

Regional Challenge Fund - Support Programme to vocational education and training in the Western Balkan 6 Economies

Project

VET School "Danilo Kiš", Budva, Montenegro

Document title

Environmental and Social Management Plan (ESMP) – Short version for Contractor

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In cooperation with:

CES clean energy solutions GesmbH
Schönbrunner Str. 297, 1120 Wien, Austria
office@ic-ces.at | www.ic-ces.at

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Abbreviations

AOI	Area of Influence (including areas of direct and indirect influence)
CIF	Chamber Investment Forum
CT	Cooperative Training
CV	Curriculum Vitae
EHS	Environment, Health and Safety
ESHS	Environmental and Social and Health and Safety
ESMP	Environmental and Social Management Plan
ESMF	Environmental and Social Management Framework
ESS	Environmental and Social Standards
FMU	Fund Management Unit
GIIP	Good international industrial practice
H&S	Health and Safety
ILO	International Labour Organisation
KfW	Kreditanstalt für Wiederaufbau
PU	Project Unit
RCF	Regional Challenge Fund
OHS	Occupational Health & Safety
SEF	Stakeholder Engagement Framework
SEP	Stakeholder Engagement Plan
SoW	Scope of Work
ToR	Terms of Reference
TVET	Technical and Vocational Education and Training
VET	Vocational Education and Training
VTI	Vocational Training Institute
WB6	Western Balkan 6 Economies (Albania, Bosnia, Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia)
WMP	Waste Management Plan

1 Programme scope and objectives

1.1 Project introduction

The consortium partners are planning to perform a:
21 st Century VET School
The Project will be conducted at a site in:
Budva, Montenegro
The beneficial Vocational Training Institution is:
Javna Ustanova Srednja mješovita škola "Danilo Kiš" b.b Trg Sunca, Budva 85310, Montenegro
The construction activities will be supervised by the Implementation Consultant
IPC, PLANCO, SWISSCONTACT, KPMG BULGARIA.

The **Regional Challenge Fund (RCF)** is a financing facility designed to increase employability, especially youth. It boosts the competitiveness of enterprises in **Western Balkan 6 economies** by funding investments in equipment and infrastructure for selected cooperative or dual training projects implemented through partnerships between vocational training institutes and enterprises. The grants are allocated through a competitive regional challenge.

The RCF supports initiatives to improve or introduce cooperative training programmes, work-based learning programmes, and dual training programmes, at all levels of education (secondary, tertiary, adult education) in accordance with national regulations.

The Employer selected several Vocational Training Institutions in different cities of the 6 Western Balkan States to be rehabilitated and equipped in the framework of this project, focussing on the improvement of cooperative vocational education and training.

1.2 Reason for this ESMP

A Category B project that has an ESHS impact entail the renovation, extension, adaptation and construction of training-related facilities at the premises of the VTI (so called classroom adaptation), is including at least one of the following: electrical installation, ICT installations, HV installations, sanitary installation, demolition works, dismantling of a structure or part of a load-bearing structure, earthmoving works, work in confined spaces, scaffolding (work at height limited to the use of ladders), roofing works or rehabilitation of roof protection, lifting equipment for material handling, such as cranes, work with hazardous substances in significant quantities, works resulting in manipulation of asbestos or asbestos is presumed to be present, on-site material manufacturing, such as production of brick or concrete blocks, manufacturing of windows and doors, and production of gravel and stones.

1.3 Referenced documents

This ESMP refers to:

- the Environmental and Social Management Framework for the RCF WB6 VET Support Programme (main document¹ incl. the annexes²) that provides specifies guidelines and procedures to identify responsible parties for all project implementation phases, including monitoring requirements. It shall be considered as a guideline for tackling of all possible environmental and social impacts arising during implementation of “Regional Challenge Fund - Support to VET in the WB6”.
- The Environmental and Social Screening, Impact Assessment and Management Plan (ESSIAMP) which provides a consolidated summary of all the Environmental, Social, Health and Safety (ESHS)³ commitments relevant for the construction phase of the Project.

1.4 This ESMP

Based on the findings of the Environmental and Social Screening and the consequent impact assessment based on defined findings, this Environmental and Social Management Plan (ESMP incl. supporting management plans) is elaborated. In order to mitigate and eliminate negative impacts and consequences, which might occur during various project phases, the Environmental and Social Management Plan (ESMP) was developed for **the attention of the Project Unit (PU) and the RCF program monitoring.**

¹ Regional Challenge Fund - Support Programme to vocational education and training in the Western Balkan 6 Economies: Environmental and Social Management Framework, Report, September 2022, 107 pages.

² Annex 1 E&S Screening Form, Annex 2 Waste Management Framework, Annex 3 Stakeholder Engagement Framework, Annex 4 – Environmental & Health & Safety.

³ For the sake of simplicity, the acronym ESHS is used throughout this document, but this acronym should be interpreted as including environment, social, occupational health and safety, human rights and labour aspects.

This management plan is intended to be a living document that might be **adjusted by the designer and contractor in line with the project development and possible project changes taken place**.

Any amendments from the designer's and contractors' sides shall be brought to attention of the environmental and social management team (the PU/IC) and to be approved by the ESHS manager of PU/IC.

The nature of amendments might be related to the detailed investigation of the subjected objects and the outcome of the designer's technical solutions.

Parts of the ESMP can be **updated** as the project proceeds through detailed design and construction to reflect the results of discussions with stakeholders and to include details of any other E&S developments.

The ESMP table (see section 5.4) outlines the typical environmental and social (E&S) impacts and associated mitigation measures that need to be considered at minimum in the context of Category B Moderate Risk Project activities.

2 Stakeholders

2.1 Statutory entities/ authorities/ ministries involved with the Project

The counterparts (public authorities if involved in the Project) shall be informed on the ESMP and involved in its implementation. Reference is made to the tables provided in the Stakeholder Engagement Plan.

2.2 Local stakeholders affected by/ involved with the Project

Other local stakeholders, e.g. current landowners/ users, communities adjacent to the project site, local decision makers, opinion leaders (traditional or formal) are given in the Stakeholder Engagement Plan.

2.3 Roles and responsibilities

2.3.1 Project Unit (PU)

The PU/Implementation Consultant has the overall responsibility for environmental and social management **during the design and construction phases** of the Project. This includes the following responsibilities:

- Ensuring compliance with all relevant national legislation, as well as with the environmental controls and mitigation measures contained in this ESMP.
- Ensure that the design and planning is in compliance with national requirements and aligned with Good international industrial practice.
- Monitoring the performance of contractors and sub-contractors used for providing workforce, supplies and services.

- Acting as point of contact for consultation and feedback to stakeholders and the public (stakeholder engagement).
- Training of construction workers to raise awareness in the fields of ESHS topics and in general implementation of this ESMP.

Table 1: Responsibility Matrix

Responsibilities						
	PU	IC	Designer	Works Contractor	Supervisor	Comment
Responsible for implementation of this ESMP:	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	...
Responsible for Monitoring:	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	...
Responsible for E&S related supervision of the contractor and ESMP implementation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	...

2.3.2 Contractor

The Contractor is required to fulfil the commitments as set out in this ESMP and to ensure that its sub-contractors fulfil the ESMP. This includes the following:

- To ensure implementation of the ESMP and report on any deviations or changes to be introduced to the PU.
- Communicate any environmental issues and incidents to the PU immediately.
- To maintain constant training of the construction workers (incl. subcontractors) to raise awareness in the fields of E&S and OHS topics and in general implementation of this ESMP.

2.3.3 Site Supervisor

A Site Supervisor, engaged by the Client/IC, as an independent expert involved on behalf of the owner, is required to regularly supervise the contractor's and subcontractor's activities and his compliance to the commitments set out in this ESMP.

3 Stakeholder Engagement and Grievance Mechanism

3.1 Local Communities Engagement

The PU will ensure that the **local communities** are informed at an early stage about the planned Project, timelines, expected impacts and communication channels and will assign personnel in charge of the engagement with stakeholders. The PU will also seek for feedback from the communities about the project.

3.2 Community Grievance Mechanism

As part of its community liaison process, the PU will initiate and implement a Grievance Mechanism to ensure that all stakeholders' comments, suggestions and objections are captured and considered.

It will allow the affected community and the workers to express their concerns and any complaints directly to the PU.

Contact details and information on the procedure, including a grievance form, will be distributed to the local communities.

All comments and complaints will be investigated by the PU and appropriate action taken as necessary. Records of all complaints and actions will be maintained on site.

→ See Annex 2 for separate project-related Stakeholder Engagement Plan.

4 Assessment of Environmental and Social impacts related to the project

4.1 Assessment of Key Environmental and Social Impacts

The table below presents results on assessment of key environmental and social impacts, which have been identified during facilities' screening on potential hazardous materials presence, as well as potentials E&S issues might occur during the project implementation.

All identified impacts have been analysed with consideration of possible influence on both environmental and social spheres and have been assessed in line with outlined in the ESMF Methodology for Impact Assessment.

Table 2: Key E&S impacts overview

Main Topic	Impact Description	PHASES			EVALUATION
		Pre-Construction	Construction	Operation	Level of Impact
Noise and Vibration	The construction process will most likely be resulted with a limited noise level due to transport vehicles (transportation of construction materials and generated solid waste), work of equipment and presence of workers. This will be a source of disturbance and noise pollution, if not well mitigated, can be a source of disturbance of building occupant and surrounding neighbourhoods.	NO	YES	NO	Low
Traffic and Transport	Movement of construction transport to and from the site may potentially create a road load for citizens living in the vicinity of the construction site; however, with a proper traffic planning the impact considered of low level with a minimum disturbance.	NO	YES	NO	Low

Main Topic	Impact Description	PHASES			EVALUATION
		Pre-Construction	Construction	Operation	Level of Impact
Dust and exhaust emissions	Excavation and levelling works may be a source of dust on the site and surrounding area for the transportation of construction materials to the site. Vehicles for transportation of construction materials to the site and construction waste out of it will contribute to the to increases in emissions of CO2, NO2	NO	YES	NO	Low
Water and energy consumption	Increase of water demand to the expected to be caused by wetting of the construction area to minimize creation of dust, as well as due to demand from workers' side. Growth of energy demand will be reflected mainly with increase of electricity consumption for needs of working equipment and construction sites lighting for the safety reasons, as well as increase of fuel (diesel) consumption for transportation purposes and some machinery running.	NO	YES	NO	Low
Waste management	It is not expected that significant amount of solid waste will be generated during the project construction. Limited amount of construction wastes will/may include metal cuttings, paper bags, empty cartons, empty paint and solvent containers, broken glass among others, which are more detailed specified in the Waste Management Plan.	NO	YES	NO	Low

5 Environmental and Social Management Plan

5.1 Making of Environmental and Social Management Plan

In order to mitigate and eliminate negative impacts and consequences, which might occur during various project phases, **the Environmental and Social Management Plan (ESMP) was developed for the attention of the Project Unit (PU) and the RCF program monitoring.**

This management plan is intended to be a **living document** that might be adjusted by the designer and contractor in line with the project development and possible project changes taken place.

Any amendments from the designer's and contractors' sides shall be brought to attention of the environmental and social management team (the PU/IC) and to be approved by the ESHS manager of PU/IC.

The nature of amendments might be related to the detailed investigation of the subjected objects and the outcome of the designer's technical solutions.

The proposed mitigation, supervision and monitoring measures, for various project phases, are summarized in the ESMP table below.

5.2 Applicable Environmental and Social Standards of the World Bank

World Bank's Environmental and Social Standards (ESS) from the Environmental and Social Handbook have become globally recognized as best practice in dealing with environmental and social risk management. It stipulates standards for 10 topics. Considering that the project might generate some environmental and social impacts, it triggers the Environmental and Social Standards as indicated in Table 3.

Table 3: Relevant World Bank E&S standards in this project

ESS No.	Topic	KfW ESMP	Relevant in this project
ESS 1	Assessment and Management of Environmental and Social Risks and Impacts;	A	Yes
ESS 2	Labour and Working Conditions;	C	Yes
ESS 3	Resource Efficiency and Pollution Prevention and Management;	B	Yes
ESS 4	Community Health and Safety;	D	Yes
ESS 5	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement;	n.a.	No
ESS 6	Biodiversity Conservation and Sustainable Management of Living Natural Resources;	n.a.	No
ESS 7	Indigenous Peoples/ Historically Underserved Traditional Local Communities;	n.a.	No
ESS 8	Cultural Heritage;	n.a.	No
ESS 9	Financial Intermediaries;	n.a.	No
ESS 10	Stakeholder Engagement and Information Disclosure.	D	Yes

The applicable Environmental and Social Standards are outlined in detail in the following table i.e. Environmental and Social Management Plan.

5.3 Basic ESHS considerations

The ESMP sets out all ESHS commitments that are to be fulfilled by the various actors in the project (PU, IC, DESIGNER, CONTRACTOR) - during the Project activities and covers information on the management and/or mitigation measures that will be taken into consideration to address impacts with respect to the following phases:

- Pre-construction
- Construction

5.4 Environmental and Social Measures to be Applied in various phases

Being a generic table, the rightmost column indicates, whether each item applies for this project.

Table 4: ESMP Table for Contractor

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
Pre-investment phase (pre-construction)								
ESS 1. Assessment and management of environmental and social impacts and risks								
1.3 / A8	OHS/ESHS training	Employees with direct responsibility for activities relevant to the project's social and environmental performance are adequately qualified and trained so that they have the knowledge and skills necessary to perform their work.	An Induction training to be provided to all project employees and contractors on ESHS, worker's code of conduct and relevant procedures. Contractor shall develop and approve the OHS/ESHS training programme and schedule.	KfW E&S Guidelines WB ESS 1 GIIP	Contractor	Prior to the construction phase and further in line with ESHS plan training schedule	Training reports are in place Trainings for implementation team and civil workers are performed; review of training reports.	<input checked="" type="checkbox"/>

⁴ The codes (A1 – D51) in the column 'Ref' refer to KfW's Standard Bidding Document for Procurement of Small Works – Section VII Works Requirements – 1b) Specifications for Environmental, Social, Health and Safety Management (ESHS) of the Works as much as possible.

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
1.6.2/ A1 D42 D48 D50	Construction Management Plan	Compliance with national legislation, KfW Sustainability Guideline, World Bank Environmental and Social Standards, World Bank Group General and sector specific ESHS Guidelines, as well as ILO standards	To develop a Construction Management Plan with consideration of high-risk Project impacts, as well as of adequate construction traffic management plan, regulation of routes, time and speed of traffic used for construction, noise impacts, waste management and general requirements on OHS issues, etc.	KfW Sustainability Guideline WB ESS 1 ILO GIIP	Contractor	Design phase - Prior to construction phase	The Construction Management Plan is developed by the Contractor and approved by PU/IC. Further approval processes shall be defined based on project implementation procedures between KfW and PU.	☒
ESS 2. Labour and Working Conditions								
2.1 D42	Human resource policy and access to information	Ensure strict compliance with international labour and human right standards for employees, including Contracting and subcontracting.	Develop a Human Resource Policy / or update (review) the existing that outlines the approach to managing employees and stipulates the rights of workers. The strategy shall be developed for both construction and operation phase of the project. It shall include information relating to working conditions, hiring practices, terms of employment (e.g. entitlement to wages, hours of work and breaks, overtime arrangements and compensation, rest days and holidays, leave –annual, maternity, parental-, illness absences, benefits), freedom of	KfW E&S Guidelines WB ESS 2 GIIP National legislation	Contractor	Prior to a construction phase	Availability of a Human Right Policy. Informative workshop/training of employees regarding this.	☒

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
			association and collective bargaining rights, and training and skills development etc. It must be available to all employees in an understandable format. Ensure that all workers are aware of the content, including Contractors' side.					
2.2 D42	Workers grievance mechanism	Ensure a proper communication and prompt feedback between management and workers for exclusion and dispatching of conflicts at a working place	Set up an independent grievance mechanism where workers (and their organizations, where they exist) can raise reasonable workplace concerns, including a possibility of anonymous complaints. This mechanism shall be introduced as part of a Stakeholder Engagement Plan . The mechanism shall address complaints in a timely and effective manner without fear of retribution and will thus allow for anonymous complaints. Introduction of incentives programs should be considered, where appropriate.	KfW E&S Guidelines WB ESS 2 GIIP National legislation	Contractor	Design phase - Prior to a construction phase	Availability of the Workers Grievance Mechanism with identified measures and methods of communication and response and approved by PU.	☒

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
ESS 3. Resource Efficiency and Pollution Prevention and Management								
3.1 B16	Waste management	Compliance with KfW environmental requirements and prevention of negative impacts	Engage a licensed Waste management company for disposal of waste, including hazardous waste Develop/Adopt a Waste Management Plan , following specifications regarding identified hazardous materials and areas of typical implication identified during screening stage (ESS), as well as specific volumes, types, as well as indicate methods of its abatement.	KfW Sustainability Guideline WB ESS 3 GIIP National legislation	Contractor/ Sub- contractor -	Design stage - Prior to construction phase	Waste management plan – monitoring of proper plan update by PU/IC or Contractor according to each implementation phase. Inventory study on hazardous waste with proposed abatement plan approved by PU/IC	☒
3.2 C31a	Management of chemicals and dangerous substances	Prevention of pollution by chemicals and dangerous substances	Preparation of temporarily storage on site of all hazardous or toxic substances, as well as containers for hazardous substances. Assure development of internal work instruction on work with dangerous substances and chemicals and organization of training for all employees.	KfW Sustainability Guideline WB ESS 3 GIIP National legislation	Contractor/ Sub- contractor -	Design stage - Prior to construction phase	Pre-organized storing places, containers with proper labelling and signs. Developed instructions approved by ESHS manager.	☒
3.3 C31	Emergency prevention, preparedness and response	Prevent emergencies and accidents during construction, establish procedures for, establish procedures for prompt response and readiness to act.	To develop a plan / instructions on emergency prevention, pre-readiness and response, which shall be a part Health and Safety plan.	KfW Sustainability Guideline WB ESS 3 GIIP National legislation	Contractor	Design stage - Prior to a construction phase	Plan of emergency prevention, pre- readiness and response approved by OHS/ESHS manager of IC/PU.	☒

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
ESS 4: Community Health and Safety								
4.1 C22	Health and Safety management plans and systems	Guarantee occupational, health and safety conditions on the construction sites and during operational phase	Develop Health and Safety management plans and systems to identify health and safety risks for each activity during construction followed by identification of appropriate mitigation measures, including Emergency Response Measures – ESHS Guideline Develop specific instructions for different type of works (e.g. works with fire, works on height etc.) with further training of staff. Prior starting civil works, all workers must pass labour safety training course. In addition, it is necessary to carry out the routine inspection of the machinery and equipment for purpose of the trouble shooting and observance of the time of repair, training and instruction of the workers engaged in maintenance of the machinery, tools and equipment on safe methods and techniques of work.	KfW Sustainability Guideline WB ESS 4 GIIP National legislation	Contractor	Design stage - Prior to a construction phase	Availability of Occupational and H&S (ESHS) plan approved by PU/IC. Assure awareness of own and Contractors' employees about OHS/ESHS plan's requirements prior to construction works.	☒
ESS 10. Stakeholder engagement								
10.1 D47	Stakeholder Engagement Plan	Respective information sharing and involvement of all identified project stakeholders within all	Adoption and implementation of the Stakeholder Engagement Plan (SEP) for communication with the public and stakeholders including grievance	KfW E&S Guidelines WB ESS 10 GIIP	Contractor	Design stage - Prior to a construction phase	Developed Stakeholder Engagement Plan approved by KfW and PU/IC.	☒

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
		project development and implementation stages Ensure prompt and adequate response to all complaints and comments from stakeholders	<p>mechanisms (GM) during the construction phase.</p> <p>Establish a mechanism for the work with vulnerable groups and develop a plan for safety building occupation with specific consideration of disabled needs.</p> <p>Prepare and implement a grievance mechanism . Identify the responsible persons for GM operation. Put grievance contact details on publications such as leaflets and signage and make available during public and other meetings/consultations. Maintain records of grievances and correspondence with complainants.</p> <p>Develop and implement procedures for communication with employees and stakeholders. Adopt and implement a Procedure for submission and review complaints and proposals from employees (here reference to 2.2) and population.</p> <p>Before any beginning of the work it is recommended to inform all potentially affected parties and especially the neighbours either directly or through local billboards or newspapers on the Project activities and available communication/complaints channels.</p>	National legislation			Register of complaints and responses, separately for workers and public. Communication procedure developed and approved by the KfW and PU/IC.	
Construction phase								

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
ESS 1. Assessment and management of environmental and social impacts and risks								
1.2 A7	Permitting / Commissioning	Operation compliant with BIH legislation / Law on Construction	Ensure obtaining and presentation of required permits for building operation under the law of construction.	Current national legislation KfW E&S Guidelines WB ESS 1 GIIP	Contractor	Prior to operation phase / Commissioning	The operation permit is obtained.	<input checked="" type="checkbox"/>
ESS 2. Labour and Working Conditions								
2.1 D42	Human resource policy	Ensure workers' rights in line with international and national standards.	Assure (control and monitoring) Contractor's compliance with the KfW Environmental and Sustainability Guidelines, ILO and WB Standards on OHS, including duration of a working day, availability of rest and sanitation rooms, access to drinking water at the construction sites; registry book of working day duration etc.	KfW E&S Guidelines WB ESS 2 GIIP ILO Guidance National legislation	Contractor	Construction phase	Availability of rest rooms, sanitary places, excess to drinking water; Registry book of duration of a working day.	<input checked="" type="checkbox"/>
2.2 D42	Workers grievance mechanism	Ensure a proper communication and prompt feedback between management and workers for exclusion and dispatching of conflicts at a working place during construction phase	Implementation (control and monitoring) of worker grievance mechanism.	KfW E&S Guidelines WB ESS 2 GIIP ILO Guidance National legislation	Contractor	Construction phase	Availability of the Workers grievance mechanism. Reporting on complaints and responses to PU/IC. Progress Report/Completion Report.	<input checked="" type="checkbox"/>

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
2.3 A1	Sub-contractor management	Ensure sub-contractors' compliance with international and national legislation on labour standards	Implementation of sub-contracts management and monitoring including compliance with the Human Resource Policy. Verification of sub-contractor's employees' professional trainings on labour rights, availability of personal protective equipment, access to the worker grievance mechanism and registration of accidents etc.	KfW E&S Guidelines WB ESS 2 GIIP ILO Guidance National legislation	Contractor	Construction phase	Reports on labour audits Accident registry book. Reporting on complaints and responses. Progress Report/Completion Report.	<input checked="" type="checkbox"/>
ESS 3. Resource Efficiency and Pollution Prevention and Management								
3.1 B14	Emissions to atmospheric pollution, to water and soil	Reduced risk of air emissions and mitigated soil and water pollution	Strict compliance, implementation and monitoring of prior developed Construction Management Plan and Waste Management Plan, with consideration of adequate construction traffic management plan, regulation of route, time and speed of traffic used for construction etc. During rehabilitation activities it is necessary to use debris-chutes and to keep demolition debris in controlled area, spraying with water to reduce debris dust. It is also necessary to suppress dust during pneumatic drilling/wall destruction by ongoing water spraying and/or installing dust screen enclosures at site. It is strictly prohibited burning of construction waste material at the site.	KfW E&S Guidelines WB ESS 3 GIIP National legislation	Contractor	Construction phase	Monitoring program on compliance to national regulations. Progress Report/Completion Report.	<input checked="" type="checkbox"/>

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
			For the transportation of any other dusty material to the rehabilitation site watering or covering of the cargo should be implemented. Reduction of dust on rehabilitation site during dry season of the year can be accomplished by watering the ground surface. Workers should be introduced with protective clothes and respirators.					
3.2 B15	Noise emissions	Mitigated negative noise impacts Compliance with national regulations Elimination of disruptions and change in quality of leaving environment for stakeholders	Regulate route, time and speed of traffic used for construction. The noise should be limited by using good management practice and limiting works on regular daily shift. The construction equipment and machinery used should be calibrated according to the state noise standards.	KfW E&S Guidelines WB ESS 3 GIIP National legislation	Contractor	Construction phase	Monitoring program on compliance to national regulations. Progress Report/Completion Report.	☒
3.3 B10 B12 B18	Ambient conditions and environmental quality standards	Prevent damages to the environment	Compensate damages have been made to the surrounding environment during construction works. Assure good housekeeping of rehabilitated objects, which related to general good practice of keeping the sites tidy and organized, including environmentally relevant activities such as the storage of hazardous materials, access restrictions to non-personnel and workplace health and safety.	KfW E&S Guidelines WB ESS 3 GIIP National legislation	Contractor	Construction phase	Restored and cleaned surrounding area of rehabilitated objects prior to commissioning. Progress Report/Completion Report.	☒

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
3.4 B16	Waste management	Ensure proper Waste Management	Monitoring and control over implementation of prior approved Waste Management Plan , which outlined key waste management principles during building rehabilitations works, among which are the following: <ul style="list-style-type: none"> • Building materials shall be stored only temporarily on the construction site. • Construction site shall be regularly cleared. • Commitment to good operation practices and responsibilities must be required from all the contractors. • Guidance for workers on proper waste and chemical handling shall be arranged by Contractors. • Waste fractions shall be separated and recycled when possible. 	KfW E&S Guidelines WB ESS 3 GIIP National legislation	Contractor	Construction phase	Adequate waste management controls in place. Progress Report/Completion Report.	<input checked="" type="checkbox"/>
3.5 B12 B13	Management of chemicals and dangerous substances	Prevention of environment pollution with chemicals and dangerous substances	Temporarily storage on site of all hazardous or toxic substances must be organized in safe containers and labelled with details of composition, properties and handling information. The containers of hazardous substances should be placed in a leak-proof container to prevent spillage. The wastes are transported by specially licensed companies and disposed in a licensed facility. Paints with toxic	KfW E&S Guidelines WB ESS 3 GIIP National legislation	Contractor	Construction phase	Organized special storage places, labelled containers and contracts with licensed companies for chemical and dangerous substances disposal. Progress Report/Completion Report.	<input checked="" type="checkbox"/>

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
			ingredients or solvents or lead-based paints will not be used.					
3.7 B12 B14	GHG emissions	Control over projected release of GHG emission and prevention of additional emissions deposit	During construction, prevent the use of transport and other mobile means and installations in which the content of pollutants in the exhaust gases exceeds the norms or levels of harmful influence of physical factors. Strict following of the Construction Plan, which shall identify requirements to vehicles, construction techniques and big machineries, as well as requirements to such equipment maintenance.	KfW E&S Guidelines WB ESS 3 GIIP National legislation	Contractor	Construction phase	Maintenance of vehicles and registration all machines and technics on compliance to required emission standards.	☒
ESS 4: Community Health and Safety								
4.1 C22	Health and Safety management plans and systems	Ensure occupational and public health, safety and security	Implement (control and monitoring) the Health and Safety management plans and systems to identify health and safety risks for each activity during construction followed by identification of appropriate mitigation measures, including Emergency Response Measures. Control of organizing the training of fire safety rules for all employees. Verification of availability of protective equipment, rubber gloves, respirators, goggles and breathing mask with filter, as well as helmets.	KfW Environmental and Sustainability Guidelines WB ESS 4 GIIP National legislation	Contractor	Construction phase	Reporting on OHS/ESHS Plan monitoring to the PU/IC. Progress Report/Completion Report.	☒

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
			Perform the installation of necessary fencing of construction sites (security, protective or signalling). Special attention should be paid to welding operations, etc.					
4.2 C31	Emergency preparedness and Response Plan	Assure adequate staff readiness to emergency situations in line with requirements of developed Response Plan	<p>Control over compliance by employees and Contractors with Emergency Preparedness and Response Plan / instruction, as part of Health and Safety Plan, which include but not limited to:</p> <ul style="list-style-type: none"> ▪ ensure safety at and around a construction site. The construction site should be fencing. ▪ ensure installation of a security lighting all around the construction site and access roads. ▪ ensure and prevent the use of open fire in not appropriate area by arranging of properly secured places ▪ perform an inclusive employees' training program to cover land access protocols, road safety etc. ▪ ensure, that roads, planned to be used for construction materials transportation, are properly equipped with awareness sign and limit transportation of construction material, with a range of working day period. 	KfW Environmental and Sustainability Guidelines WB ESS 4 GIIP National legislation	Contractor	Construction phase	Reporting on Preparedness and Response Plan / instruction monitoring to the PU/IC.	<input checked="" type="checkbox"/>

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN								
Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
			<ul style="list-style-type: none"> ensure personnel awareness about work with hazardous materials and related health and safety issues, etc. 					
ESS 10. Stakeholder engagement								
10.1 D47	Stakeholder engagement plan	Assure appropriate and full implementation of the prior developed and approved SEP and correspondence to the international standards on rights and interests of vulnerable groups and specifically to the disabled building users (employees and students)	<p>Control over strict following of the SEP regarding the mechanism on work with vulnerable groups, including:</p> <ul style="list-style-type: none"> timely information about issues and difficulties related to the construction process; organization of informative meetings and workshops to discuss specific construction activities that may influence people, provide recommendation to such issues and give a guidance on use of personal protective equipment to enhance possible negative health impacts; establishment of a separate grievance mechanism developed for the vulnerable groups and registration of all claims and responses, etc. <p>Ensure adequate measures for safety and barrier-free access to the facilities for people with disabilities. Insure timely and specifically addressed communication of interruptions or disturbances caused by the reconstruction works.</p>	KfW Environmental and Sustainability Guidelines WB ESS 10 GIIP National legislation	Contractor	Construction phase According to a schedule on work with vulnerable groups developed within the SEP.	Availability of grievance mechanism for vulnerable groups and claims registry book. Progress Report/Completion Report to KfW on communication, complaints and responses.	<input checked="" type="checkbox"/>

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

Ref ⁴	Subject	Management objective	Mitigation action	Target/ standard / guideline	Person responsible	Frequency of action/ date of completion	Monitoring and evaluation criteria	Status
10.2 D47a	Vulnerable groups	Involvement and work with all identified stakeholders during construction phase	Control over implementation of the Stakeholder Engagement Plan, including the following procedures: ▪ submission and review of complaints and proposals; communication procedures for public, stakeholders (companies, NGOs and initiative groups affected by the project) and employees (about working conditions, including OHS/ESHS issues at the workplace, and relationships on the workplace), etc.	KfW Environmental and Sustainability Guidelines WB ESS 10 GIIP National legislation	Contractor	Construction phase According to the SEP schedule.	Reports/protocols on public consultations. Progress Report/Completion Report.	☒
10.3 D47	Community Grievance mechanism	Guarantee of Grievance mechanism in place and accessible for all stakeholders	Control constant access of all stakeholders to the Grievance mechanism on the construction site, with a possibility of anonymous claiming. Control over the constant presence of all related information (contact person, phones, emails etc.) on informative boards on the construction sites and municipal ones. Ensure correct and timely response to the stakeholders claims and questions with registration in the book.	KfW Environmental and Sustainability Guidelines WB ESS 10 GIIP National legislation	Contractor	Construction phase	Established Grievance mechanism with claims-response registry, established communication options (emails, post, hot lines etc.). Progress Report/Completion Report.	☒

5.5 ESMP Support Management Plans

Considering the Project scope, identified potentials E&S and OHS impacts and the consequent suggested mitigated and/or enhancement measures, the following additional management plans might be developed by the contractor with the support of PU (approval and monitoring on implementation).

The following documents are:

- SEP – Stakeholder Engagement Plan
- WMP - Waste Management Plan (for construction waste management and reduction)
- CMP – Construction Management Plan resp. Schedule
- Health & Safety Plan incl. Emergency Preparedness and Response Plan
- others (on demand)

5.6 OHS/ESHS related training to workers

The PU will provide an Induction Training to all its employees and Contractor personnel working on the project before early works start.

This Induction Training shall be conducted for all new employees, also if they join the construction site later during construction activities. The goal of the training is for PU employees and Contractor personnel (including sub-contractors) to understand:

- The mitigation measures included in this ESMP and how it will be implemented on site including responsibilities;
- The sensitivities of the area (if any) in which the Project will be constructed and operated;
- Occupational Health and Safety/ ESHS rules at the construction site (e.g. personal protective equipment, rules of conduct, first aid);
- The Project's Grievance Mechanism and the basic worker's rights
- How to deal with enquiries/ questions/ grievances by the public/ local stakeholders;
- Interaction rules with the people living close to the construction site (Code of Conduct) and how to deal with unauthorised visitors to the site;
- How to deal with unforeseen incidents/ emergency situations;
- The roles and responsibilities within the PU, the Contractors, sub-Contractors and workers with respect to environmental and social issues;

The PU keeps records of the training sessions. The training will be repeated as needed during the construction activities.

After completing the Induction Training, refresher trainings may be needed depending on the duration of the construction phase. **It is in the responsibility of the PU and the Contractor to prepare a detailed training plan, especially for the construction workers.**

ANNEX 2: Stakeholder Engagement Plan for Project

See separate document.