

**Republic of Sierra Leone**  
**Ministry of Health**  
**Sierra Leone Quality Essential Health**  
**Services and Systems Support Project**  
**Additional Financing (P172102)**

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

**Appraisal Version**  
**April 2025**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Sierra Leone (the Recipient) is implementing the Sierra Leone Quality Essential Health Services and Systems Support Project (the Project) with the involvement of the Ministry of Health (MoH) as set out in the Original Financing Agreement (the Agreement). The International Development Association (the Association) and the Global Financing Facility (GFF) have agreed to provide original financing as set out in the Financing Agreement and GFF Grant Agreement for the Project (P172102). The Association, acting as the administrator of the Pandemic Fund, has agreed to provide the original and additional financing for the Project (as set out in the Pandemic Fund Grant Agreement). This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original Parent Project and the Additional Financing for the Project.
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 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 Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided under the referred Agreement, the Recipient shall ensure that sufficient funds are available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, represented by the Minister of Health. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The Integrated Health Projects Administration Unit (IHPAU) under the Ministry of Health (MoH) shall maintain an Environmental and Social Safeguard Unit with qualified staff and resources to support management of Environmental and Social risks and impacts of the Project and implementation of the ESMF, ESMP and SEP. This Unit shall include one environmental specialist, one social specialist, and one waste management specialist. The positions will be renewed to ensure compliance with the staffing requirements at IHPAU and in line with the Project's lifespan.</p>	The established IHPAU has appointed an environmental, social, and waste management specialist who will be operational throughout the project's implementation. The specialists' contracts are renewable annually.	IHPAU/ MoH
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement capacity building plan for IHPAU staff, stakeholders, local government representatives involved in the project implementation, community representatives, project affected persons, and project workers on:</p> <ul style="list-style-type: none"> <li>• Stakeholder engagement</li> <li>• Mpox, COVID-19, and other infectious diseases: Infection prevention and preparedness, and response</li> <li>• Risk communication and community engagement</li> <li>• Grievance Redress Mechanisms as described in the Stakeholder Engagement Plan (SEP)/ Environmental and Social Management Framework (ESMF)</li> <li>• Relevant World Health Organization (WHO) guidelines</li> <li>• Laboratory biosafety guidance related to the Mpox, COVID-19, and other infectious diseases</li> <li>• Specimen collection and shipment</li> </ul>	Prior to carrying out the relevant subproject activities and maintained throughout the Project implementation.	IHPAU/MoH

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>• Standard precautions for Mpox, COVID-19 and, and other patients</li> <li>• Subproject Environmental and Social screening</li> <li>• Emergency preparedness and response</li> <li>• Occupational Health and Safety</li> <li>• Community health and safety</li> <li>• Monitoring and Reporting on GRM/Gender-based Violence (GBV)</li> <li>• Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) risk prevention and mitigation and child protection</li> <li>• Communicable diseases/HIV-AIDS/STI awareness and prevention</li> <li>• Waste management (healthcare waste-solid and sewage)</li> <li>• Labor management procedures for contractors</li> <li>• WHO and Africa Centers for Disease Control and Prevention (CDC) guidelines on quarantine including case management</li> <li>• Train Social Mobilizers and project implementation partners (IPs) on grievance redress and community engagement for project implementation.</li> <li>• Train project IPs on SEA/SH and GBV.</li> <li>• Train healthcare workers on best practices for healthcare waste management in Kailahun, Bonthe, Falaba, Tonkolili, Western Area Urban and Rural.</li> <li>• Train medical waste handlers and operators on waste management procedures.</li> <li>• Training of health workers on Infection, Prevention and Control (IPC).</li> <li>• Train project workers on occupational health and safety, including emergency prevention, preparedness, and response arrangements.</li> </ul>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>Conduct joint training, TTX, and response activities involving environmental (wildlife) sectors for prevention and control of priority zoonotic diseases</li> <li>Conduct training for animal health workers on safe disposal of animal care waste.</li> </ul>		
<b>MONITORING AND REPORTING</b>			
C	<b>REGULAR REPORTING</b> Prepare and submit to the Association regular monitoring reports on the project's environmental, social, health, and safety (ESHS) performance, including but not limited to the implementation of the ESCP, the status of preparation and implementation of E&S documents required under the ESCP, SEP, and the functioning of the GRM.	Submit Quarterly reports to the Association throughout Project Implementation, commencing after the Effective Date.  Submit each report to the Association no later than 30 days after the end of each reporting period	IHPAU / MoH
D	<b>CONTRACTORS' MONTHLY REPORTS</b> The contractors shall provide the MoH /IHPAU with monthly monitoring reports, including a procurement report. The Association's standard procurement documents shall be used.	Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action C above.	Contractor
E	<b>INCIDENTS AND ACCIDENTS</b> Contractor or aggrieved person through MoH will promptly notify the Association of any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect or accident on the environment, the affected communities, the public, or workers including but not limited to situations of fatalities or instances of serious bodily harm, violence, fire injuries, physical violence, Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), constructional accident, car accidents, communicable diseases, and infections etc. Provide sufficient details regarding the incident or accident, indicating immediate measures taken or planned to be taken to address it, and include any information provided by any contractor and supervising entity, as appropriate. Subsequently, as per the Association's request, prepare a report on the incident or accident and propose some measures to prevent its recurrence.	Notify the Association within 48 hours after becoming aware of the incident or accident.  Submit report on the timeframe specified by the Association.  Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	Overall responsibility will be with MoH supported by IHPAU  Contractor

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>		
<p>1.1 <b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>Assess the environmental and social risks and impacts of proposed Project activities.</p> <p>Ensure that individuals or groups who, because of their circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project in accordance with ESSs and the ESMF and Resettlement Framework (RF) prepared and to be revised for Additional Financing. The ESMF shall also include a template for a medical waste management plan and Labor Management Procedures (LMP) which shall be part of the ESMF.</p> <p>Sub-projects will be screened for Environmental and Social risks and impacts as per the procedures outlined in the ESMF, in a manner acceptable to the Association. Based on the screening results, detailed Environmental and Social Impact assessments (ESIA) may be conducted and accompanied by the relevant ESMPs to address any risks identified during the process. All ESIA will be comprehensive to include assessment/evaluation of waste management and pollution, Labor, SEA/SH risk assessment, social diversity and gender, impacts on vulnerable and disadvantaged groups or individuals, etc., Mitigation measures will be through preparation and implementation of the site specific ESMPs. Ensuring the incorporation of ESHS provisions and specifications into bid documents. Once included, supervising firms to comply with the said specifications in their respective contracts.</p>	<p>The ESMF and RF shall be updated for the AF and redisclosed within 3 months after the Effective Date. The Recipient shall implement the updated SEP throughout the Project implementation.</p> <p>Update the ESMF within 3 months after the effectiveness of the AF and thereafter implement the ESMF throughout Project implementation.</p> <p>Prepare and update as relevant, disclose, consult upon, adopt the ESMPs prior to carrying out the relevant sub-project activities and thereafter implement the ESIA and the ESMP throughout Project implementation.</p> <p>Before launching the bidding procurement process for the relevant activities, and thereafter throughout such activities.</p>	<p>IHPAU/MoH</p>
<p>1.2 <b>MANAGEMENT OF CONTRACTORS</b></p>	<p>Prior to the issuance of procurement documents</p>	<p>IHPAU/MoH, Contractor</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>The MoH/IHPAU shall manage contractors and subcontractors by including ESHS specifications in procurement documents and contracts and thereafter, supervise compliance. These specifications shall include but not be limited to:</p> <ul style="list-style-type: none"> <li>• Incorporating the relevant aspects of the ESCP, including the Project implementation of the relevant E&amp;S documents and/or plans, and LMP, into the ESHS specifications of the procurement documents for contractors. Thereafter, ensure that the contractors and supervising firms comply with the E&amp;S specifications of their respective contracts.</li> <li>• Codes of conduct are required of contractors, subcontractors, and their workers to prohibit sexual harassment and exploitation, as well as training of workers on their obligations under the Code of Conduct.</li> <li>• Ensure contractor ESMP (C-ESMP) is costed, with sufficient budget to mitigate E&amp;S risks</li> <li>• Monitor Contractor commitment and compliance</li> <li>• Ensure contractors provide details on the contractor's oversight on environmental, social, ESHS performance</li> <li>• Contractor to develop a GRM to handle concerns of their employees</li> <li>• Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</li> </ul>	<p>Supervise contractor through the project implementation</p>	
<p>1.3 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancy, studies, capacity building, training, and any other technical assistance activities that become necessary during Project implementation are carried out in accordance with terms of reference acceptable to the Association and incorporate the relevant requirements of the ESSs.</p> <p>Ensure that any outputs from the</p>	<p>Throughout the Project implementation.</p>	<p>IHPAU/MoH</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	technical assistance activities are consistent with the ESSs.		
1.4	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>Contingency Emergency Response Component (CERC) activities shall be implemented in accordance with the ESSs and the provisions of this ESCP.</p> <p>The CERC ESMF shall be prepared within 3 months before the project's effectiveness. If the CERC is activated, the CERC ESMF shall be updated before CERC activities may begin, and shall thereafter be implemented throughout the Project implementation</p>	Throughout the Project implementation	IHPAU/MoH
1.5	<p><b>ASSOCIATED FACILITIES</b></p> <p><b>Not relevant</b></p>		
1.6	<p><b>USE OF BORROWER'S ENVIRONMENTAL AND SOCIAL FRAMEWORK</b></p> <p>The World Bank ESF has been considered to this project including AF.</p>	Throughout the Project implementation	IHPAU/MoH
1.7	<p><b>COMMON APPROACH</b></p> <p><b>Not relevant</b></p>		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>LMP will be updated, redisclosed, and implemented as part of the updated ESMF, consistent with ESS2.</p> <p>The LMP shall set out how project workers will be managed, in accordance with the requirements of Sierra Leone national laws and ESS 2. The LMP will address how ESS2 will apply to different categories of project workers including, inter alia, direct workers, contracted workers and primary supply workers. Implement adequate occupational health and safety, setting out grievance arrangements for project workers and requirements for third parties to manage their workers. The LMP will be referenced in the ESHS specifications of the procurement documents with requirements for contractors to update into the contractor ESMP during implementation and to comply with its requirements.</p>	<p>An LMP was prepared and disclosed as part of the ESMF of the parent project. It will be updated and redisclosed as part of the updated ESMF 3 months after project effectiveness, and it shall be adopted and implemented throughout Project implementation</p> <p>The LMP requirements shall be incorporated into the procurement documents before the procurement process for the relevant project activities is launched. These requirements shall be reflected in the Contractor ESMP before the relevant Project activities are carried out and shall thereafter be complied with throughout such activities.</p>	IHPAU/MoH/ Contractor



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	The LMP shall include all project workers, including new health workers, engaged in community-based activities under component 1.	
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>IHPAU shall prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the ESMF of the updated document. Contractors working on the Project shall abide by the approved occupational, health and safety (OHS) plan/measures. The OHS plan shall include guidelines provided by WHO country and technical guidance for the prevention of the transmission of the COVID-19 infection, Mpox, and other infectious diseases. The contractors shall conduct their activities in observance of MoH directives and policy on COVID-19 and Mpox</p> <p>The range of OHS issues specific to this project relates to the following subproject activities below:</p> <ol style="list-style-type: none"> <li>Prepare Medical Waste Management in the Sub-project sites (14 Healthcare Facilities) in Western Area Rural, Kailahun, Bonthe, Falaba, and Tonkolili districts, five district labs and the national public health reference lab</li> <li>Prepare, adopt, and implement occupational, health, and safety (OHS) measures including emergency preparedness and response measures specified in the ESMP.</li> <li>Prepare, adopt, and implement an MPox Preparedness and Prevention Plan (as part of the ESMP). This Plan shall follow WHO guidelines on MPox preparedness and prevention shall comply with WB's and the country's policy and directive on MPox prevention and include MPox protocols for construction workers and the community at large.</li> <li>Prepare, adopt and implement an Infection Control and Waste</li> </ol>	<p>Prior to initiating construction/refurbishment activities and implemented throughout the time frame for the implementation</p> <p>ICWMP and ESMP, including OHS measures, are to be prepared, adopted and disclosed before the relevant sub project activities are carried out, and implemented in the sub project levels.</p> <p>MoH/IHPAU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Management Plan (ICWMP) for the Project.		
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. The Grievance mechanism for project workers is in place and functional. In addition to this the existing LMP will be updated on expanding reporting mechanism through digital platform.</p>	A grievance mechanism for project workers is in place. It will be updated within 3 months of effectiveness.	IHPAU/MoH/ Contractor
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>(a) The Integrated Healthcare waste management plan (IHCWMP) has been prepared for the parent QEHSPP Project but will be reviewed to incorporate Laboratory and Animal Healthcare waste management.</p> <p>(b) Medical Waste Management in the Sub-project sites (14 Healthcare Facilities, 5 District Lab and the central public health reference lab, Laka) in Western Area Rural, Kailahun, Bonthe, Falaba, and Tonkolili districts, the following actions shall be taken:</p> <ul style="list-style-type: none"> <li>• Screen and quantify medical waste in the subproject sites (14 Hubs, 5 District Labs and the Central Public Reference lab in Laka) in accordance with the Environmental and Social Management Framework (ESMF) prepared for the project. Subsequently, prepare, disclose, adopt, and implement an Integrated Infection Control and Waste Management Plan (ICWMP) and ESMPs for the rehabilitation of the subproject sites (14 Hubs).</li> <li>• Rehabilitate medical waste treatment buildings to accommodate an incinerator.</li> <li>• Procure Incinerators for the 14 Hubs to treat medical waste safely.</li> <li>• Train healthcare staff, including Incinerator operators, on best</li> </ul>	<p>Update and implement the Integrated Healthcare Waste Management Plan (IHCWMP) the IHCWMP throughout the Project implementation 15 days after the effective date.</p> <p>(a) and (b) shall be financed by the project before launching the bidding procurement process for the relevant activities and thereafter throughout the execution</p>	IHPAU/MoH

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>practices in medical waste management.</p> <ul style="list-style-type: none"> <li>National, District, and Facility monitoring of healthcare waste management practices across the 14 Hubs.</li> <li>Support and monitor the construction of waste zone area and installation of incinerators across the fourteen (14) Hubs.</li> </ul>		
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Resource efficiency, pollution prevention and management measures will be covered under the updated ESMF. Specific measures shall be included in the ESMPs, and contractor ESMPs will be prepared before commencement of relevant activities as described under 1.1.</p>	ESMPs to be prepared prior to the commencement of relevant activities and implemented throughout project implementation	MoH/IHPAU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Implement traffic and road safety measures in the Project. Update the ESMF consistent with ESS4 and ESS2. Project contractors shall be required to implement measures and actions in the updated ESMF/ESMPs/technical specifications. Contractor ESMP will assess and manage traffic and road safety risks as needed.</p>	Prior to carrying out the relevant subproject activities and maintained throughout the Project implementation	MoH/IHPAU
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>The Project ESMF and ESMP shall guide the contractors in developing and implementing adequate measures and actions to assess and manage specific risks and impacts to the community and beneficiaries arising from project activities. These will include, inter alia, measures to minimize the potential for community exposure to the COVID-19 disease, Mpox, other infectious diseases; accidents and pollution; ill-behavior of project workers, risks of labor influx, response to emergency situations in case of laboratory accidents/ emergencies, e.g., a fire response or natural phenomena event; prevent and respond to sexual exploitation and abuse, and sexual harassment; and protection of individuals or groups who, because of their particular circumstances, may be</p>	Prior to the carrying out of the relevant subproject activities and maintained throughout the Project implementation	IHPAU/MoH/Contractor

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	disadvantaged or vulnerable, Contractors' measures and work methods shall be validated by IHPAU and approved by the MoH.		
4.3	<p><b>SEA AND SH RISKS</b></p> <p>The Project will ensure the avoidance of any form of SEA/SH by relying on the Sexual Offences Act, 2012 (as amended in 2019), and the WHO Code of Ethics and Professional Conduct, for all workers in health facilities. , GBV action plan as well as the provision of gender-sensitive infrastructure such as segregated toilets and adequate lighting in the quarantine and isolation centers and the Family support units that enforce the law.</p> <p>The Gender-Based Violence Action Plan (GBV Action Plan) will be updated and implemented to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA) and incorporate the requirement of the updated risk rating.</p> <p>MoH shall incorporate the updated GBV Action Plan requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms as part of contractor ESMP. The contractor shall implement GBV-related measures, and the accountability framework spelled out in the C-ESMP.</p>	<p>Finalize the GBV Action Plan for the Association's approval within 3 months after the Effective Date of Additional Financing. After Effective date, the GBV Action Plan shall be part of Project ESMPs and implemented throughout the Project implementation.</p> <p>Monitoring of contractor compliance with GBV Action Plan quarterly throughout Project implementation</p>	IHPAU/MoH/Contractor
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>Assess and implement measures to manage the project security risks, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities as set out in the ESMPs and C-ESMPs.</p>	Throughout Project implementation	MoH/IHPAU
4.5	<p><b>DAM SAFETY (FOR ANNEX A ESS4)</b></p> <p>Not relevant</p>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	<p><b>RESETTLEMENT FRAMEWORK</b></p> <p>Resettlement Framework (RF) prepared and to be revised for the Additional Financing. Since there is not any Resettlement in the parent project.</p> <p>The project anticipated the VLD for establishing the Animal Quarantine centres in the AF. Therefore, project will adopt the VLD during implementation of AF activities.</p> <p>Prepare, adopt, and implement resettlement plans (RAPs) in accordance with ESS 5 and consistent with the requirements of the updated RPF for the Project, and thereafter adopt and implement the respective RAPs before carrying out the relevant activities, in a manner acceptable to the Association.</p>	<p>Prior to commencement of activities and throughout project implementation.</p> <p>VLD will be prepared prior to the AF activities.</p>	MoH/IHPAU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>No physical activity shall occur within 250m of wetlands, forests, or other sensitive ecosystems. Work shall not be carried out within 250m of sensitive ecosystems or habitats, such as protected areas, forests, wetlands, and especially those with IUCN-listed species.</p> <p>The Project and AF shall screen subproject activities using the screening tool developed under the ESMF to determine potential biodiversity risks and impacts and identify commensurate mitigation measures. All biodiversity-related risks and impacts shall be comprehensively assessed and mitigated as part of the ESMPs. As needed, other relevant aspects of this standard shall be considered under action 1.1 above.</p>	<p>Prior to commencing AF subproject activities, and measures to be implemented throughout the Project implementation.</p>	IHPAU/MoH
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS]</b></p> <p>Not relevant</p>		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>The Project shall screen subprojects using the Screening Tool in the ESMF (chance find procedures) to identify and assess any cultural heritage risks to be addressed in the ESMPs and C-ESMPs</p>	<p>Prior to commencing subproject activities, measures to be implemented throughout the Project implementation.</p>	MoH/IHPAU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	prior to the commencement of sub-project activities.		
8.2	<p><b>CHANCE FINDS</b></p> <p>Sub-Projects and Activities with adverse impacts shall be avoided, and any chance finds shall be addressed in accordance with the chance find procedure to be spelled out in ESMF and site-specific ESMPs, consistent with ESS8.</p>	Throughout the Project implementation.	MoH/IHPAU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	<p><b>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</b></p> <p>Not relevant</p>		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Update, disclose and adopt an SEP consistent with ESS10 and acceptable to the Association. The updated version of the SEP will include a risk communication and community engagement strategy, to be finalized under the Project and the AF in line with WHO guidance on "Risk communication and community engagement (RCCE) readiness and response to the Mpox.</p>	The SEP shall be updated for AF appraisal and will be implemented throughout the Project implementation.	IHPAU/MoH
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>The project shall maintain the existing GRM process currently implemented as detailed in 2.3. The project GRM will be enhanced by establishing a digital GRM platform, publicizing and maintaining to receive and facilitate resolution of concerns and grievances in relation to the Project in a manner acceptable to the Association.</p> <p>The project GRM has been used and will be implemented alongside a digital GRM platform that will be put in place to uptake grievances, concerns, and requests from aggrieved or affected community members.</p> <ul style="list-style-type: none"> <li>Complaints reported to the GRCs are manually recorded on a paper-based form, completed and signed by the complainant. The form is then transmitted to the social specialist, who screens the incident to determine the level of investigation needed. The response is then formulated.</li> </ul>	The project GRM is currently under implementation to be enhanced through a digital platform shall be established 2 months after effectiveness.	IHPAU/MoH

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Documents showing grievance formation are filled out for further reference.</p> <ul style="list-style-type: none"> <li>Grievances are addressed at different levels. Concerns that can be resolved locally are sent to the local GRCs, and those that can be addressed at the district or national level are sent to the District Emergency Operation Centres and to the MoH leadership</li> <li>IHPAU tracks and evaluates the process, then gives feedback to the complaints.</li> <li>MoH does resolution of compliance</li> <li>Summary reports are collected monthly from GRCs during the monthly GRM visits to sub-projects</li> </ul>		
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
<p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> <li>i) Maintain established E&amp;S risk management unit in the Project Implementation Unit (PIU),</li> <li>ii) Maintain recruited environmental specialist, social specialist, waste management specialist within the PIU,</li> <li>iii) Update and implement the Environmental and social commitment plan</li> <li>iv) Update and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs, prior to appraisal.</li> <li>v) Update and implement the Labor Management Procedures (LMP) for the Project, consistent with ESS2 and prior to appraisal.</li> <li>vi) Update and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5</li> <li>vii) Update and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10.</li> <li>viii) Update and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) before the commencement of civil works</li> <li>ix) Update and implement a Resettlement Action Plan for Project affected facilities /persons prior to the commencement of civil works</li> </ul>			

