



**Democratic Republic of Congo  
Ministry of Environment and Sustainable Development  
Forest Investment Program (FIP)  
SECRETARIAT GENERAL FOR THE ENVIRONMENT AND SUSTAINABLE DEVELOPMENT**

**DRC Forest and Savanna Restoration Investment Program (P178642)**

**Negotiated**

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

**April 27, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Democratic Republic of Congo (the Recipient) will implement the DRC Forest and Savanna Restoration Investment Project (the Project), through Ministry of the Environment and Sustainable Development (MEDD) Secretariat General for the Environment and Sustainable Development through the Coordination Unit of the Forestry Investment Program (FIP-CU) and the Agence Nationale de l'Électrification et des Services Énergétiques en Milieux Rural et Périurbain (ANSER) and Office of Roads (OdR), as set out in the Financing Agreement and the ESMAP Grant Agreement (Agreements). The International Development Association (the Association), has agreed to provide financing for the Project, as set out in the referred 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 Association. 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 referred Agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient, through the FIP-CU, and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Coordinator of the FIP-CU. The FIP-CU shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s)</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Project Effective Date.</p> <p>Submit each report to the Association no later than the 15th day after the end of each quarter.</p>	<p>Ministry of the Environment and Sustainable Development (MEDD) Secretariat General for the Environment and Sustainable Development through the Coordination Unit of the Forestry Investment Program (FIP-CU). MEDD/FIP-CU</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of 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/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident, and no later than 24 hours for severe incidents including SEA/SH incidents.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association</p>	<p>MEDD/FIP-CU</p> <p>Agence Nationale de l'Électrification et des Services Énergétiques en Milieu Rural et Périurbain (ANSER) and Office of Roads (OdR)</p>
C	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors, Office of Roads (ODR), provider (Local Implementation Agencies (LIAs)), and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association for the duration of the contract or sub-contract.</p>	<p>MEDD/ FIP-CU, ANSER and OdR</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain the existing FIP-CU in Kinshasa with qualified staff and resources to support management of ESHS risks and impacts of the Project including the existing socio-environmental specialist. In addition, FIP-CU shall hire a new full-time social specialist based at the national level a Gender-based Violence (GBV) expert and a biodiversity and forestry specialist.</p>	<p>The organizational structure of FIP-CU, including the existing socio-environmental specialist, a new full-time social specialist and a GBV expert shall be maintained throughout the implementation of the Project.</p> <p>The new social specialist, a GBV expert and a</p>	<p>MEDD/FIP-CU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Establish and maintain six provincial representations of the FIP-CU (Kongo Central, Kwilu, Kasai, Kasai Central, Lomami and Kasai Oriental) each including an assistant ESF specialist with an expertise in GBV issues (also in charge of Monitoring &amp; Evaluation) in each targeted province.</p> <p>FIP-CU shall sign Implementation Agreements with ANSER and OdR respectively in form and substance acceptable to the Association, has been executed and is in full force and effect.</p>	<p>biodiversity and forestry specialist shall be hired within 90 days after the Project Effective Date and shall thereafter be maintained throughout the implementation of the Project.</p> <p>The Kongo Central, Kwilu, Kasai, Kasai Central, Lomami and Kasai Oriental provincial representations of the PIU shall be established within 90 days after the Project Effective Date and shall thereafter be maintained throughout the implementation of the Project</p> <p>Assistant ESF specialists shall be hired within 90 days after the Project Effective Date and shall thereafter be maintained throughout the implementation of the Project.</p> <p>The implementation Agreements shall be signed no later than 30 days after the Project Effective Date</p>	
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Adopt and implement Environmental and Social Impact Assessments (ESIAs), including GBV/SEA/SH evaluations and corresponding Environmental and Social Management Plans (ESMPs) for subprojects (rural road/bridges rehabilitation/construction; agroforestry packages, tree plantations and land restoration; agroforestry packages and tree plantations; oil palm plantations; efficient and clean energy solutions including clean charcoal production), consistent with the relevant ESSs. ESIAs/ESMPs for agroforestry packages, tree plantations land restoration and palm oil plantations shall include standard (s) for environmentally and socially sustainable agroforestry practices appropriate for small producers and a set of E&amp;S criteria/checklist for small producers.</p> <p>ESIAs for other subprojects shall include ESMPs to be adopted for similar activities within a similar geographic area. The ESMPs shall</p>	<p>Adopt the ESIA and ESMP prior to the carrying out of subproject, and thereafter implement the ESIA and ESMP throughout Project implementation.</p>	<p>MEDD/FIP-CU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>include SEA/SH mitigation and prevention measures consistent with the SEA/SH Action Plan referred to in action 4.3 of this ESCP.</p> <p>Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. The ESMF shall include a SEA/SH Prevention and Response Action Plan (SEA/SH AP a Pest Management Plan and a list of Excluded Activities for financing under the Project.</p> <p>Require and cause proponents of subprojects. to adopt and implement the site-specific Environmental and Social Management Plan (ESMP), including standard (s) for environmentally and socially sustainable agroforestry practices appropriate for small producers and a set of E&amp;S criteria/Checklist for small producers.</p>	<p>A draft ESMF including a SEA/SH AP was disclosed on December 13, 2022. It was finalized, approved and redisclosed March 29, 2023, and shall be implemented throughout Project implementation.</p> <p>Adopt the ESMP prior to the carrying out of subproject that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</p>	MEDD/FIP-CU
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts, including SEA/SH mitigation measures.</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.</p>	MEDD/FIP-CU
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, capacity building, training, and any other technical assistance activities under the Project including, inter alia, preparation and validation of land use plans; preparation of Simple Land Use Plans; development of management plans and dedicated committees for community forestry concessions (CFCLs); support national policy and regulatory frameworks for the development of cleaner cooking technologies and market are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	MEDD/FIP-CU
1.5	<p>Adopt and implement respective Strategic Environmental and Social Assessment (SESA) for (i) enhanced land use planning and rights in targeted Provinces, and (ii) national policy and regulatory frameworks</p>	<p>The SESA shall be prepared, consulted upon, disclosed and adopted as part of the land use planning process and national policy for the</p>	MEDD/FIP-CU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>for the development of cleaner cooking technologies. The SESA shall assess and manage specific cumulative risks and impacts to the community, land use change and biodiversity arising from Project activities, including, inter alia, social exclusion, conflict, introduction of invasive species through reforestation and/or agroforestry activities, land use change impacts on livelihoods and biodiversity.</p>	<p>development of cleaner cooking technologies. Once adopted, implement the respective SESA throughout Project implementation.</p>	
<p>1.6 EXCLUSION LIST: Exclude the following types of activities as ineligible for funding under the project:</p> <ul style="list-style-type: none"> <li>▪ That results in long-term, permanent and/or irreversible negative impacts (e.g., loss of major natural habitat).</li> <li>▪ That involves the transformation or degradation of critical natural habitats and may result in the loss of biodiversity, including any official protected natural areas, such as national parks and other protected areas or can cause degradation of critical habitats.</li> <li>▪ That have a high probability of causing serious adverse effects on human health and / or the environment.</li> <li>▪ That include activities that may have significant adverse social impacts and may give rise to significant social conflict between communities.</li> <li>▪ That cause or lead to child abuse, child labor exploitation, forced labor or human trafficking.</li> <li>▪ That result in involuntary restrictions on land use or access to legally designated parks and protected areas.</li> <li>▪ That have significant risks and/or adverse impacts on sensitive cultural receptors or that could damage non-replicable cultural property.</li> <li>▪ That impact land owned or claimed by Historically Disadvantaged Local Communities and /or Indigenous Peoples without complete and documented free, prior, and informed consent of such communities.</li> <li>▪ All other excluded activities set out in the project's ESMF</li> </ul>	<p>During the above evaluation process under Action 1.2, 1.4 and 1.5</p>	<p>MEDD/FIP-CU</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), signing code of conduct (including clauses prohibiting SEA/SH behavior and the sanctions in case of non-compliance in local languages), which will constitute a condition for employment, , regular training (in local languages) on GBV and SEA/SH risks and consequences, content of code of conduct and how to report SEA/SH incidents, forced labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p> <p>Child Labor: A child cannot be employed before the age of sixteen. A child aged fifteen may only be hired or kept in service, even as an apprentice, with the express permission of the juvenile court judge, after a psycho-medical opinion from an expert and the labor inspector. Children will not be allowed to operate heavy machinery, hazardous tools, or use toxic substances.</p>	<p>Labor Management Procedures have been prepared, consulted upon, and publicly disclosed on March 26, 2023. The LMP shall be implemented throughout Project implementation.</p>	<p>MEDD/FIP-CU</p>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. The GRM shall be adapted to manage SEA/SH complaints safety and confidentially under a survivor centered approach, including a response protocol to ensure survivors are referred to quality GBV services in a timely, confidential and ethical manner.</p>	<p>A workers' grievance mechanism shall be established prior to engaging Project workers and thereafter maintained and operated throughout Project implementation</p>	<p>MEDD/FIP-CU</p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Assess and manage hazardous and non-hazardous waste risks, consistent with ESS3, and include a waste management plan (WMP) in the ESMPs to be prepared and adopted under action 1.2.1 above and in accordance with the ESMF.</p>	<p>Adopt the WMP as part of ESMPs on timeframe specified in 1.2. Once adopted, implement the respective WMP throughout Project implementation.</p>	<p>MEDD/FIP-CU</p>
3.2	<p><b>PEST MANAGEMENT PLAN</b></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement a Pest Management Plan to be included in the ESMF prepared under action 1.2	Adopt and implement PMP as part of the ESMF on timeframe specified in 1.2.	MEDD/FIP-CU
3.3	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under action 1.2.1 above.	Same timeframe as for the adoption and implementation of the ESMPs in 1.2. for the subprojects that require the adoption of such ESMPs.	MEDD/FIP-CU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the ESMPs to be prepared under action 1.2.1 above.	Same timeframe as specified in 1.2. for the adoption and implementation of the ESMPs.	MEDD/FIP-CU
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> 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, risks of water pollution resulting from palm oil and food crops, forest fire safety issues from activities inside forest areas, and limited life and fire safety risks for minor- small scale roads and bridges. Misuse and inappropriate storing and handling of pesticides and fertilizers are also a potentially serious risk to the safety, livelihoods and well-being of local communities, site safety awareness and access restrictions, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as specified in 1.2 for the adoption and implementation of the ESMPs.	MEDD/FIP-CU
4.3	<b>SEA/SH RISKS</b> Develop and implement an SEA/SH Prevention and Response Action Plan (SEA/SH AP) annexed to the ESMF to manage the risks of sexual exploitation and abuse (SEA) and sexual harassment (SH) based on the results of a preliminary SEA/SH assessment and an SEA/SH screening, and in accordance with the national provisions in force and the conventions ratified by the DRC regarding the fight against sexual violence, sexual exploitation of women and the elimination of all forms of discrimination against women, etc.) as well as the requirements of the ESS 4 of the World Bank. The SEA/SH Prevention and Response Action Plan (SEA/SH AP) shall include prevention, mitigation and response measures including the	The SEA/SH Prevention and Response Action Plan shall be adopted and implemented on the timeframe specified in 1.2 for the ESMF, which was disclosed in the Country and by the Association on December 13, 2022.	MEDD/FIP-CU



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>following : (I) Provisions for drafting codes of conduct that specifically prohibit SEA/SH and spell out applicable sanctions. The SEA/SH Prevention and Response Action Plan (SEA/SH AP) shall require these codes of conduct to be signed by all Project workers, Codes of Conduct (CoCs) shall be translated into local languages and signed by Project workers and posted at construction sites and other associated facilities. It shall apply to contracts or services other than consultancy services, commissioned or carried out under such contracts, shall cover inter alia SEA/SH and violence against children; (ii) An awareness-raising strategy that describes how Project workers and local communities will be made aware of the risks and consequences of gender-based violence, including SEA/SH, the responsibilities of workers under the code of conduct, and procedures to report these kinds of incidents; (iii) Provisions for organizing independent community consultations with women in safe and enabling environments and with female facilitators, which will provide information as to project-related risks for women and feedback on safe and accessible GRM reporting channels for SEA/SH complaints; (iv) A training strategy that describes the responsibilities of workers covered by the code of conduct, SEA/SH concepts, prohibited behaviours and sanctions for violations, and specific procedures to manage SEA/SH complaints in an ethical and confidential manner, following a survivor-centered approach; (v) Procedures under the GRM for handling SEA/SH grievances safely and confidentially and using a survivor-centered approach, including response and information-sharing protocols and information as to how the project will provide employees and the local population with information on how to report SEA/SH grievances and violations of the code of conduct to the SEA/SH GRM;(vi) Ensure that all tender documents (DAO), works contracts or service contracts other than consultancy services under the Project oblige suppliers/suppliers, subcontractors or consultants to adopt a code of conduct, including provisions to address SEA/SH and applicable sanctions, which will be given to all workers for signature; (vii) Provisions for mapping holistic package of services (psychosocial, medical, and legal) to which SEA/SH survivors will be referred, including the quality of the services that providers offer.</p> <p>An estimated budget has been assigned to the SEA/SH Prevention and</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Response Action Plan (SEA/SH AP). Resources shall be mobilized from the national budget and from the Project's resources to ensure the effective implementation of risk management measures related to GBV/SEA/SH		
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p><b>Use of Security Personnel:</b> Assess and implement measures to manage the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p> <p><b>Management of Security Risks:</b> Security Risk Assessments (SRA) and subsequent Security Management Plans (SMP), which shall be prepared prior to the start of construction, shall allow the Project to identify areas where the use of the monitoring plan shall be required. No activities in high or substantial risk areas shall be initiated until the Security Management Plans (SMPs) are completed.</p>	<p>Before hiring security personnel, and throughout the implementation of the Project.</p> <p>Prior to the start of any relevant project activities</p>	MEDD/FIP-CU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	An RPF was disclosed on March 26, 2023 and shall be implemented throughout Project implementation.	MEDD/FIP-CU
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>Adopt and implement resettlement action plans (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.</p>	Adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been paid to Project-affected people and, as applicable, displaced people have been resettled and moving allowances have been provided.	MEDD/FIP-CU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>The grievance mechanism (GM) to address resettlement related complaints shall be described in the RPF and SEP and includes procedures to handle SEA/SH complaints.</p>	As part of the RFP referred in 5.1 and the SEP referred to in 10.1.	MEDD/FIP-CU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>The ESMF and subsequent instruments (ESIA/ESMPs, SESAs) shall include measures for screening and mitigation measures to ensure that Project activities, particularly those related to construction, rural road rehabilitation, agroforestry, tree plantations, land use planning activities, land restoration and palm oil plantations do not alter or cause illegal poaching and wildlife trading, the destruction of critical and/or natural habitats and otherwise comply with ESS6.</p>	On timeframe specified for ESMF and ESIA/ESMPs in 1.2.	MEDD/FIP-CU
6.2	ESIA/ESMPs for agroforestry, tree plantations, land restoration activities and palm oil plantations shall include standards for environmentally and socially sustainable agroforestry practices appropriate for small producers and a set of E&S mitigation criteria/checklist for small producers.	During the implementation phase of the specific investments and prior to the implementation of any field activities, prepare and submit to the Association the ESIA & ESMPs.	MEDD/FIP-CU
6.3	For all sub-projects rated as High and Substantial, subproject briefs and/or Terms of References (ToRs) for preparation of the E&S instrument(s) shall be acceptable to the Association and consistent with ESS6 requirements on preparation of a Biodiversity Management Plan (BMP).	On timeframe specified for ESIA/ESMPs in 1.2.	MEDD/FIP-CU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b></p> <p>Adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7. This IPPF shall include guidelines on where and how to apply the requirements of ESS7 on free, prior, and informed consent.</p>	An IPPF was disclosed on March 26, 2023 and shall be implemented throughout Project implementation.	MEDD/FIP-CU
7.2	<p><b>INDIGENOUS PEOPLES PLAN</b></p> <p>Adopt and implement an Indigenous Peoples Plan (IPP) for each activity under the Project for which the IPPF requires such IPP as set out in the IPPF and consistent with ESS7.</p>	Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.	MEDD/FIP-CU
7.3	<p><b>GRIEVANCE MECHANISM</b></p>		MEDD/FIP-CU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The grievance mechanism to address complaints submitted by indigenous peoples shall be described in both the IPPF and SEP, and shall include procedures to handle SEA/SH complaints. This grievance mechanism shall be culturally appropriate and accessible to affected indigenous peoples and consider the availability of judicial recourse and customary dispute settlement mechanisms.	On timeframe specified in 7.1 for the IPPF and 10.1 for the SEP.	
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CULTURAL HERITAGE RISKS AND IMPACTS</b> Adopt and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMPs, in accordance with the ESAs to be prepared under action 1.2.1 above, and consistent with ESS8.	Adopt the Cultural Heritage Management Plan (CHMP) as part of the ESMPs prior to the carrying out of any activity that requires the preparation of such CHMP. Once adopted, implement the respective ESMPs, including CHMP, throughout Project implementation.	MEDD/FIP-CU
8.2	<b>CHANCE FINDS</b> Include and implement the chance finds procedures, as part of the ESMPs to be prepared under action 1.2.1 above, consistent with ESS8.	Include the chance find procedures in the ESMP on timeframe specified in 1.2. Implement the procedures throughout Project implementation.	MEDD/FIP-CU
<b>ESS 9: FINANCIAL INTERMEDIARIES:</b> this standard is not relevant			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> (i) Develop and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, which commits to disseminate nationally during Project preparation and throughout project implementation (ii) Disseminate information about the Project to enable stakeholders to: - understand its risks and impacts, as well as its potential opportunities. - voice their opinions, interests, and expectations on the design of the project and its components. (iii) Ensure the implementation of the SEP, which may be modified and updated (and reissued) as needed during Project implementation.	The SEP (including the draft Grievance Redress Mechanism) was approved, adopted, and published in-country March 26, 2023  The SEP shall be implemented throughout Project implementation.	MEDD/FIP-CU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Develop, adopt, implement, and maintain an SEA/SH sensitive Grievance Redress Mechanism (GRM) accessible to all Project-affected parties, as described in the SEP. This mechanism shall include procedures that ensure ethical and confidential handling of complaints, as well as be guided by a survivor-centered approach. The GRM shall also include referral services to which SEA/SH survivors shall be referred as appropriate. These services shall cover, at a minimum, medical, psychological, and legal assistance.</p> <p>This Grievance Redress Mechanism shall be supported by a communication plan to ensure that the local populations affected by the Project are aware of the existence of this mechanism and are aware of the procedures for submitting and processing complaints and other avenues of redress.</p>	Establish the grievance mechanism (in the SEP), including the SEA/SH procedures under the same timeframe as action 10.1, and thereafter maintain and operate the mechanism throughout Project implementation.	MEDD/FIP-CU
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training shall be provided to targeted groups (PIU staff, stakeholders, communities, Project workers, Office of Roads, Local Implementation Agencies (LIAs)) on the following illustrative list of topics:</p> <ul style="list-style-type: none"> <li>• The FIP-CU coordinator and E&amp;S specialist shall need to receive adequate training on ESF requirements, as specified in the ESCP, with close support from the Association team, before the start of project activities</li> <li>• standard for environmentally and socially sustainable silvicultural practices appropriate for small producers and a set of E&amp;S criteria/checklist for small producers</li> <li>• Environmental and Social Framework (ESF) of the World Bank, the E&amp;S instruments prepared for the Project, participatory monitoring and evaluation for the projects, a tracking system</li> </ul>	Within 90 days after the Project Effective Date and throughout Project implementation	MEDD/FIP-CU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>of E&amp;S aspects during project implementation, and other significant actions as detailed in the project’s Environmental and Social Commitment Plan (ESCP)</p> <ul style="list-style-type: none"> <li>• stakeholder mapping and engagement</li> <li>• specific aspects of environmental and social assessment</li> <li>• emergency preparedness and response</li> <li>• community health and safety</li> <li>• promotion and training on health and safety matters, including integrated pest management to secure the prevention of adverse health impacts among producers and adjacent communities</li> <li>• Awareness raising, capacity building and measures to mitigate and response SEA/SH risks under project, including basic concepts around GBV, content of code of conduct, and how to report and handle SEA/SH complaints</li> <li>• Training on child labor and associated OHS measures for child workers who might work with hazardous tools (e.g., heavy machinery) or substances (e.g., pesticides)</li> </ul>		
<p>CS2 Specific capacity needs assessment of the key stakeholders including Congolese Environmental Agency (ACE), Office of Roads, ANSER, Local Implementation Agencies (LIAs), Project workers, and provincial authorities, shall be carried out, and a capacity building plan prepared satisfactory to the Association.</p>	<p>Within 90 days after the Project Effective Date and throughout Project implementation</p>	<p>MEDD/FIP-CU</p>