

Republic of Liberia



Ministry of Agriculture

RURAL ECONOMIC TRANSFORMATION PROJECT (RETRAP)  
(P175263)  
AND  
ADDITIONAL FINANCING  
(P181083)

**NEGOTIATED**

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

**November 9, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Liberia (the Borrower) is implementing] the Rural Economic Transformation Project (**the Project**) (the Project), with the involvement of the Ministry of Agriculture and the Ministry of Public Works and their respective Departments and Agencies, as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide the original financing (P P175263)] and additional financing (P179359) for the Project, as set out in the referred agreement. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.]
2. The Borrower shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the /Association.
4. As agreed by the Association and the Borrower, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Borrower through the Ministry of Agriculture and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Borrower through the Minister of the Ministry of Agriculture. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project including but not limited to, the implementation of the ESCP, status of preparation and implementation of E&amp;S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p>Submit quarterly reports to Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 7 days after the end of each reporting period.</p>	<p>Ministry of Agriculture (MOA), RETRAP Project Management Unit (PMU) and the Infrastructure Implementation Unit (IIU) of the Ministry of Public Works (MPW)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or project workers including those related to occupational accidents that could result in death or serious injury, falls and vehicle accidents, gender-based violence (GBV). Particularly sexual exploitation, abuse and sexual harassment (SEA/H). Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.</p> <p>Subsequently, as per the Association request, prepare a report on the incident or accident including a root cause analysis, propose any measures to prevent its recurrence, and keep the Association informed of the ongoing implementation of the said measures or plans. The report shall provide sufficient details regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.</p>	<p>Notify the Association within 48 hours after learning of the incident or accident.</p> <p>Provide a subsequent report to the World Bank not later than 30 days when the Bank was notified of the incident</p>	<p>Ministry of Agriculture, RETRAP PMU and the IIU of the Ministry of Public Works (MPW)</p>
C	<p><b>PROJECT GRANTEE CONTRACTORS' MONTHLY REPORTS</b></p> <p>All project grantees including enterprises, farmer-based organizations, firms, supervising consultants/engineers and contractors shall be required to provide monthly monitoring reports on ESMPs implementation, Labor and Occupational Health and Safety, and GRM implementation to MOA/RETRAP PMU and IIU of MPW and shall take actions on issues of non-compliance or poor implementation.</p>	<p>Monthly reports shall be submitted by grantees, supervising consultants, and contractors to MOA-PMU/MPW-IIU and to the Association upon request throughout project implementation</p>	<p>Ministry of Agriculture, RETRAP PMU and the IIU of the Ministry of Public Works (MPW)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The implementing agencies shall maintain a record of all such reports and would be submitted by the MOA/MPW to the Association upon request. Implementation and monitoring reports on ESHS to the Association shall provide an overview of issues relating to project grantees, supervising consultants and contractor performance and follow up actions.	Quarterly and to the Association upon request throughout project implementation	
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	Ministry of Agriculture, RETRAP PMU and IIU of MPW
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The Ministry of Agriculture (MOA) through its Project Management Unit (PMU) will be responsible for overall project implementation and will collaborate closely with other relevant Ministries and their respective Departments and Agencies. The Infrastructure Implementation Unit (IIU) of the MPW will be responsible for the implementation of the road construction activities under RETRAP.</p> <p>MOA and MPW shall maintain the organizational structure of the parent project, with qualified staff and resources to support management of E&amp;S risks and impacts of the Project, including one Environmental Specialist and one Social Development Specialist for each Ministry to ensure adequate risk identification, management and reporting consistent with the reporting requirements in this ESCP.</p>	The project shall maintain the requisite E&S staffing and resources, as agreed and achieved under the parent project throughout project implementation	Ministry of Agriculture, RETRAP PMU and IIU of MPW

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>These E&amp;S staff shall be supported by designated County Environmental and Social Focal Points to implement the Project and shall be adequately resourced to support the management of E&amp;S risks. The Project shall also hire external expertise and consultancy services, where necessary to ensure that E&amp;S risks are adequately assessed and managed. This structure shall be maintained throughout project implementation.</p> <p>The PMU shall establish an Environmental and Social Management information and Reporting System.</p>	<p>The dedicated Environmental specialist, Social Development and Gender Specialist at the MPU/MOA and the dedicated Environmental Specialist and Social Specialist of the Resettlement, Environmental and Social Safeguards (RESS) Division at the IIU of MPW of the parent project will continue their support to the AF to ensure that E&amp;S risks are adequately assessed and managed</p> <p>County Level Environmental and Social Focal Points designated under the parent project shall be maintained throughout Project implementation.</p> <p>Upon project effectiveness and shall be maintained throughout project implementation</p>	
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>1) Adopt the E&amp;S Screening Tools in the ESMF and RPF, the project shall screen to identify the subproject activities potential E&amp;S risks and determine relevant risks assessment and mitigation plans; i.e., Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plans (ESMPs); Resettlement Action Plans (RAPs), Site Specific Social Impact Assessment (SIA), Biodiversity Management Plan (BMP) and others as may be required to mitigate the identified E&amp;S risks and impacts during implementation as well as to establish socioeconomic baseline data on subproject(s) location (s).</p>	<p>1) Adopt and implement screening tools upon identification and selection of sub-projects location(s) and implement throughout implementation.</p> <p>Carry out subproject specific ESIA/ESMP following the ESMF. Once adopted, implement the respective ESMP throughout sub-project implementation.</p>	<p>MOA, RETRAP PMU and the IIU of the MPW</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>2) Update and adopt and implement the ESMF of the parent project. The documents together with the Labor Management Procedures (LMP) and Integrated Pest Management Plan (IPMP) shall address other E&amp;S risks relevant to the Project in a proportionate manner, including such risks as local labor issues, community health and safety, sexual harassment and sexual exploitation and abuse, ensuring citizen engagement, and social inclusion for the poorest and most vulnerable to prevent elite capture of Project interventions, pest management among others.</p> <p>3) Prepare ESIA and ESMP for proposed 85 km road rehabilitation works and incorporate an assessment of operational, maintenance and decommissioning phases of the road works and a study of biodiversity in the road area including an assessment of potential project E&amp;S risks and impacts on critically endangered chimpanzees and other biodiversity of conservation concerns.</p> <p>4) Prepare a Resettlement Action Plan (RAP) for the 85 KM road from Tappita to Zwedru to the Ivory Coast Boarder and implement as required by the ESF/ESS5 prior to commencement of civil works. The funding for compensation and resettlement assistance payments shall be deposited to a RAP designated account 6 months to the start of civil works. Civil works within the 85 km of the road corridor will not commence until compensation and resettlement assistance payments are made to PAPs and until the compensation and resettlement assistance report is cleared by the Bank.</p> <p>5) No civil works or construction will commence prior to completion of RAP implementation.</p>	<p>2) update and adopt 90days after effectiveness and implement the ESMF throughout Project implementation.</p> <p>3) Prepare ESIA and ESMP for the proposed 85 km prior to the finalization of road design and disbursements for road constructions.</p> <p>3 In addition, the ESIA and ESMP of both 40km and 85km will be updated to incorporate biodiversity field survey and related Biodiversity Management Plan ninety days (90) of adopting the Biodiversity Management Plan</p> <p>5) Prepare RAP 6 months prior to the start of civil works and submit to the Association for review and approval.</p> <p>Funding for RAP implementation to be deposited in a RAP designated account 6 months to the start of civil works.</p> <p>6)RAP shall be implemented prior to commencement of civil works.</p>	
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b> Incorporate the relevant aspects of the ESCP and ESMF, including relevant E&amp;S documents and plans, the Labor Management Procedures, and worker code of conducts, IPMP into the ESHS specifications of the procurement documents for contractors.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p>	<p>MOA, RETRAP PMU/MPW IIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Ensure that contractors develop Contractors’ ESMPs and Labor Management Plans, and other management plans as may be deemed necessary during implementation consistent with the Project’s ESMF requirements, comply and report on them as required by this ESCP.</p> <p>Thereafter, MOA/PMU and MPW/IIU shall ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p><b>PERMITS, CONSENT AND AUTHORIZATION</b></p> <p>Secure relevant permits, consents, and authorizations applicable to the subproject activities from relevant national authorities and agencies.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation.</p>	<p>Include all ESSs/ESCP requirements into the construction contractor and the supervising consultant contracts.</p> <p>Supervise contractors throughout Project implementation. Request contractors to submit monthly progress reports.</p> <p>Obtain permits, consents, and authorizations before commencing relevant Project activities. Thereafter, implement and comply with permits, consents, and authorizations throughout Project implementation.</p>	
<p>1.4 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, feasibility studies, capacity building, training, and any other technical assistance activities under the Project including, inter alia consultancy for road designs, feasibility studies for market upgrade, capacity building of beneficiary farmers, etc., are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	
<p>1.5 <b>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</b></p> <p>Develop CERC-ESMF that includes a description of the ESHS assessment and management arrangements and procedures for the activation and implementation of the CERC under the project in accordance with the ESSs.</p>	<p>The CERC ESMF will be developed within 4 weeks after the CERC is triggered during an emergency.</p>	<p>MOA, RETRAP PMU and IIU of MPW</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Thereafter prepare, disclose, consult, adopt, and implement any environmental and social (E&S) management plans or other instruments required for the respective CERC activities in accordance with the ESSs, CERC-ESMF, the World Bank Group Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) including World Health Organization (WHO) guidance documents on COVID-19 in a manner acceptable to the Association. Thereafter implement the measures and actions required under the said E&S management plans or instruments, within the timeframes specified in the plans.	Implement the measures and actions required under the CERC E&S management plans or instruments, within the timeframes specified in the plans.	
1.6	<b>ASSOCIATED FACILITIES</b> Not relevant for this project		
1.7	<b>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</b> Not relevant for this project		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b>  The Project shall be carried out in accordance with the applicable requirements of ESS2 and the Labor Management Procedure (LMP) to be updated and adopted for the project in a manner acceptable to the Association through, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms for direct, contracted, and community workers.	LMP updated and adopted for the project 90days after effectiveness. Implement the LMP throughout Project implementation.	MOA, RETRAP PMU/MPW IIU
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Require contractors to establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Develop Grievance mechanism prior to engaging Project workers and maintain GR structure throughout Project implementation.	MOA, RETRAP PMU/MPW IIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement Waste mitigations measures to manage hazardous and non-hazardous wastes as part of subproject specific ESMPs consistent with ESS3.	During preparation and implementation of site specific ESMPs	MOA, RETRAP PMU
3.2	<b>PEST MANAGEMENT:</b>		MOA, RETRAP PMU



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Implement an Integrated Pest Management Plan (IPMP) already adopted for the parent Project, consistent with ESS3.</p> <p>Ensure that pest management follows integrated approaches identified in the IPMP and that pesticides used are manufactured, formulated, packaged, labeled, handled, stored, and disposed of, in accordance with good international industrial practices as well as the World Bank Group’s EHSGs.</p>	Throughout the project implementation	
3.3	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Assess impacts from waste generation, and effluent discharge expected from agriculture production, food processing, application of agrochemicals and pesticides, construction works including road rehabilitation, drains, culverts etc. and other project-supported activities and include relevant mitigation measures into the subproject-specific ESMPs. Ensure adherence to conducted activities with ESMPs.</p>	During preparation and implementation of site specific ESMPs	MOA, RETRAP PMU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Consistent with ESS4 and the ESMF, and in a manner acceptable to the Association, Project contractors shall be required as part of their ESMP or ESHS Plan to develop and implement measures and actions to assess and manage traffic and road safety risks.</p>	Prior to implementation of relevant subproject activities. Maintained throughout Project implementation	MOA, RETRAP PMU/MPW-IIU
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities and include these measures in ESMPs required by the ESMF, in a manner acceptable to the Association.</p> <p>Adopt and implement COVID-19 prevention measures to assess and manage the risks of spread of COVID-19 as outlined in the ESMF.</p> <p>Ensure the Contractor(s) raise awareness of employees on subproject related risks and measures for mitigation of impacts on local communities</p> <p>The project shall conduct awareness raising for local authorities, and regular monitoring, to ensure that no unpaid, forced, or child labor is used on any activity related to Project implementation</p>	<p>Develop measures as part of the C-ESMP prior to commencement of subproject activities</p> <p>Implement measures - throughout Project implementation</p>	MOA, RETRAP PMU/MPW IIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Include in contractor’s contract the requirement to restore borrow sites where they take materials from	Before signing of contract	
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Prepare, adopt, and implement a GBV/SEA/SH Action Plan to assess and manage the risks of GBV/SEA/SH</p> <p>Include in site-specific ESMPs actions to prevent and mitigate risks of sexual exploitation and abuse and sexual harassment (SEA/SH) in line with the ESMF and enforce their implementation. This includes but not limited to development and adherence to Code of Conduct for all employees, GBV-sensitive grievance mechanism, awareness raising of all employees and community members on GBV risks and mitigation measures.</p>	<p>Prepare and adopt GBV/SEA/SH 90 days after project effectiveness and implement throughout project implementation</p> <p>Prior to commencement of works and implement throughout Project implementation</p>	MOA, RETRAP PMU/MPW IIU
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>As part of site-specific ESMPs incorporate and implement measures and actions to assess and manage risks to human security in Project-affected communities and to Project workers that could arise from the use of security personnel.</p>	<p>Incorporate security measures in ESMPs prior to engaging of security personnel.</p> <p>Implement throughout Project life</p>	MOA, RETRAP PMU//MPW IIU
4.5	<p><b>INVOLVEMENT OF THE MILITARY</b></p> <p>Not relevant for this project</p>		
4.6	<p><b>DAM SAFETY (FOR ANNEX A, PARA. 2. ESS4)</b></p> <p>Not relevant for this project</p>		
4.7	<p><b>DAM SAFETY (FOR ANNEX A, PARA. 5. ESS4)</b></p> <p>Not relevant for this project</p>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Update and Implement a Resettlement Policy Framework (RPF) already adopted for the parent the Project, consistent with ESS5.</p>	<p>Update RPF 90days after effectiveness and Implement the RPF throughout Project implementation.</p>	MOA, RETRAP PMU/MPW-IIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>5.2 <b>RESETTLEMENT PLANS</b></p> <p>Prepare, adopt, and implement Resettlement Action Plans (RAPs) in accordance with ESS 5 and consistent with the requirements of the Project Resettlement Policy Framework (RPF). Ensure that RAPs are approved by the Association and fully implemented before carrying out the associated activities, in a manner acceptable to the Association.</p> <p>Including:</p> <ul style="list-style-type: none"> <li>• Conducting sub-project E&amp;S screening consistent with the project screening,</li> <li>• Consulting and informing PAPs about their rights and choices,</li> <li>• Thereafter preparing RAPs in accordance with ESS 5 and consistent with the requirements,</li> <li>• Obtaining the RAP clearance from the Bank.</li> <li>• Ensuring that construction contracts are signed after or contractors are mobilization after PAPs are paid,</li> <li>• Ensure that commencing of civil work in the impact location(s) or corridor(s) will not start till compensations and resettlement assistances are paid to all PAPs,</li> <li>• Submitting to and obtaining clearance from the Bank on compensation and resettlement assistance payments completion report.</li> <li>• Ensuring that Site handover to the contractor is done after expiration of eviction notice –minimum 3 months after paying compensation.</li> <li>• Monitoring resettlements impacts.</li> </ul> <p>New impacts that are likely to result because of road realignment, design change and temporary detour will be assessed, and existing RAP will be updated accordingly. Such changes and impacts will be reported to the Association.</p> <p>Implement the Resettlement Action Plan (RAP) prepared for the 40 km road section and any other related impact as outlined in Section 1.2</p> <p>Prepare and Implement the Resettlement Action Plan (RAP) for the 85 km road section and any other related impact as outlined in Section 1.2. GoL will fund resettlement compensation cost for the 125km (40km and 85km) under RETRAP.</p>	<p>Prepare and update as needed, disclose, consult upon, adopt and implement the respective RAP before carrying out the activities for which such RAP is required, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable project affected persons have been resettled and moving allowances have been provided prior</p> <p>Funding for RAP implementation to be deposited in a RAP designated account 6 months to the start of civil works.</p> <p>RAP shall be implemented prior to commencement of civil works.</p>	<p>MOA, RETRAP PMU/MPW-IIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Ensure that any grievances related to land acquisition, land use restrictions, impacts on private assets and livelihoods, or resettlement are included and processed via the project GRM described in the SEP and RPF.</p>	maintain GRM existing established and must be throughout Project implementation.	Ministry of Agriculture, RETRAP PMU/MPW IIU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Using the screening form in the ESMF, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts on biodiversity and living natural resources. Ensure all activities/subprojects with significant impacts are excluded from the project financing.</p> <p>The ESIA for the 40 km road identified some potential project risks and adverse impacts on biodiversity including critically endangered chimpanzees along the proposed road corridor and these impacts are likely to be applicable to the 85 km corridor.</p> <p>The project will conduct surveys on biodiversity for the 40 km road under the parent project and the 85km road under the AF.</p> <p>Where necessary, the project will prepare a Biodiversity Management Plan (BMP), covering both the 40km and 85km road corridors, which will include mitigation measures to address risks and impacts as required by the ESMF and consistent with the ESS6</p> <p>These requirements must be applied for all project activities, including subprojects to be financed under Matching Grants under this project and the road works.</p> <p>Ensure that handling, transport and use of new variety of seeds do not have adverse effects on biological diversity, ecological integrity and/or pose risks to human health as per FAO and Cartagena Protocol requirements on handling hybrid seeds.</p> <p>Ensure that project activities do not adversely impact on the integrity of ecological systems and human health.</p> <p>No civil works or construction will comment prior to completion surveys on biodiversity.</p>	<p>During subproject screening process</p> <p>Biodiversity survey to be conducted prior to finalization of road designs and prior to commencement of the road construction works at the 125 km road corridor</p> <p>Necessary BMPs are to be prepared, cleared by the Bank and disclosed before commencement of civil works or construction on the road corridor</p> <p>Throughout Project implementation</p>	MOA, RETRAP PMU and IIU of MPW
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	This ESS is not currently relevant to the project.		
<b>ESS 8: CULTURAL HERITAGE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>As per ESMF requirements, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts and ensure adverse impacts are appropriately mitigated. These requirements must be applied for all project activities, including subprojects under Matching Grants to be financed under RETRAP additional financing..</p>	<p>During subproject screening process</p> <p>Throughout Project implementation</p>	MOA, RETRAP PMU and IIU of MPW
8.2	<p><b>CHANCE FINDS</b></p> <p>Implement the chance finds procedure described in the ESMF adopted for the AF, consistent with ESS8 and ensure they are included in all site specific ESMPs involving subprojects with earthmoving activities.</p> <p>In the event of a find or the observation of a cultural practice, comply with the procedures detailed in the ESMF and contact the relevant government agencies that are entrusted with the protection of cultural heritage in Liberia to assist with the preservation of such finds.</p>	Implement the chance finds procedures throughout Project implementation.	MOA, RETRAP PMU/MPW-IIU
<b>ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]</b>			
9.1	Currently not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	Update and adopt the SEP of the parent project 90days after effectiveness and will be implemented throughout Project implementation.	MOA, RETRAP PMU/MPW-IIU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Before Project commencement and throughout Project implementation.	MOA, RETRAP PMU/MPW-IIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>CAPACITY SUPPORT</b>			
CS1	<p>Prepare a capacity building/training plan identifying the training needs of all relevant actors including implementing ministries/agencies and project grantees such as FBOs, enterprises, businesses, contractors, farmers etc. and develop appropriate training materials.</p> <p>Ensure that relevant government officials, project staff, local authorities, farmers/farming enterprises and/or organizations, project workers, contractors/subcontractors and community members are trained in the following areas:</p> <ul style="list-style-type: none"> <li>• The Project’s GRM</li> <li>• Stakeholder roles and engagement</li> <li>• E&amp;S requirements (impacts and mitigation measures) for sub-projects</li> <li>• COVID 19 transmission, prevention, preparedness, and response</li> <li>• Integrated pest management</li> <li>• Subproject Environmental and Social screening</li> <li>• Occupational Health and Safety</li> <li>• Emergency preparedness and response</li> <li>• SEA/SH Risk Mitigation</li> <li>• Disability inclusion training</li> <li>• Documentation and reporting</li> <li>• Biodiversity conservation and management</li> </ul> <p>Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, community health and safety including SEA/SH.</p>	<p>Prepare capacity building/training plan prior to project appraisal and implement immediately after project effectiveness</p> <p>Develop training materials prior to commencement of training</p> <p>Training is required for all relevant project actors (also project workers) at the national (e.g., MOA/MPW/ RETRAP staff and county levels (e.g., processors, farmers/farming enterprises and/or organizations, FIs, contractors/subcontractors and community members).</p> <ul style="list-style-type: none"> <li>• Training shall be completed before commencement of civil works, and repeated in periodic re-trainings throughout Project implementation, as needed</li> </ul>	MOA, RETRAP PMU/MPW-IIU