevant Project activities, including civil engineering works.</p>	<p>PCU</p>

<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b>  a) Develop, adopt, and implement waste management plans (WMPs) to manage hazardous and non-hazardous wastes, consistent with ESS3, as part of the relevant R-ESIAs/ESMPs, as indicated in the ESMF. The Recipient shall ensure that Project suppliers, contractors, and sub-contractors develop and implement a site-specific Waste Materials Management Plan as part of their ESMP, and systematically remove all waste from the sites after completion of the work.  b) Develop, adopt, and implement Pest Management Plan, consistent with ESS3, as part of the relevant ESIAs/ESMPs, as indicated in the ESMF.	a) Same timeframe as under Section 1.2 (2) above.  b) Same timeframe as under Section 1.2 (2) above.	PCU  PCU
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.	Same timeframe as under Section 1.2 (2) above.	PCU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Develop, adopt, and implement Traffic Safety Plan (TSP), consistent with ESS4, as part of the relevant ESIAs/ESMPs, as indicated in the ESMF.	Same timeframe as under Section 1.2 (2) above.	PCU
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, COVID-19, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF. Contractors will develop a detailed site-specific road safety management plan as part of the Community Health and Safety Management Plan - CHSMP to address the impacts on local communities of moving construction equipment and traffic.	Same timeframe as under Section 1.2 (2) above.	PCU

4.3	<b>SEA AND SH RISKS</b> Adopt and implement a SEA/SH Action Plan as part of the ESMF, to assess and manage the risks of SEA and SH.	Adopt the SEA/SH Action prior engaging Project workers, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PCU
4.4	<b>SECURITY MANAGEMENT</b> a) 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 and respective Security Management Plan (if applicable), guided by the principles of proportionality and Good International Industry Practice (GIIP), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.  b) If sites for SOP-1 project activities are selected in areas with known security risks, including Cabo Delgado and other Northern Mozambique Provinces, a Security Risk assessment and Security Management Plan (SRA/SMP) will be prepared	Prior to engaging security personnel and thereafter implemented throughout Project implementation.  Any SRA/SMP required for project sites with known security risks will be prepared and implemented prior to activities commencing at that site.	PCU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<b>RESETTLEMENT POLICY FRAMEWORK</b> Prepare, consult upon, disclose, adopt, and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.	Adopt RPF prior to Project Appraisal, and thereafter implement the RPF throughout Project implementation.	PCU
5.2	<b>RESETTLEMENT PLANS</b>  Adopt and implement a Resettlement Action Plan (RAP), Livelihood Restoration Plans (LRP) or Process Framework (PF) for each activity under the Project for which the RPF requires such RAP, LRP, and/or PF and consistent with ESS5.	Adopt and implement the respective RAP, LRP and/or PF including ensuring that before getting land use right and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	PCU
5.3	<b>GRIEVANCE MECHANISM</b> Adopt and implement a grievance mechanism (GM) to address resettlement related complaints as set out in the RPF, RAPs and SEP and consistent with ESS5.	Adopt GM in the RPF prior to Project Appraisal, and thereafter implement the GM throughout Project implementation.	PCU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			

6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> Adopt and implement a Biodiversity Management Plan (BMP) as part of the ESMP and later included in the C-ESMP, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6.	Same timeframe as under Section 1.2.(2) above	PCU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> Not currently relevant			
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CULTURAL HERITAGE RISKS AND IMPACTS</b> Adopt and implement a Cultural Heritage Management Plan (CHMP) if required as part of ESMP (and later included in the C-ESMP) for specific subproject site(s), once identified, in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8.	Same timeframe as under Section 1.2 (2) above.	PCU
8.2	<b>CHANCE FINDS</b> a. Describe and implement the chance finds procedures, as part of the ESMF of the Project.  b. Develop site-specific procedures in the ESMPs for the case in which valuable artefacts or culturally valuable materials are found during project implementations.	a. Same timeframe as under Section 1.2 (1) above.  b. Same timeframe as under Section 1.2 (2) above.	PCU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b> Not currently relevant			

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Prepare, disclose, consult upon, 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.	Adopt and disclose the SEP prior to Project Appraisal, and thereafter implement the SEP throughout Project implementation.	PCU
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> 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.  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.	Establish the grievance mechanism prior to Project appraisal, and thereafter maintain and operate the mechanism throughout Project implementation.	PCU

CAPACITY SUPPORT			
CS1	<p><b>PROJECT WORKERS TRAINING</b></p> <p>Training shall be provided to PCU staff and regional focal points, and project workers to improve awareness of E&amp;S and OHS risks and to mitigate impacts on local communities such as:</p> <ul style="list-style-type: none"> <li>• Environmental and Social Management Framework</li> <li>• Resettlement Policy Framework (RPF)</li> <li>• Stakeholder Engagement Plan (SEP)</li> <li>• Environmental and Social Screening of Subprojects</li> <li>• GBV /SEA/SH Risk Mitigation.</li> <li>• Grievance Management, including proper handling of GBV/SEA/SH cases.</li> <li>• Environmental and Social Reporting and Monitoring requirements.</li> <li>• Labour management procedures – LMP and OHS measures</li> <li>• Emergency and Response Plan</li> <li>• Pest management Plan</li> <li>• Workplace risk management.</li> <li>• Cultural heritage Chance finding procedure,</li> <li>• Community Health and Safety Plan, where applicable and</li> <li>• Road traffic Guidelines</li> <li>• E&amp;S code of conduct and other relevant instruments</li> <li>• Specific HSE trainings based on the specific subproject requirements identified in specific ESMPs</li> <li>• Security Risk Assessment and Management Plan (SRA/SMP)</li> </ul> <p>For contractors and subcontractors, add</p> <ul style="list-style-type: none"> <li>• All items above</li> <li>• Road safety and traffic management</li> <li>• Safe management of borrow pits</li> <li>• Open water structures.</li> <li>• Communicable diseases/HIV-AIDS/STI/COVID-19</li> <li>• Codes of Conduct</li> </ul>	<p>Not later than 120 days of the Effective Date and periodically with the addition of new Project team members join the Project throughout implementation</p>	PCU
CS2	<p><b>TRAINING FOR THE COMMUNITY:</b></p> <p>The PCU or third parties contracted by the PCU (Contractors) shall conduct trainings for the community designed to raise awareness of environmental and social risks and impacts and mitigation measures including trainings on:</p> <ul style="list-style-type: none"> <li>• Stakeholders Engagement Plan</li> <li>• GBV/SEA/SH awareness and prevention</li> </ul>	<p>Not later than 120 days of the Effective Date and periodically with the addition of new communities become part of the Project throughout implementation</p>	PCU

	<ul style="list-style-type: none"> <li>• Communicable diseases/HIV-AIDS/STI/COVID-19/</li> <li>• Community grievance redress mechanism (GRM) as described in the SEP/ RAPs</li> <li>• Security personnel</li> <li>• Road Safety Awareness</li> <li>• Labor management procedure including local hiring,</li> <li>• Safety around construction and new infrastructure and emergency procedures.</li> <li>• Emergency preparedness and response</li> </ul>		
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