

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Gabonese Republic

**Access to Basic Services and Performance
Improvement Project (P179643)**

Appraisal version

July 24, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Gabonese Republic (hereinafter the Borrower) is planning to implement the proposed Access to Basic Services and Performance Improvement Project (P179643) (the Project), with the involvement of the Ministry of Universal Access to Water and Energy (MAUEE¹_Implementing Entity) and in association with the National Commission for Public Works and the Promotion of Business and Employment (CN-TIPPEE²) under the Ministry of the Economy and Public Debt (MEFDP), and other agencies as Gabonese Energy and Water Company (SEEG) National Water and Electricity Council (CNEE³). The Project Management Unit (PMU) hosted by the MAUEE includes CN-TIPPEE specialists responsible for fiduciary and Environmental and Social risks management of the entire project, as set out in the Financing Agreement. The International Bank for Reconstruction and Development (hereinafter the Bank), has agreed to provide financing for the Project, as set out in Agreement.
2. The Borrower shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the 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 Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank 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 Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Ministry of Universal Access to Water and Energy (MAUEE). The Borrower shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies 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.

¹ In french Ministère de l'Accès Universel à l'Eau et l'Energie

² N french Commission Nationale – Travaux d'Intérêt Public pour la Promotion de l'Entreprenariat et de l'Emploi

³ In french Conseil National de l'Eau et de l'Electricité

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS			
A.	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Maintain the CN-TIPPEE within the PMU with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including an Environmental Specialist, a Social Specialist, a health and safety specialist, a GBV specialist (to be confirmed during appraisal), and a communication specialist (to be confirmed during appraisal)</p> <p>b. Enter into collaboration arrangements with the Gabonese Energy and Water Utility (<i>Société d’Energie et d’Eau du Gabon</i>, SEEG), Water, Electricity, and Sanitation Asset Holding Company (<i>Société du Patrimoine</i>, SP); National Water and Electricity Council (<i>Conseil National de l’Eau et de l’Electricité</i>, CNEE), Water and Electricity Sector Regulation Agency (<i>Agence de Régulation du Secteur de l’Eau Potable et de l’Energie Electrique</i>, ARSEE), General Directorate for the Protection of the Environment and Nature (<i>Direction Générale de la Protection de L’environnement et de la Nature</i>, DGPEN) and the beneficiary municipalities to designate E&S focal points to collaborate with the MAUEE to manage E&S risks and impacts of the Project, possibly through the Project Implementation Manual (PIM).</p>	<p>a) An Environmental Specialist and a Social Specialist have been appointed and will be maintained throughout the project implementation. A Health & Safety specialist, a GBV and a communication specialist should be hired within 03 months after effectiveness and thereafter maintain the PMU and these positions throughout Project implementation.</p> <p>b. Collaboration arrangements initiated before activities in the cities (to be confirmed if acceptable at appraisal)</p>	MAUEE

<p>B</p>	<p>CAPACITY BUILDING PLAN /MEASURES</p> <p>Implement the following capacity building initiatives:</p> <p>Conduct targeted training for Environmental & Social (E&S) specialists from implementing agencies—SEEG, CNEE, ARSEE, DGPEN, SP and participating Municipalities—covering:</p> <ul style="list-style-type: none"> • The World Bank’s Environmental and Social Framework (ESF), including stakeholder mapping and engagement practices. • The World Bank Environmental, Social, Health and Safety (ESHS) guidelines pertaining to water, sanitation, and energy sectors, as well as ESS4 requirements relevant to Dam projects. <p>Organize training sessions and workshops on:</p> <ul style="list-style-type: none"> • E&S screening methods, with particular attention to Resettlement Action Plan (RAP) assessment and effective E&S data collection. • Stakeholder engagement approaches, including participatory strategies and tools at the community level. • Grievance mechanisms and investigation methodologies. • The rationale and implementation of Strategic Environmental and Social Assessment (SESA) as related to program and Master Plans. • E&S monitoring protocols for Fecal Sludge Treatment Plants during the operational phase. • Key topics in ES assessment, such as emergency preparedness and response, community health and safety, gender-based violence—including sexual exploitation, abuse, and harassment (GBV: SEA/SH). • Processes for ES incident notification, response, reporting, and Road Safety Management by the Project Management Unit (PMU). <p>Technical Assistance (TA) may encompass the development or enhancement of guidelines for occupational health and safety monitoring, as well as other risk management and participatory strategies. These tools will be designed to empower local communities to express their needs and concerns. Participatory mechanisms will include conducting meaningful consultations, satisfaction surveys, and grievance redress processes, among other measures.</p>	<p>Within 30 days of the Project's Effective Date and then quarterly throughout implementation via TA activities.</p> <p>Incorporate capacity building activities into the terms of reference for TA activities and ensure their implementation within the designated timeline for these activities.</p>	<p>PMU</p>
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MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
MONITORING & REPORTING			
C	<p>REGULAR REPORTS</p> <p>Prepare and submit to the Bank monitoring reports on the ESHS performance of the Activities. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S instruments required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them, including number of claims resolved within the timeframe of the Project GM. • E&S performance of contractors and subcontractors as reported through monthly contractor and supervision firm reports. • Number of RAPs without claims completed in the time foreseen. • Number and status of resolution of incidents and accidents reported under action E below. Number of E&S non-conformities recorded by the supervising engineer during project execution, outstanding issues, and closures Establish a project post-closing action plan to address outstanding ES issues in the latest monitoring report. 	<p>Submit quarterly reports to the Bank throughout Project implementation, commencing 90 days after the Effective Date. Submit each report to the Bank no later than 15 days after the end of each reporting period.</p>	PMU
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>a) 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 the Bank upon request.</p> <p>b) Require Contractors and supervising engineers to immediately report any incident as outlined in section E below.</p>	<p>a) Submit the monthly reports to the Bank upon request.</p> <p>b) Report incident immediately without delay</p>	PMU

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related to the Activities that has, or is likely to have, a significant adverse effect on the environment, 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 Bank upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.</p> <p>Subsequently, at the request of the Bank, arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank 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><i>Notify the Bank and insurance companies no later than 48 hours after learning of the incident or accident. Provide available details upon request.</i></p> <p><i>Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</i></p>	PMU
ESS 1: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <ol style="list-style-type: none"> 1. Prepare and implement the draft Environmental and Social Management Framework (ESMF) prepared for the Project, consistent with the relevant ESSs. <ul style="list-style-type: none"> - Prepare and implement subproject Environmental and Social Impact Assessments (ESIA), and corresponding Environmental and Social Management Plans (ESMP), consistent with the relevant ESSs and as set out in the ESMF and in this ESCP. - The ESIA/ESMP for moderate ES risk activities under components B and C on water and electricity extensions will use partially the Borrower Environmental and Social Framework (BESF), including Law 07/2014 on Environmental Protection and its subsequent application decrees. The Terms of Reference of the studies and measures and plans will include the relevant provisions of the applicable ESSs to fulfill remaining gaps, including relevant aspects of the Environmental Health and Safety Guidelines (EHSG). 2. The ESIA/ESMP for substantial risk activities such as Fecal Sludge Treatment Plant (FSTP) and the equipment of a new physicochemical and isotopic laboratory will apply World Bank ESF and its ESSs, EHS Guidelines, as well as WHO guidelines on drinking water 3. Sub-projects identified as high risk according to the E&S screening tool outlined in the ESMF will not be eligible for financing under the Project. 	<ol style="list-style-type: none"> 1. A draft ESMF was prepared and disclosed prior to the Decision Meeting. It will be finalized, re-disclosed, consulted upon and formally adopted before the end of the Appraisal. Thereinafter, implemented throughout the duration of the Project. 2. Prepare the ESIA and ESMPs for the subprojects before commencing related works, ensure that ESMP measures and associated costs are included in bidding documents, and implement the respective ESMPs throughout the duration of project execution. 3. State in the Project Operational Manual (POM) that high-risk subprojects are ineligible for funding and follow this guidance during project implementation. 	PMU
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant ESMPs, 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 Bank.</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p>	PMU

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
1.3	<p>TECHNICAL ASSISTANCE</p> <p>a) Ensure that all consultancies, studies (including feasibility studies, if applicable), capacity-building activities, training, and any other technical assistance activities under the project include, inter alia, environmental and social assessments and related environmental and social instruments.</p> <p>These shall correspond to the technical studies for electricity and water supply in Haut Ogooué - Ogooué Lolo, Woleu-Ntem - Ogooué-Ivindo, Ngounie – Nyanga, and Estuaire – Moyen Ogooué, including the preparation of Environmental and Social Impact Assessments (ESIA), Environmental and Social Impact Notices (ESIN), Abbreviated Resettlement Plans (ARP), and Resettlement Action Plans (RAP), as relevant. This also includes ESIA and Environmental Hazard Studies complimenting those conducted for the FSTP under the AfDB-funded PIAEPAL. All such activities shall be carried out in accordance with terms of reference acceptable to the Bank and consistent with the ESSs, including, as applicable, analysis of project alternatives and design decisions. Subsequently, ensure that the output of such activities complies with the terms of reference.</p> <p>b) Ensure that the Master Plans for Greater Libreville, along with the Master plan on water, sanitation, and energy sectors requiring updates, are supported by Terms of Reference (ToR) for their respective Strategic Environmental and Social Assessment (SESA). These ToRs should align with Environmental and Social Standards (ESSs) and include a rationale for evaluating the cumulative impacts of projects outlined in these Master Plans.</p> <p>c) Ensures that studies or TA related to the development of a proposed 400MW hydropower dam and associated high-voltage transmission lines in Booue should adhere to Annex 1 of ESS4, paragraphs 2 and 5, regarding dam security. The coordination of TA is to involve highly qualified professionals national or international.</p>	<p>a, b, c) During the development of ToR for subsequent TA activities and throughout TA implementation</p>	<p>PMU</p>

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
1.4	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>1. Include the E&S assessment and management details for the CERC Part in the CERC-ESMF Addendum, as required by the ESSs and the legal agreement.</p> <p>2. Implement the Environmental and Social (E&S) provisions specified in the CERC-ESMF Addendum, along with any required assessments and plans outlined therein.</p>	<p>1. Prepare the CERC-ESMF Addendum and any other relevant E&S documents as conditions for withdrawing CERC funds, then implement the CERC-ESMF during CERC execution.</p> <p>2. In accordance with the timeframes specified in the CERC-ESMF Addendum, and any assessments and plans required therein.</p>	<p>PMU or other Entity officially designated to oversee CERC component</p>
1.6	<p>USE OF BORROWER ENVIRONMENTAL AND SOCIAL FRAMEWORK</p> <p>The use of part of the Borrower’s E&S Framework (BESF) may be applied to subprojects with low to moderate risks and impacts. The ESIA/ESMP for low and moderate ES risks activities will use partially the Borrower Environmental and Social Framework (BESF), including Law 07/2014 on Environmental Protection and its subsequent application decrees. The Terms of reference of the studies and measures and plans will include the relevant provisions of the applicable Environment and Social Standards (ESS) to fulfill remaining gaps, including relevant aspects of the Environmental Health and Safety Guidelines (EHSG).</p> <p>The Borrower is obliged to notify the Bank of any change in the BESF that may have an impact on E&S risk management for the Project.</p>	<p>In the same timeframe of action 1.1 and 1.3 above</p>	<p>PMU</p>
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare and implement the Labor Management Procedures (LMP) for the Project and Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p> <p>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable.</p> <p>b) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor (children under 14 years of age or younger as per Gabonese regulation); (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</p> <p>c) Develop, by Project effectiveness, a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases.</p> <p>d) Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities.</p>	<p>A draft LMP was prepared and disclosed prior to the Decision Meeting. It will be finalized, re-disclosed, consulted upon and formally adopted before the end of Appraisal.</p> <p>Subsequent to these steps, the LMP will be implemented throughout the duration of the Project.</p>	PMU

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Prepare and implement a Hazard Study with an Emergency Response Plan (ERP) to assess and manage the hazards and risks and impacts of subprojects rated with Substantial risk, consistent with ESS and ESHS Bank Guidelines.</p> <p>AND</p> <p>Require contractors and subcontractors for other subprojects for moderate risks, to prepare and OHS Management Measures or Plan in accordance with ESMF and Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP);</p>	<p>Prepare Hazard studies and ERP in the same timeframe of action 1.1 above</p> <p>Prepare the OHS Management Plan before any work starts for the related subproject, and thereafter implement the plan throughout subproject implementation</p>	<p>PMU , Contractors</p>
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p>	<p>PMU</p>
ESS 3 RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Prepare a standalone Waste Management Plan for FSTP or adopt the WMP prepared by AfDB alongside the ESIA/ESMP for the FSTP consistent with ESS 3, World Bank EHS guidelines, and the agreed common approach.</p> <p>Prepare and implement a Waste Management Plan (WMP), as part of the sub-projects ESMPs, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	<p>Prepare or adopt the FSTP WMP in the same time frame as action 1.1 above related to FSTP and thereafter implement the WMP throughout subproject implementation.</p> <p>Prepare subprojects WMP as part of ESMP and in the same timeframe of actions listed into section 1.1 above</p>	<p>PMU</p>

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.1. and Action 1.3 above.</p>	Same timeframe as for the preparation and implementation of subprojects ESMP and TA activities.	PMU
ESS 4 : COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate Road Safety Code of conduct into the ToR of Consultant to be recruit under TA</p> <p>Cause Contractors to Incorporate measures to manage traffic and road safety risks in the C-ESMPs to be prepared under action 1.1. and 2.2 above.</p>	<p>Before commencement of TA activities</p> <p>Same timeframe as for the preparation and implementation of the C-ESMP.</p>	PMU, 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, infrastructure and equipment design and safety, safety of services, traffic and road safety, community exposure to health issues, management and safety of hazardous materials, emergency preparedness and response, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the preparation and implementation of the C-ESMPs.	PMU CONTRACTORS
4.3	<p>SEA AND SH RISKS</p> <p>Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH.</p>	A draft SEA/SH Action Plan was prepared, disclosed prior to the Decision Meeting. It will be finalized, re-disclosed, consulted upon, and adopted before the end of Appraisal. Subsequently, it will be implemented throughout Project implementation.	PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
5.1	<p>RESETTLEMENT [FRAMEWORK] [PLAN] or [PLANS]</p> <p>1. Prepare and implement a Resettlement Policy Framework (RPF) consistent with ESS5.</p> <p>2. Prepare and implement a Resettlement Plan (RP) for each activity under the Project for such RP is required, as set out in the RPF and consistent with ESS5.</p>	<p>1. A draft RPF was prepared and disclosed prior to the Decision Meeting. It will be finalized, re-disclosed, consulted upon, and adopted before the end of Appraisal. Subsequently, it will be implemented throughout Project implementation.</p> <p>2. Prepare and implement the respective RP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided, and [as applicable] displaced people have been resettled and moving allowances have been provided.</p>	PMU
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</p>			

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Elaborate a Biodiversity Code of Conduct to be signed by all Consultants involved in TA activities and all project workers before any project activities start</p> <p>Prepare and implement a Biodiversity Management Plan (BMP) as standalone report for significant infrastructure projects or subprojects that present substantial risks, in accordance with ESMF and consistent with ESS6.</p> <p>Adopt and implement sites-specifics Biodiversity measures as part of small-scale subprojects ESMPs, in accordance with ESMF and consistent with ESS6</p>	<p>Include a Biodiversity Code of Conduct in bidding documents before project activities begin and thereafter, monitor its implementation throughout the project.</p> <p>Prepare the BMP within the same timeframe of actions listed in section 1.1 above and thereafter implement the BMP throughout Project implementation.</p> <p>Prepare and implement biodiversity measures as part of ESMP and in the same timeframe of actions listed into section 1.1 above</p>	PMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7	<p>Indigenous Peoples: The Project shall be carried out in accordance with the applicable requirements of ESS7, in a manner acceptable to the Bank, including, inter alia, implementing adequate measures to ensure that IP/SSAHUTLCs communities are appropriately informed and can share in the benefits of the Project in an inclusive and culturally appropriate manner (i.e. prevention and treatment) with provisions included in the ESMF/ESMP and SEP.</p> <p>A Social Assessment will precede the preparation of the IPP. Indigenous Peoples plans would be prepared in accordance with the ESMF/ESMP and SEP to ensure adequate consideration of their specific cultural needs, to the satisfaction of the Bank</p>	<p>A draft IPPF was prepared prior to the Decision Meeting. It will be finalized, re-disclosed, consulted upon, and adopted before the end of Appraisal. Subsequently, it will be implemented throughout Project implementation.</p> <p>A social Assessment will precede the preparation the IPP IPPs will be prepared before the implementation of any activities in areas where IPs are present.</p>	PMU
ESS 8: CULTURAL HERITAGE			

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Adopt and implement cultural heritage management measures as part of subproject ESMP, in accordance with the ESMF and consistent with ESS8.</p>	Adopt cultural heritage management measures as part site specific ESMPs in the same timeframe of site specific ESMPs under Action 1.2 and 2.2 and thereafter implement the Cultural Heritage Management Plan (CHMP) throughout Project implementation.	<p>PMU</p> <p>CONTRACTORS</p> <p>SUPERVISING FIRMS</p>
8.2	<p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures, as part of the ESMF and ESMP of the Project.</p>	Adopt the chance find procedures included in the ESMF and ESMP, and thereafter, implement the procedures throughout Project implementation.	<p>PMU</p> <p>CONTRACTORS</p>
ESS 9: FINANCIAL INTERMEDIARIES			
No relevant to the Project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p> <p>Integrate measures related to stakeholder engagement and dissemination of information into the implementation of the project activities, in accordance with ESS No. 10.</p> <p>To this end, prepare, consult, adopt, disclose and implement a Stakeholder Engagement Plan.</p>	A draft SEP was prepared prior to the Decision Meeting. It will be finalized, re-disclosed, consulted upon, and adopted before the end of Appraisal. Subsequently, it will be implemented throughout Project implementation.	PMU
10.2	<p>GRIEVANCES</p> <p>1. Establish, publicize, maintain, and operate an accessible grievance mechanism in MAUEE, CN-TIPPEE, and PMU, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p>	A draft GRM was prepared and disclosed prior to Decision Meeting. It will be re-disclosed by the end of approval. It will be consulted upon, and shall be operational no later than 30 days after the Effective Date of the Project and thereafter maintained operational throughout Project implementation.	PMU
INDICATORS FOR IMPLEMENTATION READINESS			

MATERIAL MEASURES AND ACTIONS	CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
<p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> a) Establishment of E&S risk management unit (CN-TIPPEE) in the Project Implementation Entity (Action A.a.) b) Recruitment and training of E&S staff within Project Management Unit_PMU (Action B) c) Written arrangements between Project Implementation Entities and other concerned agencies (SEEG, CNEE; ARSEE and Municipalities) to ensure proper coordination of E&S risk management activities (Action A.b.); d) Operate the Project Grievance Mechanism in the beneficiary municipalities prior to starting activities in the cities (Action 2.22.) e) Finalize and implement the Environmental and Social Management Plan (ESMP) of the following four sub projects that were prepared consistently with the relevant ESSs 		