

Republic of Turkey

**Turkey Climate Smart and Competitive
Agricultural Growth Project**

[Draft]

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

January 21, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Turkey (Turkey) shall implement the Climate Smart and Competitive Agricultural Growth Project (hereafter the Project), through its Ministry of Agriculture and Forestry (MoAF) and, acting under the authority and auspices of the MoAF: the Project Coordination Unit (“PCU”) within the General Directorate of EU and Foreign Relations, and the Project Implementation Units (“PIUs”) within the General Directorate of Agricultural Reform, the General Directorate of Information Technologies, the General Directorate of Food and Control, and the General Directorate of Agricultural Research and Policies. The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.
2. Turkey, through MoAF, shall implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. Turkey, through MoAF, shall also comply with the provisions of any other Environmental and Social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP, such as Environmental and Social Management Framework (ESMF), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plans (ESMPs), Resettlement Plans (RPs), Labor Management Procedures (LMPs), and Stakeholder Engagement Plans (SEPs), and the timelines specified in those E&S documents.
4. Turkey, through MoAF, is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by Turkey, through MoAF, as required by the ESCP and the conditions of the legal agreement, and the Bank shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and Turkey, through MoAF, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, Turkey, through MoAF, or delegate(s) shall agree to the changes with the Bank and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Bank and Turkey through MoAF. Turkey through MoAF, shall promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, Turkey, through MoAF, shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts on environment, livelihoods, community and occupational health and safety, labor influx, child labor, labor conditions and gender-based violence.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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 E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p> <p>Include frequency and content of monitoring reports in the Project Operations Manual and implement accordingly.</p>	<p>Semiannual throughout Project implementation, no later than 30 days after the end of each 6-month period. The first report shall be furnished 30-days after the end of the first 6-months from the Effective Date of the Loan Agreement.</p> <p>The Project Operations Manual shall be finalized no later than the Effective Date of the Loan Agreement.</p>	MoAF through its Project Coordination Unit (PCU)
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related to the Project which has, a significant adverse effect on the environment, the affected communities, the public or workers such as Occupational Health and Safety (OHS) accidents or that result in threatening community health and safety, including health and safety serious injuries and road accidents.</p> <p>Subsequently, as per the Bank’s request and in line with the Bank’s Environmental and Social Incidence Response Toolkit (ESIRT), prepare a report providing sufficient detail regarding the incident or accident, finding of the Root Cause Analysis (RCA), indicating immediate measures taken or that are planned to be taken to address it, compensation paid, and any information provided by any contractor and supervising entity/consultant, as appropriate. Propose any measures to prevent its recurrence.</p> <p>Include in bidding documents of contractors that prompt notification of accident and incidents remain inclusive under site-specific Environmental and Social Management Plan (ESMP). Ensure and monitor that an incident register at all construction sites is kept by the contractors throughout the Project life.</p>	<p>Notification to the Bank shall be made within 48 hours after the occurrence of the incident or accident</p> <p>The incident reports shall be submitted to the Bank no later than 30 business days following the incident or accident; said reports shall include root cause analysis, precautions and compensation measures taken.</p> <p>Before the procurement process starts and throughout the Project implementation.</p>	MoAF through the PCU in coordination with the Project Implementation Units, as relevant.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p>CONTRACTORS MONTHLY REPORTS</p> <p>Obligate contractors to provide to respective Project Implementation Units (PIUs) monthly progress reports, including environmental and social monitoring reports, on all sub-project sites, and monitor quality of reporting throughout the duration of work. Include reporting requirements in bidding documents of contractors.</p> <p>Upon request, submit such monthly reports to the Bank through the Project Coordination Unit (PCU).</p>	<p>Reporting shall start 30 days after the construction contractors begin the respective activities and thereafter monthly throughout contract implementation.</p>	<p>MoAF through the PCU in coordination with the PIUs (and regional units such as Provincial Directorates, Research Institutes, Veterinary Control Institutes), as relevant.</p>
<p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.1 ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and resources to support management and monitoring of E&S risks, acceptable to the Bank, as follows:</p> <ul style="list-style-type: none"> • MoAF shall establish and maintain a Project Coordination Unit (PCU) hosted at ABDGM (General Directorate of EU and Foreign Relations) to manage and coordinate the entire Project with qualified and experienced personnel and resources to support the management of ESHS risks of the Project, including one lead environmental specialist and one lead social specialist. Two environmental specialists and two social specialists will be hired by the PCU in coordination with PIUs but will sit directly at TRGM and GKFM. • Establish and maintain Project Implementation Units (PIUs), within the following Directorates: TRGM (General Directorate of Agricultural Reform) (Subcomponents 1.1., 3.1, 3.2 and 3.3), (Subcomponent GKGM (General Directorate of Food and Control) (Component 2), TAGEM General Directorate of Agricultural Research and Policies) (Subcomponents 3.4), and BIGM (General Directorate of Information Technologies) (Subcomponent 1.2). • The PIUs undertaken works will assign OHS experts for the supervision of the subcomponents with civil works construction works. <p>The PCU, together with the PIUs at the General Directorates implementing project subcomponents, host the overall responsibility of E&S requirements. For the implementation of the overall E&S project responsibilities, the PCU, working closely with the PIUs, will hire a team of three experienced environmental specialists and three experienced social specialists, as well as a Communications Specialist who will also be responsible for SEP coordination.</p>	<p>By no later than sixty (60) days after the Effective Date of the Loan Agreement, the Borrower, through MoAF, shall have established and operationalized, and shall continue to maintain throughout Project implementation a Project Coordinating Unit with operational structure to support E&S requirements.</p> <p>The PIUs shall be established no later than 60 days after the Effective Date of the Loan Agreement, by hiring required personnel, as indicated in the POM.</p>	<p>MoAF - to establish and maintain PCU.</p> <p>TRGM, GKGM, BIGM and TAGEM – to establish their own PIUs, ABDGM – to establish PCU.</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>The Lead Specialists will be responsible for the overall compliance of the Project with the ESF requirements, and the E&S documents prepared for the Project providing PIUs ESF training and overall providing support to subcomponents executed by TAGEM (SC3.4) and BTGM (SC1.2), which represent low risk activities. Furthermore, the Lead Social Specialist will have specific responsibilities in the implementation of the Grievance Mechanisms.</p> <p>Two specialists (one social and one environmental) will be hired under the TRGM-PIU (leading SC1.1, SC3.1, SC3.2 and SC3.3) and other two under GKGM-PIU (leading C2 activities). The PIUs' specialists will be responsible for E&S screening of the project activities, guiding the preparation of site specific ESF documents, their review and approval, conducting ESMPs supervision and monitoring in close coordination with provincial staff.</p> <p>The PCU shall ensure that above-mentioned staff remain on assigned duty to the Project until the end of Project implementation.</p> <p>For the SEP implementation, the social specialists to be hired under the PCU and the PIUs will be supported through the external Communication Specialist to be hired throughout the project implementation.</p> <p>In addition to the E&S in the PCU and PIUs the MoAF shall hire on temporary basis external consultants with specific expertise in Biosafety of veterinary laboratories (including Biosafety Certification), Pest Management, Geothermal Energy Supply, Biogas Production during the relevant subcomponents' implementation and will include other expert profiles that might be identified during project implementation.</p>	<p>By no later than sixty (60) days after the Effective Date of the Loan Agreement, the Borrower, through MoAF, shall hire the E&S specialists and continue to maintain the said positions in the PCU and the said PIUs throughout Project implementation</p> <p>By no later than sixty (60) days after the Effective Date of the Loan Agreement.</p> <p>In sixty (60) days after the Effective Date</p> <p>Once the process for designing the relevant Project activities begin.</p>	<p>PCU PCU, PIUsTRGM, GKGM</p> <p>PCU</p> <p>TRGM, GKGM, BIGM, TAGEM and PCU.</p>

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<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Update, disclose, consult upon, redisclose, adopt and implement the Environmental and Social Management Framework (ESMF) - which provides environmental and social policies and procedures, establishes requirements for screening and/or to guide the development of specific projects and sub-projects that may require specific environmental and social assessments or management plans - in a manner acceptable to the Bank.</p> <p>Prepare AGSOIZ Development Plan and conduct its ESIA and ESMP in accordance with the rules and procedures specified in the ESMF document</p> <p>Screen any proposed sub-project in accordance with the ESMF prepared for the Project and thereafter prepare, disclose, adopt, and implement sub-project specific Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), ESMP Checklists, Stakeholder Engagement Plans (SEPs), Resettlement Plans (RPs) and other instruments as necessary, including Waste Management Plans (WMP), Hazardous Waste Management Plan, Biosafety Management Plan (BSMP) (for BSL3 veterinary laboratories) Community Health and Safety Plan (CHSP), Traffic Management Plans (TMP), Occupational Health and Safety Management Plans (OHSMP), Chance Find Procedure, project level Pest Management Plan (PMP) and any other instruments required in a manner acceptable to the Bank, as relevant.</p> <p>Include provisions for safeguards tasks and instruments in tender documents and contract requirements so that detailed design tasks reflect phasing for activities such as the ESMPs, ESIAs, SEPs and RPs.</p> <p>Ensure that the requirements of the ESF are integrated into the Terms of Reference to be prepared for each feasibility study</p>	<p>The ESMF shall be prepared, disclosed, and finalized before approval of the Project by the Bank’s Board.</p> <p>The AGSOIZ Development Plan shall be prepared and ESIA and ESMP completed, disclosed, and approved before tendering of civil works.</p> <p>Sub-project site specific ESIA and/or ESMP documents shall be prepared before the commencement of tendering works for the relevant activities, and thereafter shall be implemented throughout the respective sub-project implementation.</p> <p>Before tendering</p> <p>Before feasibility studies start</p>	<p>MoAF through the PCU.</p> <p>PCU; TRGM-PIU AGSOIZ</p> <p>The PCU’s and the relevant PIUs’ environmental and social specialists shall be responsible for preparing the site-specific E&S assessments instruments (e.g., ESMPs, RPs, MWMPs, TMPs, OHSMPs, etc.) on behalf of the PIUs.</p> <p>PCU</p> <p>PCU</p>

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<p>1.3 MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Implement the ESMF for the Project in a manner acceptable to the Bank.</p> <p>Screen any proposed sub-project activities as well as all associated facilities in accordance with the ESMF prepared for the Project, and, thereafter, draft, adopt, and implement the sub-project ESIA and ESMPs or ESMP Checklists, as required, in a manner acceptable to the Bank.</p> <p>Implement a Resettlement Framework (RF), project-level Stakeholder Engagement Plan (SEP), and Labor Management Procedures (LMP), as required, in a manner acceptable to the Bank.</p> <p>Prepare, disclose, and implement Resettlement Plan (RP) for the sub-projects, as required, in a manner acceptable to the Bank.</p> <p>Ensure the BSL2 and BSL3 veterinary laboratory units built by the project are accredited and certified, as specified in the ESMF document.</p>	<p>The ESMF shall be implemented throughout the Project.</p> <p>ESIA and ESMPs shall be finalized prior to tendering of works for each subproject and attached as part of bidding documents.</p> <p>The Project’s SEP, RF and LMP shall be prepared and disclosed by Project appraisal and all shall be implemented throughout the Project.</p> <p>Sub-project level RPs shall be finalized before tendering of sub-projects and implemented during Project implementation.</p> <p>The laboratory units BSL2 and3 built within the project shall comply with accreditation/certification requirements before entering operation, and once in operation they shall be certified on an annual basis. The timeline for this certification shall be within a 6-to-12-month period.</p>	<p>MoAF, through the PCU, is responsible for the preparation of Project-level instruments (ESMF, SEP, RF, LMP) and PIUs are responsible for supervising and monitoring the preparation, disclosure, and implementation of subproject specific instruments.</p> <p>The PIUs are responsible for the development, disclosure, and implementation of sub-project specific environmental and social plans and instruments.</p> <p>GFKM-PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the requirements of the approved ESMPs, LMPs, and other relevant E&S documents and/or plans into the environmental, social, health and safety specifications of works. Thereafter, ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p> <p>Obligate contractors and supervision consultants that environmental, social, health and safety, and SE/GM focal points are assigned for managing E&S risks of subprojects by including this obligation into the bidding documents. Ensure contractors maintain these staff throughout the life of their contract.</p> <p>Include in the bidding documents (for selecting contractors) appropriate provisions based on OHS risk assessment, including specific indicators and enforcement remedies.</p> <p>Engage independent consultancy services for supervision of the environmental and social compliance of the contractors, as needed.</p>	<p>Prior to signing of contracts with Contractors.</p> <p>Supervise and monitor contractors' environmental, social, health and safety performance throughout Project implementation.</p> <p>PIU shall monitor ESMPs implementation monthly, and PCU shall monitor semiannually.</p>	<p>MoAF through PCU and PIUs</p> <p>PIUs</p> <p>MoAF through PCU and PIUs</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt, and implement the Project LMP consistent with national legislation and ESS2 and ensure that Project workers are aware of the Project LMP and it is accessible to them.</p> <p>Include Project LMP into bidding documents of contractors. Obligate awarded contractors to adopt Project LMP (including Code of Conduct).</p> <p>Obligate contractors to take responsibility for adherence to LMP by their subcontractors.</p>	<p>The LMP shall be prepared before Project Appraisal.</p> <p>LMP shall be implemented and monitored starting on the Effective Date of the Loan Agreement and throughout Project implementation and reported through quarterly progress reports.</p>	<p>MoAF through PCU</p> <p>MoAF through PCU and PIUs</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. The PCU and the PIUs shall ensure that Project Workers using this GM shall not be subject to any form of discrimination or repression by employers.</p>	<p>Grievance mechanism operational shall be established no later than thirty (30) days after the Effective Date of the Loan Agreement and maintained throughout Project implementation.</p> <p>Report quarterly through Project Progress Reports.</p>	<p>MoAF through PCU</p> <p>PIUs</p>
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Prepare, adopt, and implement OHS measures specified in the site specific ESMP or ESMP checklists mentioned under 1.3 above or special OHS management plans, as relevant</p>	<p>Prepared before launching bidding processes for respective sub-projects.</p> <p>Implemented throughout Project implementation.</p>	<p>MoAF through PCU and PIUs</p> <p>PIUs</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN:</p> <p>Measures and procedures for the management of waste and hazardous materials during demolition, dismantling, and disposal shall be integrated in the site-specific ESMP or ESMP checklist and implemented, and/or stand-alone Waste Management Plans to be developed and implemented, as relevant.</p>	<p>Prior to tendering of works for each sub-project and are implemented throughout the Project.</p>	<p>MoAF through PCU</p> <p>PIUs</p>
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</p> <p>Resource efficiency and pollution prevention and management shall be covered under the site specific ESMPs or ESMP-checklists to be prepared and might include the development of site-specific sub-management plans, such as Resource Management Plan, as relevant.</p> <p>In the case of construction of associated new greenhouse subprojects with large amount of water use prepare a water balance, where required and as specified in the ESMF.</p>	<p>Prior to tendering of works for each sub-project and are implemented throughout the Project.</p> <p>As part of site specific ESMP document and prior to subproject appraisal.</p>	<p>MoAF through PCU and PIUs</p> <p>PIUs</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY:</p> <p>As part of the ESMF specified in 1.2 above, develop and implement a road safety management procedure to address potential hazards on communities resulting from construction activities and operationalization of construction equipment. Include actions under the above procedure in the subproject specific ESMPs or ESMP checklists.</p> <p>As part of the bid, the successful contractors shall be required to submit a preliminary Traffic Management Plan (TMP) as part of their ESMPs, as relevant. Before work commencement, the TMP shall be updated and implemented subsequently.</p>	<p>Prior to tendering of works for each sub-project and are implemented throughout the Project.</p> <p>Prior to tendering of works for each sub-project and are implemented throughout the Project.</p>	<p>MoAF through PCU PIUs</p> <p>MoAF through PCU PIUs</p>
4.2	<p>COMMUNITY HEALTH AND SAFETY:</p> <p>As specified in 1.2 above, prepare, adopt, and implement measures to assess and manage specific risks and impacts to the community arising from Project activities that may generate from behaviour of Project workers; (risk of labor influx, Gender Based Violence (GBV)/Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH) risks, emergency situations, limitations on land, potential for community exposure to communicable diseases, dust and noise); and include these measures in the ESIA's and ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Bank.</p> <p>For the BSL 2 and 3 laboratories prepare, adopt and implement measures addressing potential risks and impacts related to release of pathogens, diseases from animals, along with the requirements for emergency response planning, preparation of BSL Management Plans/CHSPs.</p> <p>Include these measures in the ESMPs/ESMP checklists to be prepared in accordance with the ESMF, in form and substance acceptable to the Bank.</p>	<p>Prior to tendering of works for each sub-project and implemented throughout the Project.</p> <p>Prior tendering of works for each BSL 2 and 3 subprojects and implemented throughout the Project.</p>	<p>MoAF through PCU PIUs</p> <p>GKGM PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.4	<p>SECURITY PERSONNEL:</p> <p>When the Project directly retains workers or contracts workers to provide security to safeguard its personnel and property, the PIUs as relevant shall assess the risks posed by the security arrangements to those within and outside the Project sites. In making such arrangements, MoAF and their respective agencies, as relevant, shall be 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 security workers. The Borrower shall not sanction any use of force by direct or contracted workers in providing security except when used for preventive and defensive purposes in proportion to the nature and extent of the threat.</p> <p>The PIUs, as relevant, shall (i) make reasonable inquiries to verify that the workers retained to provide security are not implicated in past abuses; (ii) train them adequately (or determine that they are properly trained) in the use of force (and where applicable, firearms), and the appropriate conduct toward workers and affected communities; and (iii) require them to act within the applicable law and any requirements set out in the ESCP.</p> <p>If government will engage security forces, the Borrower shall prepare sub-project level security management plans consistent with the requirements of ESS4, in a manner acceptable to the Bank.</p>	<p>Prior to commencement of civil works and implemented throughout the Project.</p>	<p>MoAF through the PCU shall be responsible and shall cause the PIUs to carry out.</p>
4.5.	<p>COMMUNITY TRAINING AND SENSITIZATION</p> <p>The MoAF shall develop and implement an awareness plan as part of the ESMF and the ESMP/ESMP checklists for the local populations surrounding the work sites in order to raise their awareness of the risks and mitigate the impacts of the Project activities.</p>	<p>Prior to the commencement of civil works and throughout Project implementation.</p>	<p>MoAF through the PCU shall be responsible and shall cause the PIUs and their contractors to carry out.</p>
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.1	<p>RESETTLEMENT PLANS:</p> <p>Prepare, adopt, and implement resettlement plans (RPs) in accordance with ESS 5 and consistent with the requirements of the Resettlement Framework (RF) that has been prepared for the Project, and thereafter adopt and implement the respective RPs before carrying out the associated activities, in a manner acceptable to the Bank.</p> <p>Ensure that no civil works commence unless relevant compensation for the affected assets has been delivered to project-affected persons and RP provisions are implemented accordingly.</p>	<p>RPs shall be submitted to the Bank for approval and once approved, the RPs shall be implemented before commencement of any civil works for the Project activities that involve land acquisition and resettlement.</p>	<p>MoAF through the PCU shall be responsible and shall cause the PIUs and their contractors to carry out.</p>
5.2	<p>GRIEVANCE MECHANISM</p> <p>Ensure sub-project RPs describe GM for physical and economic displacement due to land acquisition, in line with GM defined in the SEP prepared for the Project.</p>	<p>Prior to implementation of any Resettlement Plan of sub-projects.</p>	<p>MoAF through the PCU shall be responsible and shall cause the PIUs and their contractors to carry out.</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Include in all site specific ESIA/ESMP with the potential impacts on natural habitats and supporting flora and fauna species, a site biodiversity assessment and, as needed, and relevant mitigation and monitoring activities in the ESMP documents.</p> <p>In the case of supporting the construction electricity transmission lines require bird surveys as part of site specific ESIA/ESMP and integrate bird protection measures in the project design.</p> <p>Within the information dissemination and training activities include animal welfare and ethical treatment of animals in accordance with GIIP/certifiable methodologies and developing Codes of Conducts.</p>	<p>Prior to tendering of works for each sub-project and implemented throughout the Project.</p> <p>Prior to tendering of works for each sub-project and implemented throughout the Project.</p> <p>During the implementation of information dissemination and training activities</p>	<p>MoAF through the PCU PIUs</p> <p>MoAF through the PCU PIUs GKGM PIU</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
Not relevant to the project			
ESS 8: CULTURAL HERITAGE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
8.1	<p>CHANCE FINDS</p> <p>Prepare, adopt, and implement the Chance Finds Procedure described in the subproject specific ESIA and ESMPs developed for the Project under action 1.2 above.</p> <p>Chance Finds Procedure is included into all civil works contracts and contractors are obligated to adhere.</p>	Prior to tendering of works for each sub-project	<p>MoAF through the PCU</p> <p>PIUs</p>
ESS 9: FINANCIAL INTERMEDIARIES			
Not relevant to the project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Update, adopt, and implement Project’s Stakeholder Engagement Plan (SEP).</p> <p>As per SEP prepare, disclose, adopt, and implement Stakeholder Engagement Plans (SEPs) prepared for sub-components.</p>	SEP implemented after the Loan Effective Date and throughout Project implementation.	MoAF through the PCU shall be responsible and shall cause the PIUs and their contractors to carry out.
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Develop, adopt, maintain and operate a grievance mechanism, as described in the SEP.</p> <p>The grievance mechanism will include a channel to receive and address grievances related to sexual exploitation and abuse (SEA) and sexual harassment (SH).</p> <p>Assign staff to manage and monitor project grievances.</p> <p>Ensure similar GM is established at regional and contractor level.</p>	The GM shall be established no later than thirty (30) days after the Effective Date of the Loan Agreement and shall be maintained throughout Project implementation period.	MoAF through the PCU shall be responsible and shall cause the PIUs and their contractors to carry out.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CAPACITY SUPPORT (TRAINING)			
CS1	<p>Provide training to PIU staff, stakeholders, communities, Project workers, or other involved parties on:</p> <ul style="list-style-type: none"> • World Bank Environmental and Social Framework • National environmental and social legislation • Project specific instruments namely, ESMF, RF, LMP, SEP • Environmental and social assessments, and preparation and implementation of project and site-specific E&S instruments • Monitoring and reporting of E&S aspects of the Project • Stakeholder mapping and engagement • Specific aspects of environmental and social assessment • Land acquisition, restrictions on land use and involuntary resettlement • International requirements for tender procedures • GIIP requirements concerning the management of risks and impacts of operating BSL2 & 3 facilities • Emergency preparedness and response • Community health and safety (including SEA/SH and Covid-19 prevention measures) • Codes of conduct • Other relevant topics, as needed. 	<p>Initial training shall be provided no later than 90 days after formation of the PCU and PIUs and before start of Project activities.</p> <p>Refresher trainings shall be provided at least once a year or as needed, during Project implementation.</p>	<p>MoAF through the PCU</p> <p>PIUs</p>
CS2	<p>Training to be delivered to Project workers on occupational health and safety (OHS) including on emergency prevention and preparedness and response arrangements to emergency situations, COVID-19 specific LMP measures, and diverse and respectful workplaces, free of sexual exploitation, abuse, or harassment (SEA/SH).</p>	<p>Prior to commencing works, followed by a minimum one annual refresher training.</p>	<p>MoAF through the PCU and PIUs</p>