REPUBLIC OF LIBERIA

Ministry of Finance and Development Planning / Forestry Development Authority

Liberia Sustainable Forest Economy Project (P508345)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Appraisal Version

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ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Liberia ("the Recipient") will implement the Liberia Forest Economy Project (the Project), with the involvement of the Forestry Development Authority (FDA) and the Ministry of Finance and Development Planning, as set out in the Financing and Grant Agreements (the Agreements). The International Development Association (the Association), and the International Bank for Reconstruction and Development and International Development Association (together, the Bank), acting jointly as Administrator of the Global Partnership for Sustainable and Resilient Landscapes (PROGREEN) Multi-Donor Trust Fund, has agreed to provide financing for the Project, as set out in the Agreements.

2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreements.

3. Without limitation to the foregoing, ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreements, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.

4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient's Representative's specified in the Agreements or the Managing Director of the Forestry Development Authority. The Recipient shall promptly disclose the updated ESCP.

5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	**ORGANIZATIONAL STRUCTURE** 1. Establish and maintain a Project Implementation Unit within the Forestry Development Authority (FDA) tasked with E&S management, with qualified staff and resources to support management of environmental, social, gender-based violence, health and safety (E&S) risks and impacts of the Project including an Environmental and Social Manager, Environmental Specialist, a Social Specialist, a GBV Specialist, and a Grievance Mechanism (GM) Officer, all with terms of reference, qualifications, and experience satisfactory to the Association. 2. The FDA will formalize collaboration for Project implementation of E&S aspects with relevant government agencies in line with Section I.C of Schedule 2 of the Agreements.	1. Establish a Project Implementation Unit [PIU], and hire/appoint an E&S Manager, a GM officer, an Environmental Specialist, a Social Specialist, and a GBV Specialist, no later than one month after the Effective Date and thereafter maintain the PIU and these positions throughout Project implementation. 2. No later than three (3) months of the Effective Date and thereafter implement throughout Project implementation.	**FDA**

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	**CAPACITY BUILDING PLAN/MEASURES** Prepare and implement the capacity building plan with further training of E&S staff, relevant project workers, communities, park rangers, eco guards, /PCA rules enforcement personnel and security personnel (including Eco guards, community forest guards, Park rangers, relevant public security enforcement personnel (including Liberia National Police, Liberia Armed Forces, (Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, County and District Security Councils), that will be engaged under the Project with focus on the following areas that relate to their duties: • World Bank Environmental and Social Standards (ESSs) • Implementation of Process Framework and its associated recommendations • Implementation of Stakeholder Engagement Plan (SEP) • Implementation of the Environmental and Social Management Framework (ESMF) • Implementation of Labor Management Procedures (LMP) • Implementation of Grievance Mechanisms (GM) • Occupational Health and Safety (OHS) protocols, including Environment and Social Incident reporting procedures (ESIRT) under for the project. • Community health and safety • Emergency preparedness and response procedures • Specific aspects of environmental and social assessment including environmental and social risks management practices identified by project actors during project implementation. • Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH) Action Plan • Resettlement Framework (RF) • Implementation of the Security Management Plan • Revised Code of Conduct for all project workers and contracted workers • FDA-Liberia National Police Coordination Protocol FDA-Liberia Armed Forces Coordination Protocol • FDA-Liberia Immigration Service Coordination Protocol • FDA- County and District Security Councils Coordination Protocol • Code of Conduct for security enforcement personnel in PCAs. Additional trainings will be identified during project implementation.	1. Develop the training plan no later than three (3) months after the Effective Date and thereafter implement the plan throughout the Project implementation 2. Training of contractors prior to commencement of any work or services and refresher training throughout Project implementation of contract if and as needed. 3. Training of all project staff, security personnel (including Eco guards, community forest guards, Park rangers, relevant public security enforcement personnel (including Liberia National Police, Liberia Armed Forces, (Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, County and District Security Councils, prior to commencement of any work or services and refresher training throughout Project implementation of contract if and as needed.	FDA
MONITORING AND REPORTING			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	**REGULAR REPORTING** Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. • Summary of contractors' monthly reports and any other necessary elements/data to be shared.	Submit quarterly reports to the Bank throughout Project implementation, commencing after Effective Date. Submit each report to the Bank no later than 10 days after the end of each reporting period.	FDA
D	**CONTRACTORS' MONTHLY REPORTS** Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.	Submit the monthly reports to the Bank as annexes to the reports to be submitted under action C above.	FDA
E	INCIDENTS AND ACCIDENTS Notify the Bank of any incident or accident relating to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request. This incident and accident reporting obligation also applies to incidents or accidents that occur in the course of Project-related patrolling and PCA rules enforcement activities in the Project areas. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is	FDA

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	out the measures and actions to be taken to address the incident or accident and prevent its recurrence. Regular security reports should also include the following elements Updates on community relations and grievance resolution related to security. Code of Conduct compliance status and disciplinary actions. Training completion rates and refresher needs. Vetting and deployment status of security personnel. SEA/SH safeguarding compliance (aggregated, anonymized). Recommendations for adaptive security management. Risk rating changes and triggers for reassessment.	agreed to in writing by the Bank.	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	**ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS** 1. Prepare, consult, disclose, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. 2. Prepare and implement subproject or site-specific ESIAs and/or ESMPs as relevant and as set out in the ESMF, all consistent with the relevant ESSs. 3. (a) Conduct assessment of the capacity and PCA rules enforcement functions of the entities involved in protected area management under the Project in accordance with TORs acceptable to the Bank. The assessment shall include, inter alia, (i) functions concerning community outreach, law enforcement, incident management and collaboration with any other agencies in enforcing the rules of the protected area; (ii) procedures, rules, staffing arrangements, code of conducts (CoCs) relating to enforcement of park rules; and (iii) existing relationships with communities living in or near the protected areas, all in line with international good practice and standards acceptable to the Bank. (b) Finalize Institutional Assessment (IA) of the entities involved in protected area management under the Project, including but not limited to the Forestry Development Authority (FDA), responsible for managing protected areas. These assessments shall inform targeted capacity-building measures and help ensure that any engagement with protected areas is consistent with the relevant ESSs. Details provided in 4.4	1. The Project ESMF was prepared and disclosed on May 15, 2026, and thereafter implement the ESMF throughout Project implementation. 2. Prepare the subproject or site-specific ESIA and/or ESMPs and incorporate the ESIAs/ESMPs as part of the respective bidding documents for the respective subproject or activity prior to the carrying out of the subproject or the activity that requires the preparation of such ESIAs/ESMPs. Once finalized, implement the respective ESIAs/ESMPs throughout Project implementation. 3. Draft Institutional Assessment prepared prior to appraisal. Finalize and adopt the IA no	FDA

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	4. Prepare, disclose and implement a Strategic Environmental and Social Assessment (SESA) of the legal, regulatory, and institutional reforms supported under Part 1 of the Project, consistent with the relevant ESSs. 5. The proposed subprojects or activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. The exclusion list includes the following activities: ▪ Activities causing significant degradation or conversion of natural habitat, including national parks, protected forest, and other types of conservation areas, for example, new infrastructures leading to fragmentation of important nature habitat. Activities with significant adverse impacts on biodiversity, particularly those threatening endangered species or ecosystems of high conservation value. ▪ Activities that (a) cause relocation of forest communities from land and natural resources that are subject to traditional ownership or under customary use or occupation; (b) result in significant adverse impacts on Communities' cultural heritage. ▪ Large scale activities or infrastructures that are likely to generate a wide range of significant adverse risks and impacts on human populations or the environment: Creation of new protected areas, extension of existing protected areas and community forests. ▪ Plantation activities involving physical displacement of the population. ▪ Tree planting or afforestation activities on government-owned land that is contested by local communities regarding ownership: Existence of legacy or outstanding complaints regarding land acquisition process. ▪ Activities in areas affected by ongoing armed conflict or social unrest, where risks to communities and Project staff cannot be adequately mitigated. ▪ Activities with potentially significant adverse impacts on cultural heritage sites that are registered in government data or recognized by IP communities as their ancestral heritage. This includes activities that may have an adverse impact on tangible and intangible cultural heritage. Site classified as national or international heritage / recognized archaeological site or one with high prehistoric potential. ▪ Activities negatively impacting livelihoods of rural and forest communities reliant on land and natural resources. ▪ Infrastructure and rehabilitation work and agricultural activities within or adjacent to classified environmental sites (RAMSAR, CITES, protected areas such as classified and ▪ community forests, and so on) where impacts could be long-term, permanent, and/or irreversible ▪ Construction or rehabilitation of hydroelectric dam site. Large-scale infrastructure or interventions likely to cause widespread, irreversible, or cumulative risks and impacts on	later than three (3) months after the Effective Date, or prior to the commencement of activities in protected areas, whichever is sooner, and implement any required measures identified in the IA within a timeframe agreed with the Association. 4. Prepare a SESA and disclose it within twelve (12) months following the Project Effective Date, and implement it throughout the Project implementation 5. Prior to undertaking any Project activities, screen them against these exclusion criteria.	

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	people or the environment, such as the creation or extension of protected areas or community forests without proper consultation or safeguards. ▪ Trade in wildlife or wildlife products regulated under CITES. Production or trade in tobacco and tobacco products. Production or trade or procurement of weapons and ammunitions.		
1.2	**MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S plans, the ESMP, the Labor Management Procedures, code of conduct, and the relevant contractor requirements of the SEA/SH action plan and accountability framework into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.	FDA
1.3	**TECHNICAL ASSISTANCE** Carry out the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	FDA
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**LABOR MANAGEMENT PROCEDURES** Prepare and implement the Labor Management Procedures (LMP), for the Project, as part of the ESMF including, inter alia, provision of working conditions, management of workers relationships (including security workers and enforcement personnel), occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct including relating to SEA/SH, force labor, child labor, contractors, subcontractors, and supervising firms.	LMP was prepared and disclosed as part of the ESMF on May 15, 2026, thereafter implement the LMP throughout Project implementation.	FDA
2.2	**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN** Prepare and implement an OHS Management Plan, as part of the ESMF described under action 1.1 above, and its corresponding ESMPs to assess and manage the OHS risks and impacts of the Project. Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with site-specific ESMP under action 1.1.	OHS Management Plan was disclosed as part of ESMF on May 15, 2026, and thereafter implement the plan throughout Project implementation.	FDA

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	FDA
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	**WASTE MANAGEMENT PLAN** Prepare and implement a Waste Management Plan (WMP), as part of the site-specific ESMP, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Prepare the WMP prior to commencement of works, and thereafter implement the WMP throughout Project implementation.	FDA
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.1 above.	Same timeframe as for the preparation and implementation of the ESMPs.	FDA
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY** Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.1 above. The Recipient shall cause the contractors to implement measures and actions to assess and manage traffic and road safety risks to workers and the community resulting from movement of Project vehicles or activities which may present safety risks on public roads, etc. The measures should be incorporated in the contractor's ESMP.	Same timeframe as for the preparation and implementation of the ESMPs. Prepare C-ESMP prior to the commencement of civil works.	FDA
4.2	**COMMUNITY HEALTH AND SAFETY** Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF. Screen Project activities prior to their implementation to ensure that the following activities are excluded: activities in areas affected by ongoing armed conflict or social unrest, where risks to communities and Project workers cannot be adequately mitigated.	Same timeframe as for the preparation and implementation of the ESMPs. Throughout Project implementation	FDA
4.3	**SEA AND SH RISKS** Prepare and implement a SEA/SH Action Plan as a stand-alone action plan, to assess and manage the risks of SEA and SH.	A draft SEA/SH Action Plan was prepared, prior to Appraisal. Finalize and disclose the action plan within three (3) months of the	FDA

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Effective Date, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	
4.4	**SECURITY MANAGEMENT** 1. Conduct security risks assessment to identify potential risks, evaluate their likelihood and impact, and ensure that appropriate mitigation measures are in place. 2. Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and engaging enforcement personnel (including FDA forest rangers, eco guards, and community forest guards, Liberia National Police, Liberia Immigration Service, Liberia Armed Forces, (Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, Country and District Security Councils), and activities as set out in the ESMP and Security Risk Management Plan. 3. Ensure that the security and enforcement personnel undergo a training including on SEA/SH risk management, use of force and escalation control, human Rights in Law Enforcement, search, seizure, and evidence handling, community interaction and conflict de-escalation, patrol procedures and field craft before their deployment, and they sign the Project Code of Conduct. 4. Prepare and implement a Security Risk Management Plan (SRMP).	1. Throughout Project implementation 2. Prior to deploying such personnel 3. Security Risk Management Plan prepared prior to Appraisal and thereafter implement the SRMP throughout Project implementation.	FDA
4.5	**INVOLVEMENT OF SECURITY AGENCIES, INCLUDING THE MILITARY**		
	5. Assess and implement measures to manage the security risks of engaging the Liberia National Police, Liberia Armed Forces, (Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, Country and District Security Councils as specified in the SRMP, guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of these entities; 6. Implement standards, protocols, and/or codes of conduct for the selection and assignment of FDA, Liberia National Police and Liberia Armed Forces (Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, Country and District Security Councils, to the Project, as set out in the Security Risk Management Plan, including verifying that assigned individuals have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment	Prior to deploying security and enforcement personnel in the areas of Project activities or for the provision of security to Project workers, sites and/or assets. Prepare and adopt a Protected and Conserved Area (PCA) Enforcement Protocol no later than six months after the effective date	FDA FDA

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	(SH) or excessive use of force; 7. Enter into a Protected and Conserved Area (PCA) Enforcement Protocol or other arrangements as relevant, with the Liberia Armed Forces (Ministry of National Defense), Liberia National Police, Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, Country and District Security Councils setting out the arrangements for the engagement of the Liberia Armed Forces in the Project, including the relevant actions and measures set out in this ESCP; 8. Provide adequate instruction and training to the Liberia National Police and Liberia Armed Forces (Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, Country and District Security Councils, or determine that they are properly trained, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA/SH, and other relevant areas) as set out in the Security Risk Management Plan; 9. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of Liberia National Police, Liberia Armed Forces (Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, Country and District Security Councils, in the Project; 10. Ensure that any concerns or grievances regarding the conduct of the Liberia National Police, Liberia Armed Forces(Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, Country and District Security Councils, are received, monitored, and documented (taking into account the need to protect confidentiality) by the Project's grievance mechanism, which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the World Bank after receiving concern or grievance. 11. Where the Bank so request in writing, after consultation with the Recipient: (i) promptly appoint a third- party monitor consultant, with terms of reference, qualifications and experience acceptable to the Bank, to visit and monitor the Project area where Liberia National Police, Liberia Armed Forces(Ministry of National Defense), Liberia Immigration Services, Liberia Drug Enforcement Agency, National Fire Service, Ministry of Justice, Country and District Security Councils, are deployed, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitor consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with the Bank; and (iii) promptly take any actions, as may be requested by the Bank upon its review of the third-party monitor consultant reports		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	**RESETTLEMENT FRAMEWORK AND PLANS** 1. Screen Project activities prior to their implementation to ensure that the following activities are excluded: (i) large-scale activities or infrastructure that are likely to generate a wide range of significant adverse risks and impacts on human populations or the environment, (ii) creation of new protected areas and extension of existing protected areas and community forests, (iii) plantation activities that involve physical displacement of the population, and (iv) tree planting or afforestation activities on government-owned land that is contested by local communities regarding ownership (existence of legacy or outstanding complaints regarding land acquisition process). 2. Prepare and implement a Resettlement Framework (RF) for the Project, consistent with ESS5. 3. Prepare and implement a Resettlement Plan (RP) or a Livelihood Restoration Plan (LRP) for each activity under the Project for which such RP or LRP is required, as set out in the RF and PF and consistent with ESS5. 4. Prepare and implement a Process Framework (PF) for the Project, consistent with ESS5. 5. Where access restrictions arise, Action Plans for the communities will be prepared in accordance with the PF and ESS5.	1. Throughout Project implementation 2. RF was prepared and disclosed on July 3, 2026 and thereafter implement the RF throughout Project implementation. 3. Prepare and implement the respective RP or LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided. 4. PF was prepared and disclosed on July 3, 2026 and thereafter implement the PF throughout Project implementation. 5. Prepare and implement the respective action plans prior to carrying out the relevant activities.	FDA
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	**BIODIVERSITY RISKS AND IMPACTS** 1. Screen Project activities prior to their implementation to ensure that the following activities are excluded: (i) activities causing significant degradation or conversion of natural habitat, including national parks, protected forests, and other types of conservation areas; and (ii) activities with significant adverse impacts on biodiversity, particularly those threatening endangered species	1. Throughout Project implementation 2. Prepare the BMP prior to commencement of relevant subproject activities and	FDA

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	or ecosystems of high conservation value. 2. Prepare and implement a Biodiversity Management Plan (BMP) as part of the ESMP, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6.	thereafter implement the BMP throughout Project implementation.	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	Not relevant		
ESS 8: CULTURAL HERITAGE			
8.1	**CULTURAL HERITAGE RISKS AND IMPACTS** 1. Screen Project activities prior to their implementation to ensure that the following activities/sites are excluded: (i) activities with potentially significant adverse impacts on cultural heritage sites that are registered in government data or recognized by forest-dependent communities as their ancestral heritage (including activities that may have an adverse impact on tangible and intangible cultural heritage); and (ii) Sites classified as national or international heritage, recognized archaeological site, or site with high prehistoric potential. 2. Conduct a cultural heritage assessment as part of the ESMF, with robust stakeholder consultations, especially with affected communities and authorities. Identify cultural heritage sites for exclusion from implementation of Project activities to the extent possible. Prepare and implement, if necessary, a Cultural Heritage Management Plan (CHMP), as part of the ESMP, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8.	1. Throughout Project implementation 2. Prepare the CHMP prior to commencement of the relevant works, and thereafter implement the CHMP throughout Project implementation.	FDA
8.2	**CHANCE FINDS** Describe and implement a chance finds procedure consistent with ESS8 as part of the ESMF and in each contractor's ESMP. The Recipient shall implement and monitor the chance finds procedure described in the ESMP developed for the Project. Include chance finds procedures in all contractors' contracts.	Describe the chance finds procedures in the ESMF/ESMP. Implement the procedures throughout Project implementation.	FDA
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** Prepare 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.	The SEP was prepared and disclosed prior to Appraisal and thereafter implement the SEP throughout Project implementation.	FDA

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	**PROJECT GRIEVANCE MECHANISM** 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. 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. Recruit a dedicated GM officer and hire an independent GM firm or NGO to verify actions taken to operationalize and respond to recorded grievances.	Establish the grievance mechanism no later than two months after the Effective date and thereafter maintain and operate the mechanism throughout Project implementation. Recruit the dedicated GM officer and hire the GM firm or NGO no later than one month after the Effective Date.	FDA

INDICATORS FOR IMPLEMENTATION READINESS

The following actions are indicators for implementation readiness:

- A: Organizational Structure (Establishment of a PIU)
- 1.1 3: Finalize Institutional Assessment of the entities responsible for managing protected areas
- 2.2: Establish and operate a grievance mechanism for Project workers
- 4.3: Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH
- 5.1: Prepare and implement RF, PF, and RAPs
- 10.2: Establish, publicize, maintain, and operate an accessible project grievance mechanism (GM)