

**Annex 3: Template for Environmental and Social Management Plan (ESMP) as annexed to the Financing Agreement**

**ETHIOPIA - AFLDC-2 Scaling-up Investment and Technology Transfer to Facilitate Capacity Strengthening and Technical Assistance for the Implementation of Stockholm and Minamata Conventions in African LDCs [P-Z1-K00-144]**

**Environmental & Social Management Plan (ESMP)**

## General considerations

1. The **Environmental Protection Authority, Ethiopia** is planning to implement the **AFLDC-2 Scaling-up Investment and Technology Transfer to Facilitate Capacity Strengthening and Technical Assistance for the Implementation of Stockholm and Minamata Conventions in African LDCs [P-Z1-K00-144]** Project (the *Project*). The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. The **Environmental Protection Authority, Ethiopia** will implement measures and actions of this Environmental and Social Management Plan<sup>1</sup> (*ESMP*) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (*OS*) and the National policy and legal requirements.
3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.
4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. The **Environmental Protection Authority, Ethiopia** is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the Project Implementation Unit (PIU).
5. Implementation of the material measures and actions set out in this ESMP will be monitored and reported to the Bank by the **Environmental Protection Authority, Ethiopia** as required by the ESMP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the **Environmental Protection Authority, Ethiopia**, this ESMP may be revised from time to time during Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, the **Environmental Protection Authority, Ethiopia** will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

---

<sup>1</sup> The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (*Section III.2.3 of Bank's ESP and section D of OSI*)

<b>Material Actions<sup>2</sup> to Manage the Project's E&amp;S Risks and Impacts</b>		<b>Basis for Requirement</b>	<b>Key Performance Indicator</b>	<b>Indicative Timing/Deadline</b>
Periodic E&S implementation report to the Bank		Bank's ESP and OS1	Reports submitted in time, in good standard	Two weeks after the due period
1	Recruitment of E and S specialists as part of the Project implementation unit	Disclosed ESIA, OS1	Seasoned E&S specialists in the PIU	By Project effectiveness date
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	GRM is established and disclosed	Before implementation of project activities.
3	Payment of compensation and reinstallation of affected people	SO5	PAPs are fully compensated (if applicable)	Before commencement of construction works
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	E&S measures are incorporated in REOIs	During the procurement process but prior to publishing of REOIs
5	Submission of high-risk activity's Contractor ESMP (CESMP) to Bank clearance	Bank's ESP and OS1	Contractor ESMP submitted to the bank for clearance	Before commencement of construction works
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	OS1, OS2 et Bank's Disclosure and Access to Information Policy	Not applicable	Not applicable
7	Obtaining nationally required licenses prior commencement of subjected activities (excavations, tree-cutting, working at height, working in confined spaces, etc.)	OS1, OS2 and national labor laws	Nationally required relevant licenses obtained, as applicable.	Prior to commencement of the relevant activities.
8	Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank	Bank's ESP, OS1 and national requirements	E&S documentation approved and disclosed	Prior to commencement of the relevant activities.

<sup>2</sup> Please add any key relevant action and/or indicate 'Not applicable' in the third column ('Basis for requirement') for those actions that are not applicable to the project.

<b>Material Actions<sup>2</sup> to Manage the Project's E&amp;S Risks and Impacts</b>		<b>Basis for Requirement</b>	<b>Key Performance Indicator</b>	<b>Indicative Timing/Deadline</b>
9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Strategic stakeholders engagement report submitted as part of project E&S implementation	Before commencement of activities, and continuous during project implementation.
10	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national legislation on contingencies et civil protection	Not applicable	Not applicable
11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Report on No. of grievances addressed as documented in the grievance register/log.	In line with the timing of the registered complaint / grievances.
12	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	Not applicable	Not applicable
13	Capacity building of key project implementers	OSI	Capacity building activities delivered as part of project activities	As per the agreed scheduling of the capacity building activities i.e. capacity building plan
14	Implementation of ESMS/ESAP <sup>3</sup>	OS1 and OS9, national requirements	ESAP prepared	Prior to project effectiveness
14.1	Approval of any required E&S management procedure	Not applicable	Not applicable	Not applicable
14.2	Establishment of the E&S unit  Capacity Building of the E&S Unit	Country System	E&S Capacity module prepared and delivered for unit in the baseline facility	As per the agreed scheduling of the capacity building activities i.e. capacity building plan

<sup>3</sup> Apply to Non-sovereign operations and public sector project implemented by permanent/autonomous Agency/Institution.

<b>Material Actions<sup>2</sup> to Manage the Project's E&amp;S Risks and Impacts</b>		<b>Basis for Requirement</b>	<b>Key Performance Indicator</b>	<b>Indicative Timing/Deadline</b>
14.4	Processing the Value Chain E&S due diligence	Country system	E&S due diligence processed	As per the agreed scheduling of the capacity building activities i.e. capacity building plan
15	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	Timely notification of the EOHS incident to the Bank.	Immediately and no later than 72 hours after the occurrence
16	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	Incident RCA and CAP report prepared (if applicable)	Immediately and no later than 72 hours after the occurrence
17	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Project E&S reports disclosed to the public	Upon approval of the respective E&S reports.