

**NATIONAL POWER TRANSMISSION CORPORATION
SOUTHERN POWER PROJECTS MANAGEMENT BOARD**



**RENEWABLE ENERGY ACCELERATING CHANGE PROJECT
(REACH)**

**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN**

(DRAFT FOR CONSULTATION)



FEBRUARY, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Socialist Republic of Vietnam is planning to implement the Renewable Energy Accelerating Change Project (the Project), to improve the capacity of the electricity grid to integrate private sector led variable renewable energy generation projects. The Project will be implemented by Vietnam Electricity (EVN)/National Power Transmission Corporation (NPT)/Southern Vietnam Power Project Management Board (SPMB)/ Power Transmission Companies 4 (PTC4) as well as the Provincial People's Committees (PPCs) of six (06) project provinces including Dak Lak, Dak Nong, Binh Phuoc, Tay Ninh, Ba Ria – Vung Tau, and Dong Nai.
2. The Socialist Republic of Vietnam will implement material measures and actions set out in this Environmental and Social Commitment Plan (ESCP) so that the Project is implemented in accordance with the Association's Environmental and Social Standards (ESSs). The Association will monitor and assess progress and completion of the material measures and actions throughout the implementation of the Project as required by the ESCP and the conditions of the legal agreement.
3. The Socialist Republic of Vietnam will also comply with the provisions of any other Environmental and Social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP, such as Environmental and Social Management Framework (ESMF), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Resettlement Policy Framework (RPF), Ethnic Minority Planning Framework (EMPF), Resettlement Plan (RP), Ethnic Minority Development Plan (EMDP), Stakeholder Engagement Framework (SEF), Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP) and Grievance Mechanism for project workers, and other required E&S documents, and the timelines specified in those E&S documents.
4. The Socialist Republic of Vietnam is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the NPT, SPMB, NLDC (PMBs).
5. As agreed by the Association and the Socialist Republic of Vietnam, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Socialist Republic of Vietnam, through the EVN/NPT and the PPCs will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the Socialist Republic of Vietnam, through the NPT and the PPCs. The Socialist Republic of Vietnam, through the NPT and the PPCs will promptly disclose the updated ESCP.
6. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Socialist Republic of Vietnam shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, and safety impacts, labor influx, gender-based violence.

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING The Socialist Republic of Vietnam, through NPT and PPCs/PMB, will prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project and Subprojects, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, and the functioning of the grievance mechanism(s).</p> <p>More details on monitoring and reporting will be provided in the Project document i.e. ESMF, RPF, EMPF, SEF, LMP and other Subproject instruments i.e. ESIA/ESMP, RP, EMDP, SEP, and LMP.</p>	<ul style="list-style-type: none"> ○ PMBs: Quarterly reporting through Subproject implementation to NPT; ○ NPT: Semi- annually reporting throughout Project implementation to the Association. ○ Reports to be sent within the first 7 days after the reporting quarter. 	<ul style="list-style-type: none"> ● Responsibility: NPT and PPCs /PMBs ● Accountability: PMBs’ Directors ● Funding: Project Budget
B	<p>INCIDENTS AND ACCIDENTS: 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 workers including, for example, occupational accidents that could result in death or serious injury, cases of gender based violence or violence against minors, injuries, falls, vehicle accidents and electrocution.</p> <p>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. Subsequently, as per the Association’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Report any incident or accident to the Association within 24 hours and no later than 48 hours after becoming aware of the occurrence of the incident or accident.</p>	<ul style="list-style-type: none"> ● Responsibility: NPT and PMBs ● Accountability: PMBs’ Directors ● Funding: Project Budget
C	<p>CONTRACTORS MONTHLY REPORTS: The contractors are required to prepare and submit monthly progress and monitoring report to the PMBs which include details in the project environmental and social performance and implementation of the environmental and social mitigation measures.</p>	<p>Monthly progress and monitoring reports would be prepared and submitted throughout the Project /Subproject life.</p>	<ul style="list-style-type: none"> ● Responsibility: Contractors ● Accountability: Contractors ● Funding: Contractors’ budget
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE: Maintain an organizational structure (the PMBs) with qualified staff and resources to support management of E&S risks in sufficient numbers including at least one Environmental Specialist and one Social Specialist (ESS – each responsible for environmental and social risks and impacts respectively) in the PMBs for ensuring compliance with the ESF and relevant instruments.</p> <p>A Grievance Redress Mechanism (GRM) focal point, within PMBs, should be appointed in order to provide essential coordination of different administrative levels for handling complaints in a timely and satisfactory manner. The PMBs will also mobilize other specialists (e.g. community engagement specialist) as and when required.</p>	<p>Two (02) additional specialists (one Environmental Specialist and one Social Specialist) will be hired within 30 days after Project effectiveness. The organizational structure (PMBs), including the specialists, should be maintained throughout Project/Subprojects implementation.</p> <p>The GRM focal point will be appointed within 30 days after Project/Subprojects effectiveness.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: PMBs’ Directors • Funding: Project Budget
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT: Disclose, adopt and implement the Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Ethnic Minority Planning Framework (EMPF), Stakeholder Engagement Framework (SEF) in a manner consistent with the relevant Environmental and Social Standards and acceptable to the Association.</p> <p>Carry out environmental and social assessment of the subprojects in line with the ESMF/RPF/EMPF/SEF and the ESSs to identify and assess the environmental and social risks and impacts of the Project and appropriate mitigation measures.</p>	<p>Throughout the Project /Subprojects implementation.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: PMBs’ Directors • Funding: Project Budget
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS: The PMBs will screen any proposed subproject in accordance with the ESMF/RPF/EMPF/SEF, prepare, adopt, disclose, and implement the following management instruments, as required, in a manner acceptable to the Association.</p>		

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3.1	<p>Implement diligently the measures and actions identified in the ESCP in accordance with the timeframes specified and review the status of implementation of the ESCP as part of the monitoring and reporting.</p> <p>Notify the Association promptly of any proposed changes to the scope, design, implementation or operation of the project that are likely to cause an adverse change in the environmental or social risks or impacts of the project.</p> <p>Carry out, as appropriate, additional assessment and stakeholder engagement in accordance with the ESSs, and propose changes, for approval by the Association, to the ESCP and relevant management tools, as appropriate, in accordance with the findings of such assessments and consultation. Disclose the updated ESCP.</p>	<p>Throughout the Project implementation.</p> <p>Throughout the Project implementation.</p> <p>Throughout the Project implementation.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: PMBs' Directors • Funding: Project Budget
1.3.2	<p>Prepare, disclose, adopt and implement the Subproject Environmental and Social Impact Assessments (ESIAs) or Environmental and Social Management Plans (ESMPs) in accordance with the approved project ESMF and relevant ESSs.</p>	<p>Subproject preparation, once Subproject locations and technical designs have been definitively determined; and in parallel with the development of Subproject's Feasibility Studies</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: PMBs' Directors • Funding: Project Budget
1.3.3	<p>Prepare, disclose, adopt and implement the Subproject Stakeholder Engagement Plans (SEPs), in accordance with the approved project SEF, in a manner acceptable to the Association.</p> <p>Continue to engage with, and provide information to, the project-affected parties and other interested parties throughout the lifecycle of the Project/Subprojects, in a manner appropriate to the nature of their interests and the potential environmental and social risks and impacts of the Project/Subprojects.</p>	<p>Final SEPs available and disclosed prior to approval of the financing for the Project by the Association.</p> <p>Throughout Project implementation</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget
1.3.4	<p>Implement the Project Labor Management Procedure (LMP) that has been prepared in a manner acceptable to the Association.</p>	<p>Final LMP available and disclosed prior to Appraisal.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3.5	Maintain and operate the Project and Subproject Level Grievance Redress Mechanism (GRM) as described in the SEF/SEP. Implement the separate GRM for workers.	Throughout the Project implementation.	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget
1.4	<p>MANAGEMENT OF CONTRACTORS: Selection of contractors: Ascertain that the contractors are legitimate and reliable entities and able to comply with the relevant environmental and social requirements of the Project.</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the Labor Management Procedures, and GRM into the procurement documents with contractors.</p> <p>Performance monitoring: Monitor the performance of the contractors to ensure that they comply with the environmental and social requirements of their respective contracts.</p>	<p>During evaluation of bidders</p> <p>Prior to the preparation of Project/Subproject procurement documents.</p> <p>Supervise contractors throughout Project/Subproject implementation.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget
1.5	<p>PERMIT, CONSENTS AND AUTHORIZATION: Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project/Subproject from relevant national authorities, pursuant to applicable national laws.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.</p>	Obtain licenses and permits prior to carrying out any Project/Subproject activity requiring a license.	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 2: LABOR AND WORKING CONDITIONS		
<p>2.1 LABOR MANAGEMENT PROCEDURES: Update, adopt, and implement the Project Labor Management Procedures (LMP) that have been developed for the Project to address labor risks, including (but not limited to) occupational, health and safety (OHS) measures; prevention of child and forced labor; emergency preparedness and response; grievance redress mechanism (GRM) for Project/Subprojects workers; training of Project/Subprojects workers on key issues including OHS and GBV prevention; and management of labor influx; and COVID-19 prevention and control.</p> <p>Prepare, adopt, and implement the Subproject Labor Management Procedures (LMP) to address labor risks, including (but not limited to) occupational, health and safety (OHS) measures; prevention of child and forced labor; emergency preparedness and response; grievance redress mechanism (GRM) for project/Subprojects workers; training of Project/Subprojects workers on key issues including OHS and GBV prevention; and management of labor influx; and COVID-19 prevention and control.</p>	<p>Three (3) months after approval of the financing for the Project by the Association and throughout Project implementation.</p> <p>Final Subproject’s LMP available and disclosed prior to approval of the financing for the Subproject by the Association. Subproject’s LMP shall be implemented during Subproject’s implementation</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs’ Directors • Funding: Project Budget
<p>2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS: Maintain, and operate a grievance mechanism for Project/Subproject workers, as described in the LMP and consistent with ESS2. Implement worker GRM throughout Project/Subproject implementation.</p>	<p>Grievance mechanism operational prior to engaging Project/Subproject workers, to be disseminated to Project/Subproject workers prior to commencing any works and maintained throughout Project/Subproject implementation.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs’ Directors • Funding: Project Budget
<p>2.3 OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES: Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the Subproject’s ESIA/ESMP (including OHS risks related to the transmission of communicable diseases). Ensure that contractors develop, implement and maintain OHS plan(s).</p>	<p>Before commencement of project activities – three (3) months after approval of the financing for the Project by the Association.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs’ Directors • Funding: Project Budget

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Assess impacts from waste generation, emission and discharge expected from the subproject activities during all phases and include relevant mitigation measures into the subproject specific ESIA's and ESMPs. Ensure adherence of conducted activities with ESMPs.</p>	During Project/Subproject implementation	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY: Conduct and complete clearance of unexploded ordnances.</p> <p>Implement measures and actions to assess and manage traffic, roads and waterway safety risks as required in the Subproject's ESMP.</p>	<p>Before commencement of construction activities</p> <p>Throughout Subproject implementation.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget
4.2	<p>COMMUNITY HEALTH AND SAFETY: Implement the measures and actions to manage specific risks and impacts to the community arising from Project/Subproject activities, including, inter alia, behavior of Project workers, risks of labor influx, the risk of transmission of communicable diseases due to Project/Subproject activities, response to emergency situations including prevention and control of COVID-19 and other infectious wastes as included in the ESMP, in a manner acceptable to the Association.</p>	Throughout Project/Subproject implementation.	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget
4.3	<p>GBV AND SEA RISKS: Prepare, adopt, and implement measures and actions to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA). This will include:</p> <ul style="list-style-type: none"> - Measures and actions to assess and manage the risks of HIV/AIDS, gender-based violence (GBV) and sexual exploitation and abuse (SEA) as part of LMP and ESMP. - Engage a qualified institution to conduct community and workers' training and awareness on HIV/AIDS, GBV & SEA. - Awareness raising on grievance/feedback processes for reporting SEA & GBV cases. 	<p>Throughout the execution of the Project/Subproject:</p> <p>(i) prior to commencement of construction and maintain during the project timeline; (ii) quarterly awareness raising campaigns through the stakeholder's engagement meetings.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.4	<p>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION: There will be GBV procedures in place, including training and monitoring, pre-deployment and during Project/Subproject implementation. This will be defined in the ESIA and through a GBV action plan.</p>	Before commencement of Subproject construction activities. Maintained throughout Project/Subproject implementation.	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget
4.5	<p>SECURITY PERSONNEL: No expectation of security personnel, however, procedures will be outlined in the Subproject LMP.</p> <p>In the event that security personnel are used for the project, the contractor shall develop and implement measures and actions to assess and manage the risks to human security of project-affected communities and project workers that could arise from the use of security personnel.</p>	<p>Prior to engaging security personnel.</p> <p>Maintained throughout Project/Subprojects implementation.</p>	<ul style="list-style-type: none"> • Responsibility: NPT and PMBs • Accountability: SPMBs' Directors • Funding: Project Budget
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>LAND ACQUISITION AND RESETTLEMENT: Project/Subproject activities are expected to require land acquisitions, restrictions on land use and involuntary resettlement.</p>		
5.1.1	<p>RESETTLEMENT PLANS: Prepare, adopt, disclose and implement Subproject Resettlement Plans (RPs) in accordance with the ESS5 and consistent with the requirements of: i) the national legislation; and ii) the Resettlement Policy Framework (RPF) that has been prepared for the Project. Thereafter disclose, adopt and implement the respective RPs before carrying out the associated activities, in a manner acceptable to the Association.</p>	Once the Subproject locations and technical designs have been definitively determined. The final RP should be adopted by the PPCs and then disclosed locally.	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs's directors • Funding: Project Budget
5.1.2	<p>GRIEVANCE REDRESS MECHANISM: Maintain and disclose the arrangements for the grievance redress mechanism (GRM) to address resettlement related complaints (described in the RPF/RAP and SEF/SEP).</p>	<p>Prior to commencement of resettlement activities and maintained throughout project implementation.</p> <p>Regular reporting on outcomes of the GRM to be established.</p>	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs's directors • Funding: Project Budget
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
6.1	BIODIVERSITY RISKS AND IMPACTS: Assess the subproject risks and impacts on biodiversity and implement the mitigation measures included in the Subprojects' ESMP to mitigate the risks and impacts on biodiversity.	Throughout Project/Subprojects implementation	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs's directors • Funding: Project Budget
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	Project/Subproject activities in the Central Highlands (Dak Lak, Dak Nong) and Southeast area (Binh Phuoc, Tay Ninh, Ba Ria – Vung Tau, Dong Nai) are expected to impact on Ethnic Minority (EM) people.		
7.1.1	ETHNIC MINORITY DEVELOPMENT PLAN: Prepare, disclose and implement the Subproject Ethnic Minority Development Plans (EMDPs) for the Subprojects that potentially affect the EMs in consistence with the approved project EMPF.	During Subproject preparation and once the Subproject locations and the technical designs have been definitively determined.	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs's directors • Funding: Project Budget
7.1.2	GRIEVANCE MECHANISM: Prepare, adopt, and implement the arrangements for the grievance mechanism for EM people, as required under the EMDP.	Throughout the Subproject implementation. Regular reporting on outcomes of the GRM to be established.	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs's directors • Funding: Project Budget
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: Implement the cultural heritage mitigation measures and chance finds procedure described in the ESMP developed for the Subprojects.	Prior to commencing Subproject activities and maintained throughout Project implementation	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs's directors • Funding: Project Budget
ESS 9: FINANCIAL INTERMEDIARIES			
No financial intermediaries are expected to be involved in the Project/Subproject; this standard is not relevant for the project.			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN: Prepare, disclose, adopt and implement the Subproject Stakeholder Engagement Plan (SEP) including the Project/Subproject grievance mechanism (GRM) based on the project approved SEF.</p> <p>Deliberations of each meetings will be documented (minutes of meetings prepared) and disclosed. In particular, issues raised in the stakeholder meetings and the propose solutions will also be documented and disclosed.</p> <p>Depending on the public health situation regarding communicable diseases, update the stakeholder engagement plan to reflect national and international guidelines on preventing transmission through public meetings or other stakeholder engagement events.</p>	<p>Throughout Project implementation.</p> <p>Prior to, and throughout, the implementation of the activities specified in Stakeholder Engagement Plan.</p>	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs’s directors • Funding: Project Budget
10.2	<p>PROJECT/SUBPROJECT GRIEVANCE MECHANISM: Operate a grievance mechanism, as described in the SEP. Awareness raising for potential Project/Subproject affected persons (PAPs) and communities on the existence and processes for submitting grievances.</p>	Throughout Project /Subproject implementation.	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs’s directors • Funding: Project Budget
CAPACITY SUPPORT (TRAINING)		Targeted Groups and Time Frame for Delivery	
	Training on: i) the Association procurement processes and ESF; ii) stakeholder mapping and engagement; iii) Project ESMF, RPF, EMPF, SEF; and Subproject ESIA/ESMP, RP, EMDP, SEP; iv) grievance redress; v) environmental and social supervision, monitoring, and reporting; and vi) labor management procedures.	SPMB Environment & Social Safeguards Team and various stakeholders throughout Project implementation. Before commencement of civil works and maintained throughout Project implementation where necessary.	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs’s directors • Funding: Project Budget
	Training on: i) occupational health and safety; and ii) emergency prevention and preparedness and response arrangements to emergency situations.	Project/Subproject workers throughout Project/Subproject implementation.	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: PMBs’s directors • Funding: Project Budget

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	Training on: i) Gender-Based Violence Risk Mitigation; and ii) disability inclusion.	Project staff, contractors, and contractor employees as well as local Communities participating in the Project/Subproject, particularly women) throughout Project/Subproject implementation.	<ul style="list-style-type: none"> • Responsibility: SPMB • Accountability: SPMB's directors; • Funding: Project Budget