

**The World Bank**

DRC Electricity & Water Access and Governance Project (P173506)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

# **DEMOCRATIC REPUBLIC OF THE CONGO**

## **Access, Governance and Reform for the Electricity and Water Sectors (AGREE) Project**

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

**Final version**

**June 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Democratic Republic of Congo (hereinafter "**the Recipient**") shall implement the **Access, Governance and Reform for the Electricity and Water Sectors Project, AGREE**, (the **Project**) with the involvement of the following Ministries and agencies: Ministry of Water Resources and Electricity (MRHE) in its UCM (overall coordination; component 2, Sub-component 3.2 in urban areas, Sub-component 4.1; Sub-component 4.3) and with the involvement of the Ministry of Portfolio (MoP)/COPIREP (Comité de Pilotage de la Réforme des Entreprises du Portefeuille)- for the implementation of component 1, as well as with the National Agency for Electrification and Energy Services in Rural and Peri-urban Areas (ANSER), for the implementation of sub-component 3.2 in peri-urban areas, REDIGESO/CEP-O (component 4.2 and component 1.3 ), Autorité de Régulation de l'Électricité (Sub-component 3.1) and Office Congolais des Eaux (OCE) for Component 3.3(a)(i) The International Development Association (hereinafter "the Association") has agreed to provide funding for the Project.
2. The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the World Bank's Environmental and Social Standards (ESS) and World Bank Group's Performance Standards, including the recommendations of the Good Practice Note on addressing Sexual Exploitation and Abuse, and Sexual Harassment in the Context of Financing Investment Projects Involving Major Civil Works<sup>1</sup> (NBP-SEA/SH). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each these.
3. The Recipient shall also comply with the provisions of any other Environmental and Social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP, such as the Environmental and Social Management Framework (ESMF), including in an annex the Action Plan for the Prevention and Mitigation of Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH); the Resettlement Policy Framework (RPF); Environmental and Social Impact Assessments (ESIA) for the works and associated Environmental and Social Management Plans; the Stakeholder Engagement Plan (SEP); the Labor Management Procedure (LMP), and the timelines specified in those E&S

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<sup>1</sup> <http://pubdocs.worldbank.org/en/215761593706525660/ESF-GPN-SEASH-in-major-civil-works-French.pdf>

documents. Other instruments shall be prepared as needed during the implementation of the Project, such as Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Asbestos Management Plan, hazardous waste management plan, sludge and effluent management disposal and/or reuse plan, Biodiversity Management Plan (BMP), Resettlement Action Plans (RAPs), Grievance Mechanism sensitive to SEA/SH (GRM), Security Risk Assessment (SRA)/Security Management Plan (SMP) ),

4. Additionally, the private operators under component 3 shall be required to have in place ESMSs acceptable to the Association prior to receiving funding.
5. The Recipient shall be responsible for compliance with all requirements of the ESCP, even when the implementation of specific measures and actions is carried out by the Ministry or agency, or unit referenced in paragraph 1 above.
6. The implementation of the concrete measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient through the Project Coordination and Management Unit (UCM) under the Ministry of Water Resources and Electricity and the Project Implementation Unit (CEP-O) under the National Water Utility (REDIGESO), , as required by the ESCP and the conditions of the legal agreement, and the Association shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.,
7. As agreed upon by the Association and the Recipient, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Recipient through the Project Coordination and Management Unit of the Ministry of Water Resources and Electricity (UCM), shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.
8. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental risks such as environmental, health and safety effects, flooding, erosion, the appearance of animal or plant epidemics, the influx of labor, the risk of degradation of natural resources and pollution of the environment (air, soil and water pollution, reduction of vegetation in the event of tree felling and deforestation, nuisances due to activities and construction site waste); risks of disruption of free movement and socio-

economic activities; risks of social conflicts in case of non-local employment or non-respect of customs and habits; risks to the health and safety of the populations including COVID19 (emergence of diseases among the populations and workers, accidents related to construction site activities, health risks related to poor management of hazardous waste, including biomedical waste, loss of land, property and sources of income, gender-based violence, including sexual exploitation and abuse, and sexual harassment ; and risks related to child labor and forced labor.

9. The table below provides a summary of the concrete measures and actions required the responsibilities of the actors involved, and the timeframe for implementing the selected measures and actions.

CONCRETE MEASURES AND ACTIONS		DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<b>ITEM</b>	<b>MONITORING AND REPORTING</b>		
<b>A</b>	<b>REGULAR REPORTING:</b>		
A.1	<p>Prepare and submit regular monitoring reports to the Association on the environmental, social, health and safety (EHS) performance of the project, including but not limited to the implementation of the ESCP, the level of EHS readiness required under the ESCP, the stakeholder engagement activities and the functioning of the Grievance Redress Mechanism (GRM) , including those related to Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH). For incidents related to SEA/SH, the report should include only non-identifiable information such as the survivor's age, gender, type of incident, whether the alleged perpetrator is related to the project according to the survivor's witness, and the care services the survivor accessed, if any.</p>	<p><i>Quarterly reports throughout the implementation of the project, starting 90 days from the Effective Date.</i></p>	<p>UCM and CEP-O/REGIDESO</p>
<b>B</b>	<b>NOTIFICATION OF INCIDENTS AND ACCIDENTS:</b>		

	CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
B.1	<p>Promptly notify the Association of any incident or accident related to or affecting the AGREE Project activities that has, or is likely to have, a significant adverse effect on the environment, affected communities, the public or workers, including risks to safety, health and environment (SEHS), sexual exploitation and abuse, and sexual harassment, alleged violations of labor laws and working conditions, conflicts related to land pressure or labor influx, pollution of soils, rivers, and water bodies, property damage on project sites, or, cases of gender-based discrimination such as exclusion of vulnerable people (women, youth, people with disabilities, minority and disadvantaged groups), etc.</p> <p>Provide sufficient details regarding the incident or accident, including the immediate steps taken or anticipated actions to remedy the incident or accident, and include information provided by any service provider or supervisory entity, as appropriate. For SEA/SH cases, the incident report shall respect ethical principles regarding the management of GBV-related data, in particular, the confidentiality and security of the parties involved; therefore, no identifiable information shall be shared.</p>	<p><i>Notify the Association immediately, and no later than 48 hours after becoming aware of (serious incident/accident, and no later than 24 hours after any severe incident/accident, including SEA/SH incidents.</i></p> <p><i>Provide the association with a detailed report no later than 7 days from becoming aware of the incident.</i></p> <p>The other supporting partner implementation agencies (ANSER, SNEL, ARE COPIREP, OCE, REGIDESO) to notify UCM immediately, and no later than 48 hours after becoming aware of the incident or accident (serious), and no later than 24 hours any severe incident/accident, including SEA/SH incidents</p>	<p>UCM and CEP-O /REGIDESO</p> <p>The other supporting Project Executing Agencies, ANSER, SNEL, OCE, ARE and COPIREP shall report to UCM on any incidents and accidents, and UCM shall report to Bank within the deadlines.</p>
<b>C</b>	<b>MONTHLY REPORTS FROM SUPPLIERS AND PROVIDERS</b>		
C.1	<p>Suppliers, contractors and subcontractors hired for the project activities or sub-activities are required to submit monthly monitoring reports to UCM / CEP-O/REGIDESO regarding the EHS performance of the contract work performed. The Recipient upon request shall submit these monthly monitoring reports to the Association.</p>	<p><i>Within 48 hours of the Bank's request.</i></p> <p><i>Monthly reports for contract work for the duration of the contract or sub-contract, starting 30 days from the start of project activities.</i></p>	<p>UCM and CEP-O/REGIDESO</p>
<b>ESS #1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND EFFECTS</b>			

<b>CONCRETE MEASURES AND ACTIONS</b>	<b>DEADLINE/SCHEDULE</b>	<b>RESPONSIBLE ENTITY/AUTHORITY</b>
1.1 <b>ORGANISATIONAL STRUCTURE:</b>		

1.1.1

Maintain an organizational structure at the national (Kinshasa) and provincial levels (Kananga, Goma, and Mbuji-Mayi or substitute city) with qualified staff and resources to support E&S risk management. The following staffing for E&S risk management is planned:

- UCM shall hire and maintain one (01) environmental specialist, one (01) social development specialist, one (01) GBV specialist and a part-time communication officer with experience in community mobilization for the implementation of the SEP based in Kinshasa.
- UCM shall also provide technical guidance and support environmental and social risks planning during sub project preparation and initial project implementation, until OCE has satisfactory environmental and social risk management capacity. OCE shall undergo a comprehensive assessment of E&S capacity before any transfer of responsibility can take place.

- The Mwindu Fund Manager shall be hired in a form and manner satisfactory to the Association and the Fund shall maintain its organizational structure as necessary throughout Project implementation

*UCM has an environmental specialist and a social development specialist at the central level, and they shall be maintained throughout project implementation.*

*CEP-O/REGIDESO has at its central level an environmental specialist and a social development specialist, and they shall be maintained throughout project implementation.*

*Other safeguard Specialists based in Goma, Kananga, and Mbuji-Mayi shall be recruited no later than 90 days prior to signing contracts for works in the respective cities, and they shall be maintained throughout project implementation.*

Comprehensive assessment of E&S capacity for OCE shall take place not later than 06 months before any transfer of responsibility

*The part-time communication/community mobilization officer and a GBV Specialist shall be recruited within 90 days from the Effective Date to complement the UCM E&S Specialists based in Kinshasa.*

Prior to the WB disbursing the funds for results-based subsidy through the Mwindu Fund

UCM / CEPO/REGIDESO



- The Mwinda fund shall be operationalized in a form and manner satisfactory to the Association.
- ANSER and OCE shall each recruit a safeguard specialist to cover the operation of the Mwinda Fund and the Mwinda Fund Manager shall have a safeguard specialist as part of its key staff.
- During implementation of the project, OCE shall undergo a comprehensive assessment of E&S capacity before any transfer of responsibility can take place.
- CEP-O/REGIDESO shall hire and maintain in Kinshasa one (1) environmental specialist and one (01) social development specialist based in Kinshasa.
- At the provincial level, UCM and CEP-O/REGIDESO together shall hire and maintain:
  - one (01) environmental specialist and one (01) social and community mobilization specialist based in Goma;
  - one (01) environmental specialist and one (01) social and community mobilization specialist based in Kananga;

The safeguard specialist for ANSER, OCE and the safeguard specialist for Mwinda Fund Manager shall be in place before approval of results-based subsidy through the Mwinda Fund for private operators' subprojects. The safeguard specialist shall be maintained throughout project implementation.

Comprehensive assessment of E&S capacity shall take place not later than 06 months before the phasing-out Date of the Mwinda Fund Manager contract

*This staff is maintained throughout the implementation of the project.*

*E&S specialists from partner agencies shall be in place before the start of the sub-project for which the project fund was requested and shall be maintained throughout the implementation of the sub-project.*

- one (01) environmental and social safeguard specialist based in a third city (Mbuji-Mayi or substitute city)

UCM shall ensure that the partner project implementation agencies such as SNEL recruit and maintain experts as follows: SNEL shall maintain in place its current 03 environmental specialist and 03 social development specialist

UCM is the PIU in charge of the overall management of the AGREE project. In addition to its role of overall coordination of project activities, UCM is the executing agency for Component 2 and Sub-components 3.2 in urban areas, 4.1 and 4.3 of the Project.

UCM shall sign a Memorandum of Understanding with CEP-O/REGIDESO, COPIREP, ANSER, ARE, and OCE in form and substance acceptable to the Association, has been executed and is in full force and effect.

UCM shall undertake an assessment of institutional arrangements, needs, and capacity to manage E&S risks and impacts, including the risks of Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH).

*SNEL has three 03 environmental specialists and 03 social experts, and they shall be maintained throughout project implementation*

A Memorandum of understanding (MoUs) between the implementing entities—UCM, CEP-O, COPIREP, OCE, ANSER, ARE—shall be prepared and signed by effectiveness

*Within 90 days of the effective date, an assessment of*

CONCRETE MEASURES AND ACTIONS		DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
	<p>This assessment shall allow for the development of a capacity building plan and if necessary, adjustments in the number and deployment of staff in the provinces .</p> <p>The social development specialists at the provincial level should have expertise in GBV or have received training in this field before starting their mission or activities in the provinces. The provincial social development specialists shall be coordinated by the national social development specialist and the GBV specialist in charge of SEA/SH aspects.</p>	<p><i>the institutional arrangements, needs, and E&amp;S risk and impact management capacities of the project implementing entities will be conducted and a capacity building plan developed and adopted.</i></p>	
1.2	<b>ENVIRONMENTAL AND SOCIAL ASSESSMENT :</b>		
	<p>Assess the E&amp;S risks and impacts of the project in accordance with the ESMF and prepare, disclose, consult, adopt and then implement in a manner acceptable to the Association the following instruments:</p>		UCM / CEP-O/REGIDESO
	<p>The Environmental and Social Management Framework (ESMF), including the SEA/SH Prevention, Mitigation and Response Action Plan (SEA/SH Action Plan) as a section of the ESMF in form and substance acceptable to the Association, has been prepared, disclosed, consulted, approved and adopted.</p>	<p>The ESMF has been prepared and disclosed in draft in the country and by the Association on November 8, 2021. It shall be updated, consulted, approved, adopted and redisclosed prior to effectiveness.</p>	UCM / CEP-O/REGIDESO
	<p>The ESIA for the electrification of the black pockets, sanitation, rehabilitation and compliance of the SNEL networks of the Kinshasa Centre and West Directorates has been prepared, disclosed, consulted upon, approved and, adopted.</p>	<p>The ESIA has been disclosed in draft in the country and by the Association on November 8, 2021. It shall be updated, consulted, approved and redisclosed prior to effectiveness.</p>	UCM
	<p>Resettlement Action Plan (RAP) for the electrification of the black pockets, sanitation, rehabilitation and upgrading of the SNEL networks of the Kinshasa Centre and West Directorates has been prepared, disclosed, consulted upon, approved and, adopted.</p>	<p>The RAP has been prepared, consulted upon, approved , and disclosed in draft in November 8, 2021. It will be revised, approved, and redisclosed prior to effectiveness.</p>	UCM / CEP-O/REGIDESO

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
Labor Management Plan (LMP) has been prepared, disclosed, consulted upon, approved and, adopted.	The LMP been prepared, consulted upon, approved, and disclosed on December 03, 2021.	UCM / CEP-O/REGIDESO
Resettlement Policy Framework (RPF) has been prepared, disclosed, consulted upon, approved and, adopted.	The RPF will be prepared, disclosed, consulted upon, approved and disclosed prior to effectiveness.	UCM / CEP-O/REGIDESO
Stakeholder Engagement Plan (SEP) has been prepared, disclosed, consulted upon, approved and, adopted.	A SEP has been prepared, consulted upon, approved, and disclosed on December 15, 2021.	UCM / CEP-O/REGIDESO
ESIA/ESMP for the rehabilitation of the Mobayi Mbongo dam has been prepared, disclosed, consulted upon, approved and, adopted.	ESIA/ESMP has been prepared, consulted, approved/adopted, and disclosed prior to the start of the construction works; and the ESMP implemented throughout the implementation of the constructions works in accordance with its terms	UCM
Conduct environmental and social due diligence for quarry sites, sand pits, borrow pits, disposal areas, accommodation camps, induced access, etc.	Prior to the start of construction	UCM / CEP-O/REGIDESO / contractors
ESIAs, ESMPs and RAPs as well as the E&S aspects, including SEA/SH in the bidding documents, contracts, and C-ESMPs for the following subprojects have been prepared, disclosed, consulted upon, approved and, adopted in form and substance acceptable to the Association,; demolition and replacement of water/electricity distribution networks, construction/rehabilitation of pumping stations; construction of the wastewater/fecal sludge treatment plant; construction of the water treatment plant; rehabilitation and extension of water distribution networks; etc. and any other site where work shall take place that requires an ESIA, ESMP and/or RAP.	All site-specific instruments/documents (ESIAs, ESMPs, RAPs and other plans ) will be prepared, consulted, approved/adopted and disclosed prior to the start of the construction works, and the ESMP implemented throughout the implementation of the constructions works in accordance with its terms.  The E&S aspects, including SEA/SH in the bidding documents, contracts, and C-ESMPs shall require prior reviews. Once approved, the plans are carried out throughout Project implementation	UCM / CEP-O/REGIDESO
CERC-ESMF has been prepared, disclosed, consulted upon, approved and, adopted.	Shall be prepared if the CERC component is activated. The CERC-ESMF has been prepared, consulted, approved/adopted and disclosed as part of the CERC component activation package.	UCM / CEP-O/REGIDESO

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
An Environmental and Social Action Plan (ESAP) shall be developed to enable the implementation of Component 3.1 of the Project in compliance with the WBG's Performance Standards	During implementation and prior to signing of the Subsidiary Agreement with each private operator wherever using the Associations funds.	UCM / CEP-O/REGIDESO / private operator
<p>E&amp;S screening and due diligence done pursuant to OP 4.03 and to the ESMS and agreed by the government and private sector entities under component 3.1</p> <ul style="list-style-type: none"> <li>• IFC as potential investor has carried out a preliminary screening and evaluation of all known subproject sites on key E&amp;S risks and impacts (including biodiversity, land acquisition, indigenous peoples) to understand their E&amp;S risks (and future E&amp;S requirements) in compliance with WBG's PS relevant to the project</li> <li>• IFC has prepared and shared with the Recipient and the Association a Scoping Report providing a preliminary assessment of the main E&amp;S impacts and mitigation measures for the selected sites and a Terms of Reference for the ESIA/ESMP in compliance with WBG's PS relevant to the project.</li> <li>• The final ESIA/ESMP has been prepared, disclosed, consulted upon, approved and adopted by the winning bidder/concessionaire, based on the existing information available for the project.</li> </ul>	<p>During implementation and prior to signing of the Subsidiary Agreement with each private operator wherever using the Associations funds</p> <p>By July 2022</p> <p>By July 2022</p> <p>It has been prepared, consulted, approved/adopted and disclosed prior to the start of the construction works, and the ESMP implemented throughout the implementation of the constructions works in accordance with its terms.</p>	UCM / CEP-O/REGIDESO / private operator
1.3 <b>MANAGEMENT TOOLS AND INSTRUMENTS :</b>		

<p>Screen any proposed subproject in accordance with the Environmental and Social Management Framework (ESMF), RPF, SEP, LMP developed for the Project, and, thereafter, prepare, disclose, consult, adopt, and implement the subproject Environmental and Social Management Plan (ESMP), as required, in a manner acceptable to the Association:</p> <ul style="list-style-type: none"> <li>• Security Management Plans (SMP) ;</li> <li>• Asbestos and other fibrous materials Management Plan (AMP) ;</li> <li>• sludge and effluent management disposal and/or reuse plan</li> <li>• Waste and Hazardous Materials Management Plan</li> <li>• Biodiversity Management Plan (BMP).</li> <li>• Disposal/recycling plan for PV panels and batteries as well as for the asbestos content material in the pipes</li> </ul> <p>Undertake site-specific social assessments at each location</p> <p>The UCM and CEP-O shall ensure:</p> <ul style="list-style-type: none"> <li>• the preparation and dissemination of the required E&amp;S instruments including: ESMF including the SEA/SH Action Plan, RPF, RAPs, SEP, ESIA/ESMPs, and others to key stakeholders as listed in section 1.2.</li> <li>• the project acquires the necessary permits for E&amp;S measures through the national authority, which is the Congolese Environmental Agency (ACE) whose mandate it is to validate environmental and social instruments;</li> <li>• inclusion of the integration of environmental and social clauses, including SEA/SH aspects, and ESMP in the bidding documents and works contracts;</li> <li>• monitoring of the effective implementation of measures;</li> <li>• drafting of the environmental and social aspects of the Project Implementation Manual (PIM) including the implementation arrangements with ACE;</li> </ul>	<p><i>The appropriate ESMP, BMP, RAP, AMP, or TEMP (as needed) shall be developed upon identification of subproject, and prior to implementation of the relevant activities and maintained throughout the implementation of the Project.</i></p> <p>Site specific Security Risk Assessments and Security Management Plans shall be developed by at least 30 days before starting project works and shall be complied with and updated as needed throughout implementation of the Project.</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts, including SEA/SH aspects.</p>	<p>UCM / ANSER / OCE</p> <p>UCM / CEP-O/ REGIDESO , Contractors, Consulting Engineers / ANSER / OCE</p>
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CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<ul style="list-style-type: none"> <li>• preparation of quarterly reports.</li> </ul> <p>UCM and CEP-O shall ensure that:</p> <ul style="list-style-type: none"> <li>• All terms of reference and final deliverables, for any technical assistance and studies to be performed under the project, are prepared in a form and substance satisfactory to the Association and compliant with the Association's Environmental and Social Standards (ESS) relevant to the project;</li> <li>• Any area in which civil works will be performed in or around abandoned military camps, checkpoints and trenches, bridges and their surroundings, etc., under the project has been cleared of unexploded ordnance (UXO) and to this end, prior to commencing civil works for any activity under the project, the recipient shall provide confirmation, in a form and substance satisfactory to the Association, that the area in which such civil works will be performed has been declared safe and clear of UXO.</li> </ul> <p>UCM, ANSER/Mwinda fund manager, and OCE ensure that sub-projects carried out by private operators under subcomponent 3.2 &amp; 3.3 (Financing Support for bottom-up electrification / water service provision by Private Operators are reviewed in accordance with the Association's Environmental and Social Standards (ESS) relevant to the project and applicable to the grantees.</p>		

<p>1.4</p>	<p><b>MANAGEMENT OF SUPPLIERS AND PROVIDERS:</b></p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts, including SEA/SH aspects.</p> <p>The project shall require the development and implementation of the following procedures applicable to contractors and subcontractors and other service providers:</p> <ul style="list-style-type: none"> <li>• Contractor ESMP (for the Construction Site, including Health, Safety and Hygiene Plan and COVID-19 Prevention Plan, which shall also include a worker's GRM internal to the contractor as part of the overall GRM with procedures to handle SEA/SH complaints in an ethical and confidential manner, following a centered survivor's approach)</li> <li>• Minimum environmental and social clauses to be included in ToRs and Bidding Documents for works contracts and supervision contracts (codes of conduct, coordination, reporting and monitoring, Grievance Redress Mechanisms (GRM) sensitive to SEA/SH, and regular training to all staff on GBV, including SEA/SH risks and consequences, content of code of conduct, and procedures to denounce SEA/SH incidents.</li> <li>• Codes of conduct and Internal rules and regulations with specific clauses prohibiting SEA/SH behaviors and sanctions in case of non-compliance</li> <li>• Social commitments through codes of conduct on the prohibition of child labor, forced labor and other elements of GBV that will be identified in the SEA/SH Action Plan.</li> <li>•</li> </ul> <p>To do this, the Recipient through the project must:</p>	<p><i>Simultaneously as the preparation of procurement documents. The C-ESMP must be included in the bidding documents of the awarded contractor. The project shall supervise contractors throughout Project implementation.</i></p> <p><i>Before hiring contractors, subcontractors, and other service providers</i></p> <p><i>As needed, but before signing the contract with the supplier/provider</i></p> <p>Enforce these measures throughout the project implementation period</p>	<p>UCM &amp; CEP-O/REGIDESO</p>
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CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<ul style="list-style-type: none"> <li>(i) verify that the contractors recruited (companies, NGOs, other structures) and their subcontractors are legal, trained, and reliable entities, and that they have the competence to carry out the required activities/tasks;</li> <li>(iii) ensure that providers and contractors comply with the respective contracts</li> <li>(iv) require contractors to make equivalent arrangements with their subcontractors.</li> <li>(i) monitor contractors' compliance with their contractual obligations.</li> </ul>		
<p>1.4.1 <b><u>PERMITS, APPROVALS AND AUTHORIZATIONS:</u></b> Obtain or assist in obtaining, as appropriate, permits, consents and authorizations applicable to the Project under applicable legislation from the relevant national authorities.</p>	<i>Prior to launching works</i>	<i>UCM &amp; CEP-O/REGIDESO</i>
<p><b><u>THIRD-PARTY MONITORING:</u></b> Use national or international experts (in case national expertise is not available) or other competent national structure to complete and verify the monitoring of environmental and social risks and impacts of the project, including but not limited to risks related to gender-based violence, including sexual exploitation and abuse, and sexual harassment (GBV/SEA/SH) within the project, as well as, the monitor the effectiveness of the SEA/SH Action plan.</p>	Throughout the implementation period of the project activities	<i>UCM, CEP-O/REGIDESO</i>

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p>CONTINGENCY EMERGENCY RESPONSE COMPONENT (CERC):            In the event of an emergency which leads to activation of the Contingent Emergency Response of the Project, the necessary instruments and measures will be developed, consulted and disclosed as required prior to undertaking of the emergency response activities, to ensure compliance with ESSs.            The completion of these studies can be sequenced with the CERC implementation plan.            No civil works (under CERC component) should commence until such instruments have been developed to the satisfaction of the Association.</p>	<p><i>Prior to the start of emergency response activities.            The request to activate this part shall come from the Recipient with prior No Objection from the Association</i></p>	<p>MEF</p>
<p><b>ESS n°2: EMPLOYMENT AND WORKING CONDITIONS</b></p>		

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>LABOR MANAGEMENT PROCEDURES:</b></p> <p>Develop, consult, adopt, disclose and then implement procedures for Labor Management Procedures (LMP) in accordance with national legislation and ESS No. 2. Update, consult, adopt, disclose and implement the LMP developed for the project, including clauses and sanctions against SEA/SH. All staff are required to attend information and awareness sessions on GBV/SEA/SH throughout the implementation of the project. Induction sessions will be held for temporary workers before they start work.</p> <p>All eligible private operators shall prepare and implement Labor Management Procedures (LMPs) appropriate to the scale and nature of their business, for their own staff in accordance with ESS2, including occupational health and safety (OHS) measures (and measures on emergency preparedness and response) and complaint resolution mechanisms for their own staff.</p> <p>The ANSER (with assistance from the Mwindu Fund Manager) and OCE will develop Labor Management Procedures (LMP) consistent with ESS2 and require each private operator to do the same.</p> <p>The Recipient shall require bidders to provide two declarations: a Forced Labor Performance Declaration (which covers past performance), and a Forced Labor Declaration (which covers future commitments to prevent, monitor and report on any forced labor, cascading the requirements to their own sub-contractors and suppliers). In addition, the Recipient shall include enhanced language on forced labor in the procurement contracts.</p>	<p>The LMP has been prepared, disclosed on December 3, 2021 in-country and by the Association, consulted upon, approved and adopted.</p> <p>Each private operator shall submit their LMP prior to being accepted for project funding and implement it throughout the implementation of the project</p> <p>The ANSER and OCE prior to signing of the sub-Subsidiary Agreement</p> <p><i>As part of the bidding process and before signing the contract with the bidder and maintain throughout Project implementation.</i></p>	<p><i>UCM, CEP-O/ REGIDESO , Labor Inspection Control mission Companies and suppliers</i></p>

2.1

<p>2.2</p>	<p><b>PROJECT'S WORKER GRIEVANCE REDRESS MECHANISM:</b></p> <p>(i) Ensure that the Grievance Redress Mechanism (GRM) is able to respond to worker concerns in a timely manner, consistent with the LMP, and is sensitive to SEA/SH, through a transparent and easy-to-understand process that provides feedback to affected parties in a language they understand, without retaliation, and will operate in an independent and objective manner. This GRM will be available to all direct and contract workers (and their organizations, if any) to express their work-related concerns. These workers will be informed of the existence of the GRM at the time of hiring and of the measures taken to protect them from any retaliation for having used it, as well as the GBV service providers identified by the project in the intervention zones and who guarantee their care if necessary. Care will be taken to ensure that the grievance redress system is easily accessible to all.</p> <p>(ii) Include in the bidding documents for the recruitment of firms, the terms of reference for the selection of consultants, the contracts of suppliers, service providers and subcontractors of the Project, as well as in the project implementation manual, clauses relating to the GRM in connection with any labor or employment issue within the framework of the Project and in compliance with the ESS No. 2 and the labor legislation in force in the DRC. Contractors without a union may rely on the GRM described in the LMP to address labor concerns</p> <p>(iii) ANSER, UCM and OCE with the assistance of the Mwindi Fund Manager shall ensure that the private operators that receive subsidies through the Mwindi Fund has GRM systems in place for his workers</p> <p>(iv) ANSER/UCM/OCE with the assistance of the Mwindi Fund Manager shall ensure that the HR policies and</p>	<p><i>The complaint management mechanism shall be operational prior to the recruitment of workers for the Project and shall be maintained throughout the implementation of the Project</i></p> <p><i>Throughout the implementation of the project</i></p> <p>As a condition of signing a grant to private operators</p>	<p><i>UCM, CEP-O/ REGIDESO and suppliers/service providers</i></p>
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<b>CONCRETE MEASURES AND ACTIONS</b>	<b>DEADLINE/SCHEDULE</b>	<b>RESPONSIBLE ENTITY/AUTHORITY</b>
<p>(v) procedures of its private operators include, among other things, grievance mechanism for workers and occupational health and safety policy and measures UCM to ensure that OCE has GRM systems in place for its workers</p>		

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES:</b></p> <p>Preparation, adoption and implementation of occupational health and safety (OHS) measures specified in the ESMF and ESIA/ESMP, taking into account COVID-19 measures.</p> <p>Further, the Recipient shall ensure that all contractors carry out a Job safety analysis for High-risk tasks, set up a safe work permit mechanism and make available to their workers and visitors, personal protective equipment (PPE) including those for COVID-19 control prior to accessing construction sites and other associated facilities. In addition, they must ensure that adequate PPE is worn by all workers on the construction sites and associated facilities</p> <p>ANSER/UCM/OCE with the assistance of the Mwindu Fund Manager shall ensure that private operators implement adequate occupational health and safety measures (including emergency preparedness and response measures), including measures consistent with ESS2 and the World Bank Group Environmental Health &amp; Safety (EHS) Guidelines</p>	<p>Prior to the start of civil works. These measures are implemented and maintained throughout the implementation of the Project</p> <p>Throughout Project implementation and prior to the ANSER/UCM/OCE providing grant to the private operators</p>	<p><i>Suppliers, service providers and subcontractors/private operators /UCM</i></p>
<p><b>EMERGENCY PREPARATION AND RESPONSE</b></p> <p>(i) Ensure that contractors prepare and implement an emergency preparedness and response plan, and coordinate the actions identified in Section 4.5 below.</p> <p>(ii) Immediately report any major emergencies (e.g., serious fires at the worksite electrocution, large-scale spills, earthquakes or volcanic or limnic eruptions, accidents resulting in major damage).</p>	<p><i>Prior to implementation of subproject and maintain throughout the Project implementation.</i></p>	<p>Contractors / suppliers / service providers</p>
<p><b>ESS #3: RATIONAL USE OF RESOURCES AND POLLUTION PREVENTION AND MANAGEMENT</b></p>		

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p>Measures for resource efficiency and pollution prevention and management shall be set out in the ESIA's and ESMPs referred to in 1.3 above.</p> <p><b>MANAGEMENT PLAN FOR Waste and Hazardous Materials including ELECTRONIC AND ELECTRICAL WASTE:</b> Ensure that:</p> <ul style="list-style-type: none"> <li>(i) UCM develops and implements as part of the ESIA's/ESMPs referred to in 1.3 above, Waste and Hazardous Materials Management Plan including Electronic and Electrical Waste on all construction sites including the associated facilities concerned by the Project.</li> <li>(ii) project contractors prepare a site-specific waste management plan as part of their C-ESMP, and systematically remove all waste from the sites after completion of the work.</li> <li>(iii) SNEL, REGIDESO, and private sector operators develop a Waste and Hazardous Materials Management Plan acceptable to the Association as part of ESMP for operation phase.</li> </ul>	<p>Prior to the start of project activities and implement throughout Project implementation</p> <p>Prior to the start of project activities and implement throughout Project implementation</p> <p>Prior to the start of project activities and implement throughout Project implementation</p>	<p>UCM &amp; CEP-O/REGIDESO</p>
<p>3.2 An Asbestos and other fibrous materials Management Plan (AMP) has been prepared, disclosed, consulted, approved and adopted in form and substance acceptable to the Association,</p>	<p>The AMP has been prepared, consulted, approved/adopted and disclosed prior to the start of the construction works (dismantling of the asbestos pipe network in Kananga) and implemented throughout the implementation of the constructions works in accordance with its terms</p>	<p>CEP-O/ REGIDESO</p>

CONCRETE MEASURES AND ACTIONS		DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
3.3	A sludge and effluent management disposal and/or reuse plan has been prepared, disclosed, consulted, approved and adopted in form and substance acceptable to the Association,	<i>It</i> has been prepared, consulted, approved/adopted and disclosed as part of the ESIA/ESMP <i>for drinking water and wastewater treatment plants</i> , prior to the start of the construction works and the ESMP implemented throughout the implementation of the constructions works in accordance with its terms.	CEP-O/ REGIDESO
3.4	Disposal/recycling plan for PV panels and batteries plan has been prepared, disclosed, consulted, approved and adopted in form and substance acceptable to the Association	Prior to the start of project activities. During the entire period of project execution	<i>UCM and private sector operators</i>
3.5	ANSER, OCE, and UCM, with the assistance of the Mwindu Fund Manager, shall ensure that private operators (beneficiary of subsidy) ESMPs include resource efficiency and pollution prevention and management measures.	Throughout Project implementation and prior to ANSER/OCE providing grant to the private operators where applicable	ANSER/OCE/private operators
3.8	Carry out a detailed water balance analysis	Detailed water balance analysis has been carried out and approved prior to the start of investments to increase water accessibility and supply to population, and the findings implemented throughout the project implementation in accordance with its terms.	CEP-O/ REGIDESO

**ESS No. 4: COMMUNITY HEALTH AND SAFETY**



CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>The Recipient shall ensure that all specific documents (ESIAs/ESMPs) include measures to address road safety issues, proportionate to the level of risk associated with the sub-projects.</p> <p>The Recipient shall ensure that project suppliers/contractors develop and implement traffic and road safety measures, as well as all contractors as part of their C-ESMP - contractors to be prepared - at least 30 days before the start of the works. The suppliers/providers shall fence off their construction sites, mark off and install traffic signs and speed reduction signs.</p> <p>Develop and implement road safety measures</p>	<p>At least 30 days before starting project works. These shall be prepared simultaneously as the preparation of the ESMPs and implemented through the implementation of the construction works.</p> <p><i>Throughout Project implementation and prior to the ANSER/UCM/OCE providing grants to private operators where applicable</i></p>	<p><i>UCM &amp; CEP-O REGIDESO /ANSER/OCE</i></p> <p>UCM, CEP-O/REGIDESO, COPIREP, SNEL, OCE/ANSER (with assistance from the Mwindi Fund Manager), and Private Operators</p>

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Develop, adopt, and implement measures and actions to assess and manage risks and impacts specific to Project activities to neighboring populations, including those related to the presence of Project workers'/labor influx, including risks of SEA/SH, child labor, and forced labor. These measures should be included in the ESIA/ESMPs, including measures related to COVID-19</p> <p>(i) Implement measures and actions to assess and manage the risks and effects that the project activities could have on the living conditions of the population, particularly those related to the behavior of project workers, the influx of labor, and responding to emergency situations.</p> <p>(ii) Implement recommendations for managing these risks and impacts as formulated in the ESMF, RPF, ESIA/ESMP and RAP, as well as in the World Bank's Good Practice Note for Addressing SEA/SH in Investment Project Financing Major Civil Works.</p> <p>The Recipient will engage national or international experts to complete and verify the monitoring of the project's environmental and social risks and impacts, including but not limited to the monitoring of SEA/SH risks under the project, and the effectiveness of the SEA/SH Action plan.</p> <p>The Security Management Plans, which shall be prepared prior to the start of construction, shall allow the project to identify areas where the use of the monitoring plan shall be required. No activities in high or substantial risk areas shall be initiated until the Safety Management Plans (SMPs) are completed.</p>	<p>ESIA/ESMP and RAP have been prepared, consulted, approved/adopted and disclosed prior to the start of the construction and the ESMP implemented throughout the implementation of the constructions works in accordance with its terms</p> <p>Prior to the start of project activities and implement throughout Project implementation</p> <p>Prior to the start of construction.</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>

4.2

	CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
	Carry out Security Risk Assessments and prepare related Security Management Plans in a manner acceptable to the Association prior to the implementation of sub-projects, taking into account the risk of SEAH and other forms of human rights abuses related to security risks and the involvement of security personnel in the project. Once project activities are identified at the provincial level, the UCM will need to prepare Security Risk Assessments/Security Management Plans prior to the implementation of activities.	The Security Risk Assessments/Security Management Plans shall be prepared at least 30 days before starting project works of the sub-project covering each the targeted province. Each Security Management Plan, and shall be implemented and updated periodically throughout the implementation of the Project	UCM/CEP-O/ REGIDESO
4.3	UCM, ANSER, and OCE (with technical assistance from the Mwindi Fund Manager) shall ensure that the private operators' ESMPs include measures and actions to assess and manage specific risks and impacts to the community arising from subproject activities, e.g. behavior of workers, risks related to influx of labor, security issues, response to emergency situations in a manner acceptable to the Association.	Throughout Project implementation and prior to ANSER/OCE providing grant to the private operators where applicable	ANSER/OCE/UCM/ private operators
4.4	<b>EMERGENCY RESPONSE MEASURES:</b> Prepare and implement an emergency preparedness and response plan to manage emergency situations and ensure coordinate with the actions described in Section 2.4. This plan shall document the recipient's emergency preparedness and response activities, resources, and responsibilities, including the public dissemination of appropriate information.	Prior to disbursement for payments for emergency expenditures under the CERC component	MEF

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>RISKS OF GENDER-BASED VIOLENCE, EXPLOITATION, SEXUAL ABUSE AND HARASSMENT DURING PROJECT IMPLEMENTATION</b></p> <p>4.6</p> <p>(i) Develop and implement an action plan to manage the risks of sexual exploitation and abuse (SEA) and sexual harassment (SH) based on the results of a preliminary SEA/SH assessment and an SEA/SH screening, and in accordance with the national provisions in force and the conventions ratified by the DRC regarding the fight against sexual violence, sexual exploitation of women and the elimination of all forms of discrimination against women, etc.) as well as the requirements of the ESS n°4 of the World Bank( SEA/SH Action Plan).</p> <p>(ii) The SEA/SH Action Plan developed and included in the ESMF includes prevention, mitigation and response measures such as consultations with women and girls during the project life cycle, the signing of code of conduct by al staff with specific clauses on SEA/SH and sanctions in case of non-compliance, a Grievance Redress Mechanism sensitive to SEA/SH complaints with response protocols for survivors ensuring referrals to quality GBV services, and awareness-arising activities targeting workers and community members on unacceptable behaviors.</p> <p>(iii) Ensure that all tender documents, contracts for works or services other than consultancy services under the project require suppliers or service providers, subcontractors or consultants to adopt a code of conduct to be given to all workers for signature.</p> <p>(iv) An estimated budget has been assigned to the SEA/SH Action plan. Resources will be mobilized from the national budget and from the project's resources to ensure the effective implementation of risk management measures related to GBV/SEA/SH.</p>	<p>The SEA/SH Action Plan has been developed and included in the draft ESMF disclosed in the country and by the Association on November 8, 2021. The revised version of the ESMF with the SEA/SH action plan in annex shall be approved and disclosed prior to effectiveness.</p> <p>The SEA/SH Action Plan shall be applied throughout the implementation of the Project.</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>

4.7	<p><b>SECURITY STAFF</b></p> <p>(i) Ensure, where necessary, that suppliers or service providers who require security services for their personnel and property can secure such services. This shall be accomplished by:</p> <ul style="list-style-type: none"> <li>- Promote the use of existing guard services in the project area.</li> <li>- If security services are required, ensure that a formal agreement is signed, including clauses on compliance with the code of conduct</li> <li>- Train security personnel on human rights and GBV issues, including SEA/SH</li> </ul> <p>Before using security personnel to protect project workers and assets, particularly around the living and technical bases, the Recipient shall ensure that (i) their background has been duly checked to ensure that they have not engaged in illegal or threatening behavior, including, but not limited to SEA/SH or have not been involved in rebellion, (ii) they have received appropriate training and instruction, including on the use of force and appropriate behavior or conduct, in a manner acceptable to the Association and further described in the project implementation manual.</p> <p>(ii) Initiate diligent investigations to verify all allegations of unlawful and threatening acts committed by security personnel deployed to protect project personnel and assets, and take appropriate action or urge the parties concerned to take such action to prevent the recurrence of such acts and, if necessary, report them to the appropriate authorities.</p> <p>(iii) UCM, ANSER, OCE (with technical assistance from the Mwindi Fund Manager) and ARE shall ensure that the private operators include a Security Personnel Management Plan in a manner acceptable to the Association.</p>	<p>Before hiring security personnel, and throughout the implementation of the Project.</p> <p>Throughout Project implementation and prior to ANSER/OCE providing grant to the private operators where applicable</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>
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CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS #5: LAND ACQUISITION, LAND USE RESTRICTIONS AND INVOLUNTARY RELOCATION</b>		
<p><b>LAND ACQUISITION AND RESETTLEMENT:</b></p> <p>The physical investments planned under the project will require the acquisition of land that may result in involuntary resettlement. Although provisions are made for such acquisitions to be made either through purchase or through the provision of public domain reserves, involuntary resettlement may occur.</p> <p>Where land acquisition, loss of assets, or restriction of access to income sources has been unavoidable, the Recipient shall need to develop, consult, adopt and implement RAPs (Resettlement Action Plans). before the impactful physical activity begins in accordance with the RPF.</p>	<p>A RPF (Resettlement Policy Framework) shall be finalized, consulted, approved, and disclosed prior to effectiveness.</p> <p>Before the physical activity of the impacting subproject begins</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>
<p><b>RESETTLEMENT ACTION PLANS:</b></p> <p>(i) Develop, consult, adopt and implement Resettlement Action Plans (RAPs) for the works in accordance with ESS and the requirements of the Resettlement Policy Framework (RPF) prepared for the project.</p> <p>(ii) Implement the approved RAPs prior to the implementation of the works in a manner acceptable to the Bank</p>	<p><i>The draft</i> RAP for the electrification of the black pockets, Kinshasa Centre and West was prepared, consulted upon, approved and disclosed on November 8, 2021. <i>The revised</i> RAP for the electrification of the black pockets, Kinshasa Centre and West will be consulted upon, approved, and redisclosed prior to effectiveness.</p> <p>For any other sub-project, as soon as the social assessment indicates the need for resettlement and before the start of the works</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>GRIEVANCE REDRESS MECHANISM</b></p> <p>A Project Level GRM shall be prepared, approved, disclosed, and implemented in the project area to allow any person who has knowledge of abuse or has been harmed in the implementation of project activities to file a verbal or written complaint for redress. Complaints from non-identified persons or anonymous complaints are also admissible. Thus the Recipient shall:</p> <p>(i) Ensure that RAPs take into account the risks related to the restriction of women's access to resources and provide details on the GBV-sensitive Complaints Management Mechanism, including the SEA/SH, to which complaints and reactions related to resettlements within the framework of the project can also be directed.</p> <p>(ii) Ensure that the RPF and SEP prepared within the framework of the project provide the necessary guidance for the preparation and implementation of the various complaints management mechanisms.</p>	<p>Monthly monitoring reports on the implementation of the Grievance Redress Mechanism</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>
<p><b>ESS n°6 : PRESERVATION OF BIODIVERSITY AND SUSTAINABLE MANAGEMENT OF NATURAL BIOLOGICAL RESOURCES</b></p>		

CONCRETE MEASURES AND ACTIONS		DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
6.1	<p><b>RISKS AND EFFECTS ON BIODIVERSITY</b></p> <p>The draft ESMF provides guidance on screening and mitigation measures to ensure that Project activities, particularly those related to construction/rehabilitation of water/wastewater or electricity facilities do not alter or cause the destruction of critical and/or natural habitats.</p> <p>Subprojects with significant risks and/or adverse impacts on biodiversity and those that would need clearing of any type of forests and protected areas will be excluded from receiving financing. The ESIA and ESMPs to be prepared for the subprojects will provide the appropriate measures specific to each project site.</p> <p>If required, with the aims of achieving net gains and no significant degradation or conversion of critical habitats, a Biodiversity Management Plan shall be prepared as part of the ESIA/ESMP in a manner acceptable to the Association. It shall fully reflect the mitigation hierarchy, long term biodiversity monitoring and evaluation program, with capacity building plan and budget estimates committed.</p>	<p>Same timeframe as for specific instruments (ESIAs/ESMPs)</p> <p>Submit to the Bank for prior approval before the start of construction of the project that may have an impact on biodiversity.</p> <p>Approved plan is executed throughout the implementation of the Project.</p>	<p>UCM &amp; CEP-O/ REGIDESO The Mwindi Fund Manager/private operators</p>
6.2	<p>Ensure that the ESIA for construction/rehabilitation of pumping stations; construction of the wastewater treatment plant; construction of the water treatment plant; rehabilitation and extension of water distribution networks, solar energy plant, electricity transmission lines, etc. identify, assess and propose mitigation measures to manage any risks and impacts on biodiversity, proportionate to the level of the identified risk</p>	<p>Same timeline as for specific instruments (ESIAs/ESMPs)</p>	<p>UCM/CEP-O / The Mwindi Fund Manager/private operators</p>
<p><b>ESS 7: TRADITIONAL INDIGENOUS PEOPLES/LOCAL COMMUNITIES OF HISTORICALLY DEFAULTED SUB-SAHARAN AFRICA</b></p>			



CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY	
Not relevant at this time			
<b>NES n°8 : CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS</b></p> <p>Prepare, adopt and implement the chance finds procedure. The chance finds chance was incorporated into the draft /final ESMF which was prepared for the Project in accordance with national legislation, guidelines from the Ministry of Arts and Culture and ESS 8.</p> <p>Subprojects with significant risks and/or adverse impacts on sensitive cultural receptors shall be excluded from receiving financing.</p>	<p>The ESMF has been prepared and disclosed in draft in the country and by the Association on November 8, 2021. It shall be updated, consulted, approved, adopted and redisclosed prior to effectiveness.</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>
8.2	<p>,UCM, ANSER/OCE (with technical assistance from the Mwindu Fund Manager) shall ensure that the private operators' ESMPs include a chance find procedure to in a manner acceptable to the Association</p>	<p>Prior to the start of subproject activities and implement throughout Project implementation</p>	<p>ANSER/UCM/OCE</p>
<p><b>ESS n°9 : FINANCIAL INTERMEDIARIES</b> Not currently relevant. Project activities do not include financial intermediation.</p>			
<b>ESS #10: STAKEHOLDER ENGAGEMENT</b>			

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>10.1 PREPARATION AND IMPLEMENTATION OF THE STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>(i) Develop and implement a Stakeholder Engagement Plan (SEP) which it commits to disseminate nationally during project preparation and throughout project implementation</p> <p>(ii) Disseminate information about the project to enable stakeholders to:</p> <ul style="list-style-type: none"> <li>- understand its risks and impacts, as well as its potential opportunities;</li> <li>- voice their opinions, interests, and expectations on the design of the project and its components.</li> </ul> <p>(iii) Ensure the implementation of the SEP, which may be modified and updated (and reissued) as needed during project implementation.</p> <p>(iv) To facilitate the implementation of the SEP, it will recruit a part-time communications officer with experience in community mobilization to support the implementing agencies in the implementation and monitoring of the SEP.</p>	<p>The SEP (including the draft Grievance Redress Mechanism) and the LMP were approved, adopted, and published in-country on December 15, 2021, and December 3, 2021 respectively.</p> <p>Implementation throughout project execution</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>10.2</b></p> <p><b>GRIEVANCE REDRESS MECHANISM</b></p> <p>(i) Develop, adopt, implement, and maintain an SEA/SH sensitive Grievance Redress Mechanism (GRM), as described in the SEP. This mechanism will include procedures that ensure ethical and confidential handling of complaints, as well as guided by a survivor-centered approach.</p> <p>(ii) This Grievance Redress Mechanism will be supported by a communication plan to ensure that the local populations affected by the project are aware of the existence of this mechanism and are aware of the procedures for submitting and processing complaints and other avenues of redress.</p> <p>(iii) This mechanism will include procedures that ensure ethical and confidential handling of complaints, as well as be guided by a survivor-centered approach. The GRM will also include referral services to which SEA/SH survivors will be referred as appropriate. These services will cover, at a minimum, medical, psychological, and legal assistance.</p>	<p>90 days after Project effectiveness. During the entire project implementation period</p>	<p>UCM &amp; CEP-O/ REGIDESO</p>
<p><b>CAPACITY BUILDING/TRAINING/ (TECHNICAL ASSISTANCE)</b></p>		

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>RC1</b></p> <ul style="list-style-type: none"> <li>• Dedicate resources to environmental and social capacity building.</li> <li>• Additional capacity needs assessment of stakeholders and implementation arrangements, needs and capacities for managing E&amp;S risks and impacts, including the risks of sexual exploitation and abuse (SEA) and sexual harassment (SH), develop and implement a capacity building action plan.</li> <li>• UCM shall hire the services of an experienced and reputable consulting firm to support the development of the ESMSs and build capacity of the BCC, SNEL and private sector operators.</li> </ul> <p>The Recipient, through UCM, undertakes to proceed</p> <ul style="list-style-type: none"> <li>- Within three months of the Effective date, carry out a diagnosis of the capacity-building needs of the project's major stakeholders, including at the provincial levels (Kananga, Goma, and Mbuji-Mayi or substitute city)</li> <li>- The development of an E&amp;S capacity building plan to be incorporated into the implementation of the project</li> <li>- Training of the various stakeholders in the implementation of the project on training topics to be defined</li> <li>- E&amp;S approach to the project: Project inception workshop (E&amp;S aspects) and briefing on the ESF and the main requirements of the ESS relevant to the project and E&amp;S instruments required for the project, as well as the -SEA/SH <ul style="list-style-type: none"> <li>- Operation and management of an ESMS</li> <li>- Monitoring and reporting under an ESMS</li> <li>- Quality review of instruments in light of the requirements of E&amp;S standards, national laws and regulations relevant to the project</li> </ul> </li> </ul>	<p>Additional capacity needs assessment shall be conducted, and a capacity building plan developed no later than 03 months after the Effective Date.</p> <p>A diagnosis of the capacity-building needs report shall be produced no later than 03 months after the Effective Date.</p> <p><i>During the entire project implementation period</i></p>	<p>UCM ACE, CEP-O/REGIDESO , ARE, ANSER, SNEL, OCE, and private operators</p>

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<ul style="list-style-type: none"> <li>- Briefing of consultants and service providers on the requirements of the relevant ESS to the project and on the COVID19 measures</li> <li>- Implementation and monitoring of the project's Environmental and Social Commitment Plan (ESCP)</li> <li>- Implementation of the project's SEP and its monitoring and evaluation plan</li> <li>- Implementation of the Resettlement Action Plans and the complaints management mechanism under ESS n°5 (Land Acquisition, Land Use Restrictions and Involuntary Resettlement)</li> <li>- Risks and impacts of the Project on biodiversity in order to ensure sustainable management of natural resources under ESS No. 6 on Biodiversity Conservation and Sustainable Management of Biological Natural Resources (ESS No. 6).</li> <li>- Behavior and arrangements when work brings to the surface physical archaeological, prehistoric, etc. cultural resources, as part of the ESS No. 8 on cultural heritage;</li> <li>- Mechanism and conditions for the allocation of credit and grant lines to private operators in the context of the operations manuals to be developed under ESS No. 9 on financial intermediaries</li> <li>- Use of security services by suppliers or service providers for their personnel and assets</li> </ul>		

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>Environmental and Social Management module, design and implementation of the module integrating at least the following aspects:</b></p> <ul style="list-style-type: none"> <li>• Selection process and environmental and social classification of sub-projects in accordance with the requirements of the Environmental and Social Framework (ESF)</li> <li>• Dissemination of project safeguard documents (ESMF, RPC, SEA/SH sensitive GRM, SEP and LMP)</li> <li>• Good knowledge of procedures for organizing and conducting ESIA's;</li> <li>• Environmental and social policies, procedures and legislation in the DRC;</li> <li>• Knowledge of the process for monitoring the implementation of ESIA's and RAPs</li> <li>• Knowledge of the Environmental and Social Management Plan (ESMP) of the site</li> </ul>	<p>First quarter of years 1 and 2</p>	<p>ACE, UCM, CEP-O/REGIDESO, ANSER, OCE, ARE, SNEL, private operators, contractors, consulting engineers</p>
<p>Awareness raising for local populations living near infrastructures in order to make them more aware of the risks related to the proximity of works/construction sites and the measures to mitigate the risks of exposure to dangers during works and adverse effects.</p>	<p>Every quarter throughout the implementation of the construction works</p>	<p>UCM, CEP-O/ REGIDESO &amp; local authorities of the concerned cities</p>
<p><b>Training of project workers in occupational health and safety, including emergency prevention, preparedness and response.</b></p>		

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>Occupational Health and Safety Module</b></p> <ul style="list-style-type: none"> <li>• Personal protective equipment</li> <li>• Workplace risk management, prevention of work-related accidents;</li> <li>• Health and safety rules;</li> <li>• Solid and liquid waste management;</li> <li>• Occupational health and safety standards</li> <li>• Emergency preparedness and response.</li> </ul>	Throughout the implementation of the project	UCM, CEP-O/ REGIDESO & local authorities of the concerned cities
<p><b>Module on employment and working conditions</b></p> <ul style="list-style-type: none"> <li>• Conditions of employment under national labor laws;</li> <li>• Code of conduct for suppliers, service providers and subcontractors;</li> <li>• Workers' organizations and trade unions</li> <li>• Rules on child labor and minimum age for employment of children.</li> </ul>	Throughout the implementation of the project	Supplier/service providers and subcontractors
<p><b>SEA/SH sensitive GRM module, design and implementation of the module incorporating at least the following aspects:</b></p> <ul style="list-style-type: none"> <li>• Registration and Processing Procedures</li> <li>• Complaint Resolution Procedures</li> <li>• Operation of the GRM</li> <li>• Documentation and processing of complaints</li> </ul> <p>Use of the procedure by the different actors</p>	Throughout the implementation of the project	

CONCRETE MEASURES AND ACTIONS	DEADLINE/SCHEDULE	RESPONSIBLE ENTITY/AUTHORITY
<p><b>Modules on GBV/SEA/SH</b></p> <ul style="list-style-type: none"> <li>• Awareness, prevention and measures to prevent, mitigate and respond to SEA/SH risks</li> <li>• Content of the project's code of conduct prohibiting behaviors related to SEA/SH, as well as sanctions in case of non-compliance</li> <li>• Themes, activities and target audiences will be defined as part of the prevention measures</li> <li>• Support to survivors, including service providers identified by the project in the intervention areas and the referral and counter-referral process</li> <li>• SEA/SH complaint management: complaint handling, responsible parties, verification process and complaint resolution</li> </ul>	<p>Throughout the implementation of the project</p>	<p>UCM and CEP-O/ REGIDESO, ANSER, OCE, SNEL,</p>
<p><b>Introduction to Risk and Disaster Management</b></p> <ul style="list-style-type: none"> <li>• Types of disasters</li> <li>• Disaster Management</li> <li>• Preparation of the Disaster Management Plan and contingency plan</li> <li>• Implementation of the Hyōgo Framework</li> </ul>	<p>Throughout the implementation of the project</p>	<p>ACE, CEP-O/ REGIDESO, SNEL, REGIDESO, private operators, local NGOs, UCM</p>