

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)**

Negotiated Version

June 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 (P172102) (the Project) with the involvement of the Ministry of Health (MoH) as set out in the agreement entered into on December 16, 2021, between the Recipient and the International Development Association (“Association”) (Grant No. D9380-SL), (the “Financing Agreement”), and in the agreement entered into on December 16, 2021, between the Recipient and the International Development Association, acting as administrator of the: (a) Global Financing Facility in support of Every Woman Every Child (GFF EWEC Grant) (Grant No. TF0B7267); and (b) the Global Financing Facility for Women, Children and Adolescents Multi-Donor Trust Fund (GFF WCA Grant) (Grant No. TF0B7266) (the “GFF Original Grant Agreement”). The Association, acting as administrator of the Global Financing Facility for Women, Children and Adolescents Multi-Donor Trust Fund (GFF WCA Additional Grant), extended to the Recipient an additional grant (Grant No. TF0C8629) to assist in financing the Project. The International Bank for Reconstruction and Development (IBRD), acting as the implementing entity of the Pandemic Prevention, Preparedness and Response Trust Fund, has also agreed to provide additional financing (Grant No. TF0C8632). 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>ORGANIZATIONAL STRUCTURE</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 Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP) and Stakeholder Engagement Plan (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>CAPACITY BUILDING PLAN/MEASURES</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"> • Stakeholder engagement • Mpox, and other infectious diseases: Infection prevention and preparedness, and response • Risk communication and community engagement • Grievance Redress Mechanisms as described in the Stakeholder Engagement Plan (SEP)/ Environmental and Social Management Framework (ESMF) • Relevant World Health Organization (WHO) guidelines • Laboratory biosafety guidance related to the Mpox, and other infectious diseases • Specimen collection and shipment • Standard precautions for Mpox and other patients • Subproject environmental and social screening • Emergency preparedness and response • Occupational Health and Safety • Community health and safety • Monitoring and Reporting on the Grievance Redress Mechanism (GRM)/Gender-based Violence (GBV) 	Prior to carrying out the relevant subproject activities and maintained throughout the Project implementation.	IHPAU/MoH

	<ul style="list-style-type: none"> Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) risk prevention and mitigation and child protection Communicable diseases/Human Immunodeficiency Virus- Acquired immunodeficiency syndrome (HIV-AIDS)/Sexually Transmitted Infections (STI) awareness and prevention Waste management (healthcare waste-solid and sewage) Labor management procedures for contractors WHO and Africa Centers for Disease Control and Prevention (CDC) guidelines on quarantine including case management Train Social Mobilizers and project implementation partners (IPs) on grievance redress and community engagement for project implementation. Train healthcare workers on best practices for healthcare waste management in Kailahun, Bonthe, Falaba, Tonkolili, Western Area Urban and Rural. Train medical waste handlers and operators on waste management procedures. Training of health workers on Infection, Prevention and Control (IPC). Train project workers on occupational health and safety, including emergency prevention, preparedness, and response arrangements. Conduct joint training, Table-top Simulation Exercise (TTX), and response activities involving environmental (wildlife) sectors for prevention and control of priority zoonotic diseases Conduct training for animal health workers on safe disposal of animal care waste. 		
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>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.</p>	<p>Submit Quarterly reports to the Association throughout Project Implementation, commencing after the Effective Date.</p> <p>Submit each report to the Association no later than 30 days after the end of each reporting period</p>	IHPAU / MoH
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>The contractors shall provide the MoH /IHPAU with monthly monitoring reports, including a procurement report. The Association's standard procurement documents shall be used.</p>	<p>Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action C above.</p>	IHPAU/MoH
E	<p>INCIDENTS AND ACCIDENTS</p> <p>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</p>	<p>Notify the Association within 48 hours after becoming aware of the incident or accident.</p>	Overall responsibility will be with MoH supported by IHPAU

	<p>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, SEA/SH, constructional accident, car accidents, communicable diseases, 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.</p>	<p>Submit report on the timeframe specified by the Association.</p> <p>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.</p>	<p>Contractor</p>
<p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p>			
<p>1.1</p>	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>Assess the environmental and social risks and impacts of proposed project activities, including ensuring 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 the 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 ESMP.</p> <p>Sub-projects will be screened for Environmental and Social risks and impacts 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., and preparation of the ESMPs, LMP, and SEA/SH Action Plan.</p> <p>Supervising firms will comply with the ESHS specifications of their respective contracts.</p>	<p>The ESMF, LMP, SEA/SH Action Plan, and RF shall be updated for the Additional Financing (AF) and redisclosed 3 months after the Effective Date of the GFF Additional Grant Agreement and Pandemic Fund Grant Agreement. The Recipient shall implement the updated SEP throughout the Project implementation.</p> <p>Update the ESMF 3 months after the Effective Date of the GFF Additional Grant Agreement and Pandemic Fund Grant Agreement 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 project activities and thereafter implementing the ESIA and the ESMP throughout the</p>	<p>IHPAU/MoH, Contractor</p>

		Project implementation. Before launching the bidding procurement process for the relevant activities, and thereafter throughout such activities.	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>The MoH/IHPAU shall manage contractors and subcontractors by including ESHS specifications in procurement documents and contracts and thereafter, supervise compliance. These shall include but not limited to:</p> <ul style="list-style-type: none"> • Incorporating the relevant aspects of the ESCP, including the project implementation of the relevant E&S documents and/or plans, and LMP, into the ESHS specifications of the procurement documents for contractors. Thereafter, ensure that the contractors comply with the ESHS specifications of their respective contracts. • 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. • Ensure contractor ESMP (C-ESMP) is costed, with sufficient budget to mitigate E&S risks • Monitor Contractor commitment and compliance • Ensure contractors provide details on the contractors’ oversight on environmental, social, ESHS performance • Contractor to develop a GRM to handle concerns of their employees 	<p>Prior to the issuance of procurement documents</p> <p>Supervise contractor through the project implementation</p>	IHPAU/MoH, Contractor
1.3	<p>TECHNICAL ASSISTANCE</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 incorporating the relevant requirements of the ESSs.</p> <p>Ensure that any outputs from the technical assistance activities are consistent with the ESSs.</p>	Throughout the project implementation.	IHPAU/MoH
1.4	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</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 for 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>ASSOCIATED FACILITIES</p> <p>Not relevant</p>		

1.6	USE OF BORROWER'S ENVIRONMENTAL AND SOCIAL FRAMEWORK The World Bank ESF is considered for this project.		
1.7	COMMON APPROACH No relevant		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES LMP will be updated, redisclosed, and implemented as part of the updated ESMF, consistently with ESS 2. 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, implementing 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 a Plan during implementation and comply with its requirements. The LMP shall include all project workers, including new health workers, engaged in community-based activities under component 1.	An LMP was prepared and disclosed as part of the ESMF of the parent project. It shall be updated and redisclosed as part of the updated ESMF as relevant 3 months after the Effective Date of the GFF Additional Grant Agreement and Pandemic Fund Grant Agreement , and it shall be adopted and implemented throughout project implementation 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.	IHPAU/MoH/ Contractor
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN IHPAU shall prepare, adopt, and implement Occupational, Health and Safety (OHS) measures specified in the ESMF of the updated document. It must follow the same mentioned above. Contractors working on the project shall abide by the approved OHS plan/measures. The OHS plan shall include guidelines provided by WHO country and technical guidance –Mpox, and other infectious disease documents for the prevention of the transmission of Mpox, and other infectious	Prior to initiating construction/refurbishment activities and implemented throughout the time frame as for the implementation	MoH/IHPAU

	<p>diseases. The contractor shall conduct their activities in observance of MoH directive and policy on Mpox</p> <p>The range of OHS issues specific to this project relates to the two activities below:</p> <ol style="list-style-type: none"> Medical Waste Management in the Sub-project sites (14 Healthcare Facilities) in Western Area Rural, Kailahun, Bonthe, Falaba, and Tonkolili districts, five district laboratories and the national public health reference laboratory Prepare, adopt, and implement OHS measures including emergency preparedness and response measures specified in the ESMP. 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. Prepare, adopt and implement an Infection Control and Waste Management Plan (ICWMP) for the Project. 	<p>ICWMP and ESMP, including OHS measures, are to be prepared, adopted and disclosed before the relevant activities are carried out, and then implemented throughout such activity.</p>	
2.3	<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.</p> <p>The manual GRM has been used and alongside a digital GRM platform will be put in place to uptake grievances, concerns, and requests from aggrieved or affected project workers.</p> <ul style="list-style-type: none"> Complaints are manually recorded on a paper-based form completed and signed by the complainant, aggrieved, or affected workers. The form is then transmitted to the Senior social and gender specialist by Grievance Redress Committees (GRCs), who screens to determine the level of investigation. The response is then formulated. Documents showing grievance formation are filled out for further references. 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 IHPAU tracks and evaluates the process, then gives feedback to the complaints for feedback MoH does resolution of Compliance Summary reports are collected monthly from GRC during the monthly GRM visits to sub-projects 	<p>The manual grievance mechanism is in place and shall be maintained alongside the digital GRM platform which will be established 2 months after the Effective Date of the GFF Additional Grant Agreement and Pandemic Fund Grant Agreement. It will be maintained throughout the Project implementation.</p>	IHPAU/MoH/ Contractor
<p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p>			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>(a) The Healthcare waste management plan (HCWMP) has been prepared for the parent QEHSSSP Project but will be reviewed to incorporate Laboratory and Animal Healthcare waste management.</p>	<p>Prepare and implement the Integrated Healthcare Waste Management Plan (IHCWMP) throughout the Project implementation 3 months after the</p>	IHPAU/MoH

	<p>(b) Medical Waste Management in the Sub-project sites (14 Healthcare Facilities, 5 District Laboratories and the central public health reference laboratory, Laka) in Western Area Rural, Kailahun, Bonthe, Falaba, and Tonkolili districts, the following actions shall be taken:</p> <ul style="list-style-type: none"> • 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). • Rehabilitate medical waste treatment buildings to accommodate an incinerator. • Procure incinerators for the 14 Hubs to treat medical waste safely. • Train healthcare staff, including incinerator operators, on best practices in medical waste management. • National, district, and facility monitoring of healthcare waste management practices across the 14 Hubs. • Support and monitor the construction of waste zone area and installation of incinerators across the 14 Hubs. 	<p>Effective Date of the GFF Additional Grant Agreement and Pandemic Fund Grant Agreement.</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>	
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</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>	<p>ESMPs to be prepared prior to the commencement of relevant activities and implemented throughout project implementation</p>	<p>MoH/IHPAU</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Implement traffic and road safety measures in the project. Updated ESMF consistent with ESS4. 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>	<p>Prior to carrying out the relevant subproject activities and maintained throughout the project implementation</p>	<p>MoH/IHPAU</p>
4.2	<p>COMMUNITY HEALTH AND SAFETY</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 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); response to SEA/SH; protection of individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the project.</p> <p>Contractors' measures and work methods shall be validated by IHPAU and approved by the MoH.</p>	<p>Prior to the carrying out of the relevant subproject activities and maintained throughout the project implementation</p>	

4.3	<p>SEA AND SH RISKS</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 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 GBV Action Plan will be updated and implemented to assess and manage the risks of GBV and SEA.</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 1 month after the Effective Date of the GFF Additional Grant Agreement and Pandemic Fund Grant Agreement. Thereafter, 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 and throughout project implementation</p>	IHPAU/MoH/Contractor
4.4	<p>SECURITY MANAGEMENT</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 will be set out in the ESMPs and C-ESMPs.</p>	Throughout the project implementation	MoH/IHPAU
4.5	<p>DAM SAFETY (FOR ANNEX A ESS4)</p> <p>Not relevant</p>		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT FRAMEWORK</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 as relevant before carrying out the relevant activities, in a manner acceptable to the Association.</p>	Prior to commencement of activities and throughout project implementation	MoH/IHPAU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

6.1	<p>BIODIVERSITY RISKS AND IMPACTS</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 International Union for Conservation of Nature (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>	Prior to commencing AF subproject activities, and measures to be implemented throughout the project implementation.	IHPAU/MoH
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS]</p> <p>Not relevant</p>		
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>The Project shall screen subprojects using the screening tool in the ESMF to identify and assess any cultural heritage risks to be addressed in the ESMPs and C-ESMPs prior to the commencement of sub-project activities.</p>	Prior to commencing subproject activities, measures to be implemented throughout the project implementation.	MoH/IHPAU
8.2	<p>CHANCE FINDS</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 the ESMF and site-specific ESMPs, consistent with ESS8.</p>	Throughout the Project implementation.	MoH/IHPAU
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	<p>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</p> <p>Not relevant</p>		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update, disclose and adopt a SEP consistent with ESS10, which is acceptable to the Association. The updated version of the SEP will include a risk communication and community engagement strategy,</p>	The SEP shall be updated for AF appraisal and will be implemented throughout the project	IHPAU/MoH

	to be finalized under the project in line with WHO guidance on “Risk communication and community engagement (RCCE) readiness and response to the Mpox and in a consistent manner with ESS10 and acceptable to the Association.	implementation.	
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>The project shall maintain the manual GRM process currently implemented as detailed in 2.3. A digital GRM platform will be established, publicized, and maintained, to receive and facilitate resolution of concerns and grievances in relation to the project in a manner acceptable to the Association.</p>	The manual GRM is currently implemented and the digital GRM platform shall be established 2 months after the Effective Date of the GFF Additional Grant Agreement and Pandemic Fund Grant Agreement.	IHPAU/MoH
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> i) Maintain established E&S risk management unit in IHPAU ii) Maintain recruited environmental specialist, social specialist, waste management specialist within the PIU, iii) Update and implement the ESCP iv) Update and implement an ESMF for the Project, consistent with the relevant ESSs prior to appraisal. v) Update and implement the LMP for the Project, consistent with ESS2 and prior to appraisal. vi) Update and implement an RPF for the Project, consistent with ESS5 vii) Update and implement an SEP for the project, consistent with ESS10. viii) Update and implement an ESIA, and corresponding ESMP before the commencement of civil works ix) Update and implement an RAP for project affected facilities /persons prior to the commencement of civil works 			