

Second Solomon Islands Roads and Aviation Project (SIRAP2)

Noro Roads Improvement, Environmental and Social Management Plan (ESMP), New Georgia Island

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Prepared by SIRAP Project Support Team

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Contents

Executive Summary	7
1 Introduction	9
1.1 Background	9
1.2 Environmental and Social Management Plan Objectives and Scope	9
1.3 Integration of the ESMP	10
1.4 Disclosure	10
2 Overview of Proposed Works	11
3 Policy, Legal and Administrative Framework	14
3.1 National Requirements	14
3.1.1 The Environment Act and Regulations	14
3.1.2 Other Acts	15
3.2 Regional Governance	18
3.3 Consents and Permitting	19
3.4 COVID-19	20
3.4.1 Solomon Islands Emergency Powers (Covid-19) Regulation 2020	20
3.4.2 Covid-19 World Pandemic – World Bank Guidelines	20
3.5 World Bank Environmental and Social Framework	21
4 Project Setting	24
4.1 Site Description	24
4.2 Sensitive Receptors	25
4.3 Physical Environment	26
4.3.1 Location and Geography	27
4.3.2 Climate	28
4.3.3 Water Resources	29
4.3.4 Land Resources and Soils	29
4.4 Biological Environment	29
4.4.1 Marine Environment	29
4.4.2 Terrestrial Biodiversity	30
4.4.3 Rare or Endangered Species	31
4.4.4 Invasive Species	31
4.5 Socio-Economic Conditions	32
4.5.1 Land Tenure and Rights	32
4.5.2 Population and Demographics	32
4.5.3 Education and Health	33
4.5.4 Livelihoods and Economic Activity	33

4.6	Projected Climate Change and Impacts	34
5	Consultation and Stakeholder Engagement	36
5.1	Key Outcomes of consultations to date	36
5.1.1	Key Stakeholders.....	36
6	Potential Environmental and Social Impacts	38
6.1	Labour and Working Conditions	38
6.1.1	Occupational Health and Safety.....	38
6.2	Resource Efficiency and Pollution Prevention	38
6.2.1	Solid Waste Generation	38
6.2.2	Water Resources.....	38
6.2.3	Hazardous Substances and Materials	39
6.2.4	Erosion and Sediment Control	39
6.2.5	Dust and Air Pollution	40
6.2.6	Noise and Vibration	40
6.2.7	Wastewater Discharges	40
6.2.8	Local Quarry and Aggregate Supply	41
6.3	Community Health and Safety	41
6.3.1	Road Safety and Traffic Impacts.....	41
6.3.2	Pedestrian Safety	41
6.3.3	Hazardous Substances and Materials	42
6.3.4	Influx of Workers.....	42
6.3.5	Human Trafficking.....	42
6.3.6	HIV/AIDS, Gender-Based Violence, and Child Abuse and Exploitation	43
6.3.7	Business Impacts.....	43
6.3.8	Emergency Preparedness and Response	43
6.4	Biodiversity and Natural Resources	43
6.4.1	Biosecurity	43
6.4.2	Coastal and Marine Impacts	44
6.4.3	Key Biodiversity Area	45
6.5	Land Use.....	45
7	Environmental and Social Management Plan	46
7.1	Mitigation Tables	47
7.2	Supplementary Management Processes	86
7.2.1	Land Tenure, Access and Acquisition.....	86
7.2.2	OHS	87
7.2.3	Gender Based Violence, Human Trafficking, Sexual Exploitation and Abuse	89

7.2.4	Covid-19	90
7.3	Contractors ESMP	90
8	Compliance and Monitoring Plan	94
8.1	Monitoring Plan	94
8.2	Monitoring Table	94
8.3	Monitoring Plan Reporting.....	105
9	ESMP Implementation	107
9.1	Roles and Responsibilities.....	107
9.2	Institutional Capacity	108
9.2.1	Project Support Team	108
9.2.2	Environment and Conversation Department.....	109
9.2.3	Civil Works	109
9.2.4	Training	109
9.3	Grievance Redress Mechanism.....	110
10	Contingency Planning	113
	Appendix A: Noro Roads Improvement Map.....	114
	Appendix B: Consultation Participants List	125
	Appendix C: CESMP Monitoring Checklist	126
	Appendix D: Codes of Practice and Guidelines	134
	Appendix E: SIRAP Code of Conduct and Action Plan for the Prevention of GBV and SAE	157

Glossary and Abbreviations

AP	Affected Person/People
CESMP	Contractors Environmental and Social Management Plan
ECD	Environmental and Conservation Department
ESF	Environmental and Social Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
IA	Implementing Agency
IFC	International Finance Corporation
GBV	Gender Based Violence
GRM	Grievance Redress Mechanism
IUCN	International Union for Conservation of Nature
LMP	Labour Management Procedure
MCA	Ministry of Communication and Aviation
MID	Ministry of Infrastructure and Development
MUA	Munda International Airport
NGOs	Non-government organisations
OHS	Occupational Health and Safety
PCCSP	Pacific Climate Change Science Program
PER	Preliminary Environmental Report
PIB	Public Information Bulletin
PPE	Personal protective equipment
PSC	Project Steering Committee
PST	Project Support Team
PWD	Public Works Department
RP	Resettlement Plan
RWY	Runway
SEP	Stakeholder Engagement Plan
SIG	Solomon Islands Government
SIWA	Solomon Islands Water Authority
STD	Sexually transmitted diseases
SWM	Solid Waste Management
SWMP	Solid Waste Management Plan
TMP	Traffic Management Plan
WB	World Bank

Executive Summary

The Solomon Islands Roads and Aviation Project (SIRAP) has been established to improve the climate resilience and safety of the Solomon Islands roads and aviation sector. Following the implementation of SIRAP, the second phase of works is starting (SIRAP2). Through SIRAP and SIRAP2, the Solomon Island Government (SIG) and the World Bank (WB) are working together to improve operational safety and oversight of air transport and strengthen the climate resilience of the road and aviation sectors in the Solomon Islands (SI). The participating locations in SI are:

- Honiara International Airport (HIR) located in Honiara, Guadalcanal.
- Munda International Airport (MUA) located in Munda, New Georgia Island.
- Existing road network on Malaita Island and Noro Town on New Georgia Island.

SIRAP2 is a 'substantial' risk project under WB Environmental and Social Framework and requires the development of a site-specific Environmental and Social Management Plan (ESMP). Due to the nature of the project, it is expected that impacts will be site specific, few if any are irreversible, and mitigation measures can be readily designed and implemented. The ESMP is required to identify and assess environmental and social issues associated with the proposed activities and develop mitigation and management measures consistent with World Bank requirements.

This ESMP, version A, focuses on upgrading works for identified sealed and unsealed roads in Noro town on New Georgia Island and includes information on mitigation, monitoring, responsibilities and institutional capacity. The scope of upgrade works is described in detail in Section 2 and summarised below:

- Sealing of 4.4 km of gravel roads,
- Resealing of 5.5 km of sealed roads, and
- Appropriate pothole/edge repairs, basecourse corrections, culvert/drainage improvement, and road safety improvements.

The majority of potential adverse impacts will occur during the construction phase, however, given the scope and nature of the works, mitigation measures should be able to alleviate or lessen any potential negative impacts. Initial screening of the proposed upgrades has identified impacts and the moderate and significant ones are discussed in detail in Section 6 of this ESMP. The key potential impacts that are being mitigated are:

- Sourcing of aggregate materials,
- Solid waste generation,
- Hazardous materials handling and storage,
- Community disruption during construction activities,
- Transport of equipment and materials,
- Safety hazards for workers and users of the facilities where upgrades are occurring, and
- Water demand management for freshwater resources.

This ESMP is designed to address these issues through a series of mitigation and management measures described in Section 7. The measures will be implemented through:

- Implementation of this ESMP through the approved Contractor's ESMP (CESMP) and associated sub-managed plans guided by the Code of Practice documents included in Appendix D,
- Regular supervision and monitoring of the implementation of the ESMP (refer ESMP monitoring plan), and
- Meaningful and ongoing consultations with the Noro communities during the design and construction phases of this project.

1 Introduction

1.1 Background

The SIG, with WB financing, is implementing SIRAP to improve the climate resilience and safety of the SI road and aviation sectors. In 2021, SIG requested a new transport project called SIRAP2 given the need to expand SIRAP further.

The SIG has placed the upgrading of 9.9 km graveled and sealed sections of Noro town roads and towards Munda Airport as a high priority in the National Transport Plan (NTP) 2017-2036. Located in New Georgia Island, Western Province, the Noro Roads upgrading will contribute to improved connectivity through the Noro port.

SIRAP and SIRAP2 are also undertaking improvements to infrastructure and the runway at Munda Airport, 20km away from Noro and the upgrades to the road are complimentary to and will build on the achievements of SIRAP, with the development objective of improving the climate resilience and safety of the communities' roads.

1.2 Environmental and Social Management Plan Objectives and Scope

The SIRAP2 Environmental and Social Risk Screening (ESRS) has given an overall Environmental and Social Risk Classification (ESRC) of 'substantial', with environmental risks classed as 'moderate' and social risks as 'substantial'. A site specific Environmental and Social Management Plan (ESMP) is required. Due to the nature of the project, it is expected that the majority of the environmental and social impacts will be site specific, few if any are irreversible, and mitigation measures can be readily designed and implemented.

Key activities include:

- Vegetation clearance and preparation for laydown site and stockpile sites
- Road resealing for sealed roads
- Subbase upgrade and sealing of unsealed roads
- Aggregate extraction
- Construction / installation of road and road safety infrastructure
- Management of road construction traffic
- Management of local traffic at the construction interface
- Decommissioning of laydown site

The objective of the ESMP is to provide a set of stipulations for managing the road rehabilitation, sealing and resealing works in a manner that incorporates the principles of environment sustainability according to the SIG legislation and World Bank Environmental and Social Standards (ESS) within the ESF while minimising potential adverse effects on the local community and the environment.

To achieve this objective the ESMP outlines the mitigation measures required for avoiding or minimising the potential impacts of the works and provides a monitoring program to confirm effectiveness of the required mitigation measures. Roles and responsibilities are clearly defined for all stages of the project works and execution of project works.

This ESMP (or approved updated versions) will be included in all bidding documents and form the basis of the Contractors ESMP (CESMP) which will detail the practical implementation of the mitigation measures identified in this ESMP. The ESMP is a dynamic document which should be updated to include any variation from the current scope or addition of newly identified impacts and mitigation

measures that may arise through the bidding and contracting process (if not addressed in the CESMP) or consultation. The mitigation measures associated with the impacts identified above are detailed below.

This ESMP is limited to the scope of works for the Noro Roads upgrades as described in Section 2 of this document and addresses impacts and mitigation measures identified at each stage of the project's execution, namely detailed design, construction and operation. This ESMP will be included in the bidding documents and will form the basis of the CESMP. The mitigation measures identified in this ESMP form the minimum requirement for reducing impacts on the environment as a result of works associated with the project. The CESMP will be prepared by the contractor, approved by the Supervision Engineer and SIRAP2 Project Support Team (PST) and disclosed prior to commencing civil works.

1.3 Integration of the ESMP

It is the responsibility of the SIRAP2 PST to ensure that this ESMP is fully integrated into all Project preparation and planning. The ESMP shall form part of any tender documentation for physical works, and it shall be the Clients responsibility to ensure that the technical requirements and data sheets of Project bid documentation are subject to review against this ESMP to ensure that all appropriate safeguard measures are captured at the bid stage.

Further, it is the responsibility of the SIRAP2 PST to ensure that this ESMP is considered in the review of any Terms of Reference (TOR) for Technical Assistance developed for the Project. The safeguard requirements for any design or supervision of the Project will be fully integrated into TOR to ensure that all safeguard responsibilities allocated within the ESMP are realized at the tender stage. In this way, the ESMP will be fully integrated within the Project so that the required measures will be fully appreciated by all responsible parties, and successful implementation will be achieved.

1.4 Disclosure

Disclosure does not equate to the consultation (and vice versa) as disclosure is about transparency and accountability through the release of information about the project. The final Noro Roads ESMP will be made available on the WB external website, on the SIRAP2 project website and in hard copy at the PST office in Kukum near HIR.

The disclosure of the ESMP will be in a PDF format less than 10Mb in size so that it can be easily downloaded and emailed using Solomon Islands standard internet connections.

2 Overview of Proposed Works

Component 2 of SIRAP2 provides for climate resilience and safety investments in the road sector. It provides for the Noro Roads improvement which will include:

- a) Upgrade subbase and seal 4.4 km of gravel roads,
- b) Resealing of 5.5 km of sealed roads, and
- c) Appropriate pothole/edge repairs, basecourse corrections, culvert/drainage improvement, and road safety improvements

Road No.	Name of Road	Type Length (m)		Total Length (m)
		Sealed	Unsealed	
1	Noro Highway + Tausinga Road - Soltuna to Church Access Rd	3,435	780	4,215
2	Mobile Road - Road 1 to Oil Depot		438	438
3	Kitano Road - Noro-Munda Road to Road 1	296		296
4	Noro-Munda Road - town section	551		551
5	Noro Industrial Site Road - Munda Road to Industrial Estate		1,494	1,494
6	Ports Exit Road - Road 1 to Port Exit		362	362
7	Ports Entry Road - Road 1 to Port Entrance		157	157
8	Customs Road - Custom Circuit	330		330
9	Town Council Drive - Road 1 to commercial area	235		235
10	Market Road - Town Council Road to market		138	138
11	COC Road - Road 1 to Bonito Drive		600	600
12	Baru Feeder Road - Road 1 to Bonito Drive		138	138
13	Catholic Road - Bonita Drive to community		270	270
14	Bonito Drive - loop from Road 1 to Road 1	626		626
	TOTAL	5,473	4,377	9,850

Figure 1 below shows the extent of the road proposed for the works.



Figure 1: Proposed sealed (blue) and unsealed (green) roads targeted for improvements under this project

The road will not be widened, works will be undertaken on the existing road footprint. The section of Noro Roads subject to the improvements proposed in SIRAP2 are publicly gazetted roads under the SIG Roads Act. Works will only take place on gazetted roads.

Base and sub-base courses will be constructed of local river gravel and local coronous material where this is found to be suitable (based on testing).

Laydown sites for staging of the civil works, preparation of DBST, processing of aggregate and producing concrete will be needed along the route. Separate stockpile sites may also be required for aggregates along the route.

Heavy plant as well as specialized equipment to prepare DBST seals will be required to undertake the civil works

The civil works of the reseal subproject will consider the need to provide climate resilient infrastructure solutions that are fit for purpose and have appropriate road safety enhancements.

3 Policy, Legal and Administrative Framework

3.1 National Requirements

The SIG has a well-established regulatory framework that provides measures to protect and preserve the environment. Legislation concerning the protection and preservation of the environment is found in a number of acts and is the responsibility of a number of different ministries according to their focuses, they are detailed below:

3.1.1 The Environment Act and Regulations

The Environment Act 1998 (the Act) and Environment Regulations 2008 (the Regulations) make provision for the conservation and protection of the environment. The Act provides for an integrated system of development control, environmental assessment and pollution control including; prevention, control and monitoring of pollution including regulating discharge of pollutants to air, water or land and reducing risks to human health and prevention of degradation of the environment; Regulating the transport, collection, treatment, storage and disposal of waste and promoting recycling, re-use and recovery of materials in an economically viable manner; and Complying with, and giving effect to, regional and international conventions and obligations relating to the environment.

The Second Schedule of the Act lists prescribed developments for which consent from the Environment and Conservation Division (ECD), accompanied by an environmental assessment reported as either a public environmental report (PER) or an environmental impact statement (EIS), is required. All prescribed developments require a “screening” or “scoping”, to see what form/level of environmental assessment is required. Most prescribed developments require a PER, while major projects such as logging, mining, or large-scale tourism or infrastructure developments, will need a more detailed appraisal which includes technical, economic, environmental and social investigations and consultations with stakeholders, presented in an EIS.

The Regulations extend the requirements of the PER/EIS to include (a) social impact on the surrounding communities; (b) ensuring public participation; (c) spelling out employment opportunities for Solomon Islanders; (d) a demographic impact assessment; (e) health impact assessment; (f) gender impact assessment; (g) noise impact assessment; (h) state whether any of the above would have short- or long-term harmful effects on the environment. The Director may have other requirements that will need to be fulfilled, notifying applicant of any additional requirements within 31 days after notifying the applicant.

3.1.1.1 Development Consent Application

Using Form 1 (as set out in Section 17 of the Act) send a written application to the Director of ECD. This must be accompanied by a standard fee and must include all of the information requested and requiring a ruling on the type of environmental assessment that will be required (PER, EIS or waiving of the requirement). Within 30 days the Director of ECD will reply to advise of the final requirements for the assessment of the development.

If an EIS is required, the Director will organize a Public Meeting allowing at least 30 days for people to access the reports, in order to discuss results of the assessments and hear objections from those that attend. For a PER, no public meeting is required. Within 14 days of the Public Meeting, or publication of a PER, the Director will issue a Development Consent, with or without conditions, or decline the application for development consent. The Director issues the Development Consent, if satisfied that all requirements will be met, using Form 5. This may be subject to additional conditions of implementation set by the Director. The Development Consent will require the deposit of an environmental bond of a sum to be determined by the Director. The developer will bear all costs

associated with mitigating any adverse environmental impacts and may also be charged for the monitoring requirements attached to the development consent. Costs incurred by ECD of monitoring a development will be paid to ECD by the applicant for an Environmental Inspector, or according to the costs charged by an external person or body.

Given the scope of works for the Noro roads and the project risk rating, it is expected that a PER will be the requirement which will be developed based on this ESMP. The conditions of the resulting Development Consent will be included in the CESMP.

3.1.2 Other Acts

Relevant articles from other Acts governing these proposed works are listed below. It is the responsibility of the Contractor to ensure that they are familiar with and compliant to these Acts.

Other Acts	Definitions
Mines and Minerals Act (1996)	Definitions: "building materials" means clay, gravel, sand and stone used for buildings, roads or other construction purposes
	Definitions: "landowner" in relation to a registered interest means the person in whose name the interest is for the time being registered; and in relation to customary land, means the person or persons who is or are according to current customary usage, regarded as the owner or owners of the land;
	Definitions: "open cast mining" means surficial mining or quarrying of minerals exposed either at the surface or after removal of overburden;
	<p>Part VIII: Building Materials, 65. -(1) Each applicant for a building materials permit shall specify in a written application to the Director-</p> <p>(a) his full name, address or, in the case of an application by a partnership or other association of persons, the full names, addresses and nationalities of all partners or of all such persons, or, in the case of an application by a corporate body, the registered name and address of such body and the full names and nationalities of the directors and the full name and nationality of any shareholder who is the beneficial owner of more than five per cent of the issued capital;</p> <p>(b) a plan of the area, which shall not exceed half a square kilometre, for which the permit is sought;</p> <p>(c) the proposed plan for mining the building materials; and</p> <p>(d) such other information as the Director may require.</p> <p>(2) Each application shall be accompanied by the written consent to the issuance of the permit of the landowners in the area for which application is made, which consent may include such terms and conditions relating to surface access fees and compensation for damage as may have been agreed between the applicant and the landowners.</p> <p>(3) Each application shall be accompanied by payment of such application fee as shall be prescribed.</p>
River Waters Act (1964)	5. Any person who, except under and in accordance with the terms and conditions of a permit issued under this Act-

	<p>(a) by means of a ditch, drain, channel, pipe or any other means whatsoever, diverts any water from a river;</p> <p>(b) fells any tree so that it falls into a river or river bed;</p> <p>(c) in any manner obstructs or interferes with a river or river bed;</p> <p>(d) builds any bridge, jetty or landing stage over or beside any river;</p> <p>(e) damages or interferes with the banks of any river; or</p> <p>(f) contravenes any order made under section 4 of this Act,</p> <p>shall be guilty of an offence and without prejudice to the provisions of section 6, shall be liable to a fine of two hundred dollars or to imprisonment for six months or to both such fine and such imprisonment:</p> <p>Provided that nothing in this section shall apply to the diversion of water by any person for domestic purposes.</p> <p>8.-(1) The Minister or, subject to the directions of the Minister, any inspector may in writing grant permits authorising, subject to the provisions of this Act and any regulations made thereunder and to such terms and conditions as shall be therein specified, any of the acts specified in paragraphs (b), (c), (d) and (e) of section 5.</p>
<p>Safety at Work Act</p>	<p>Purpose: an act to provide for the health, safety and welfare of persons at work and to protect persons against risks to health or safety arising out of or in connection with the activities of persons at work; to impose specific requirements in respect of certain articles and substances that are a potential source of danger; to make minor amendments of the labour act and the workmen's compensation act; and for connected purposes.</p> <p>Provides detailed regulations governing duties of dangerous machinery (article 19), electrical installations (article 20), flammable substances (article 22), and training (schedule 1)</p>
<p>Labour Act</p>	<p>13.-(1) Subject to any lower maximum number of hours of employment applicable to him by virtue of any regulation, rules, contract or agreement negotiated on his behalf -</p> <p>(a) the normal weekly hours of any worker shall not exceed forty-five hours;</p> <p>(b) the normal daily hours of work of any worker in an industrial or agricultural undertaking shall not exceed nine hours;</p> <p>(c) a worker whose hours of work exceed six hours daily shall be given a break of at least thirty minutes arranged so that the worker does not work continuously for more than five hours;</p>

	<p>(d) hours of work and breaks from work shall be so arranged as not to require the worker's presence at the place of work for more than twelve hours daily;</p> <p>(e) a worker shall be given a weekly rest of at least twenty-four continuous hours, which shall, where practicable, include Sundays or other customary rest days; and</p> <p>(f) no worker shall be required to work on a gazetted public holiday or on more than six days in one week, unless such worker is employed in a service to which the Essential Services Act applies or in an occupation in which work on public holidays or customary rest days is expressly provided for in his contract of service.</p> <p>(2) The above limits on hours of work may be exceeded in those processes which by reason of their nature are required to be carried on continuously by a succession of shifts, subject to the condition that the average working hours shall not exceed nine daily and forty-five weekly over a period of three weeks;</p> <p>(3) Workers engaged on shift work shall be given at least twenty-four continuous hours of rest weekly notwithstanding that the incidence of shift rotas may be such that this rest period does not coincide with the normal or customary weekly rest days.</p> <p>(4) In order to ensure continuity of operations an employer may require workers engaged on shift work to remain on duty until relieved by the succeeding shift or until permitted to leave by the supervisor responsible:</p> <p>Provided that such workers shall be paid at overtime rates for any additional hours so worked.</p> <p>(5) The limit on hours of work specified in this section may be exceeded subject to the total hours worked (including hours of overtime) not, without the approval of the Commissioner, exceeding fifty-seven hours in any work weekly or two hundred and twenty-eight hours in any calendar month.</p> <p>(6) The onus of showing the necessity to extend hours of work beyond those provided for in subsections (2) and (5) shall lie on the employer in any particular case and shall be subject to approval by the Commissioner.</p> <p>37.-(1) No person shall employ an immigrant or non-indigenous worker unless such worker has obtained from the Commissioner a work permit and the employment relates to the conditions of such work permit.</p> <p>(2) No immigrant or non-indigenous worker whether employed or self-employed shall work in Solomon Islands without a work permit from the Commissioner which shall specify the work which such immigrant or non-indigenous worker may undertake.</p> <p>39. Women shall not be employed during the night in any undertaking, except where the night work-</p> <p>(a) has to do with raw materials or materials in course of treatment which are subject to rapid deterioration; or</p>
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	<p>...</p> <p>(c) is that of a responsible position of management held by a woman who is not ordinarily engaged in manual work; or</p> <p>...</p> <p>(h) is not prohibited by an international convention applying to Solomon Islands and is specifically declared by the Minister by order to be work upon which women may so be employed.</p>
	46. No child under the age of twelve years shall be employed in any capacity whatsoever
	47. A person under the age of fifteen shall not be employed or work - (a) in any industrial undertaking, or in any branch thereof, except in employment approved by the Minister; or...
	70. -(1) At every place of employment the employer shall provide for all workers such medical attention and treatment with medicines of good quality, first-aid equipment and appliances for the transportation of sick or injured workers as may be required by the Commissioner or a Health Officer.

3.2 Regional Governance

The Provincial Government Act formalised the division of the SI into provinces with New Georgia Island falling under the governance of the Western Province. Each province has an elected Provincial Assembly representing each of the ‘wards’ in the provinces. The central government has devolved a number of responsibilities to the provincial government; however, the exact delineation of authority can be unclear. Schedule 5 of the Provincial Government Act lists the provincial legislative matters and listed in Table 1 below:

Table 1: Schedule of the Provincial Government Act

Category	Definition
Trade and Industry	Local licensing of professions, trades and businesses, Local marketing.
Cultural and Environment	Local crafts. Historical remains. Protection of wild creatures.
Transport	Coastal and lagoon shipping. Provision, maintenance and improvement of harbours, roads and bridges.
Finance	Raising revenue by (a) head tax; (b) property tax; (c) fees for services performed or licences issued by or on behalf of the Provincial Executive (other than services performed, or licences issued by them as agent of another); and (d) such other means as may be approved for the purposes of this paragraph by the Minister by order.
Agriculture and Fishing	Animal husbandry. Management of agricultural land. Grants, loans and subsidies in respect of agricultural production. Protection, improvement and maintenance of fresh-water and reef fisheries.
Land and Land Use	Codification and amendment of existing customary law about land. Registration of customary rights in respect of land including customary fishing rights. Physical planning except within a local planning area (within the meaning of the Town and Country Planning Act or an area to which Part IV of that Act has been applied (development areas).
Local Matters	Fire services and fire protection. Waste disposal and cleansing services. Rest houses, eating houses and similar places. Public conveniences. Vagrancy.

	Public nuisances. Cemeteries. Parks and recreation grounds. Markets. Keeping of domestic animals. Building Standards.
Local Government	(1) The constitution, area and general powers and duties of Area Councils and similar bodies, their revenue and expenditure. (2) The making of by-laws by such bodies, that is, laws (a) affecting only the area of responsibility of the body; (b) not having effect until confirmed by the Provincial Executive; and (c) not made for a purpose for which provision is made by, or is or may be made under, any other enactment. (3) To determine by resolution of the Provincial Assembly the salaries and allowances to be paid in respect of area councillors.
Housing	Housing. Regulation of rents.
Rivers and Waters	Control and use of river waters. Pollution of water. Provision of water supplies. (other than urban water supply in areas, prescribed by the Minister under the Solomon Islands Water Authority Act).
Liquor	Liquor licensing
Corporate or Statutory bodies	Establishment of corporate or statutory bodies for the providing of provincial services including economic activity.

3.3 Consents and Permitting

Based on a review of the legislative requirements, a summary of national consents and permits that may be required is listed in Table 2 below.

Table 2 Permitting Requirements for the Noro Works

Consents Required	Agency Responsible for Applying	Ministry
Development Consent	Contractor/MID	MECDM
License to discharge waste, emit noise, odour or electromagnetic radiation	Contractor/MID	MECDM
License to store fuel and oil	Contractor	MMERE
Permit to mine (quarry) building materials	Contractor/MID	MMERE
Exemption for offshore insurance	Contractor/MID	MoFR
Work Permit for expatriate employees	Contractor/MID	Ministry of Commerce, Industries, Labour and Immigration (MCILI)
Residency permits for expatriate employees	Contractor/MID	MCILI
Biosecurity import clearance	Contractor/MID	Ministry of Agriculture and Livestock (MAL)
Permit to extract materials from the riverbed	Contractor/MID	MMERE
Development Permit	Contractor/MID	Munda Provincial Office

3.4 COVID-19

3.4.1 Solomon Islands Emergency Powers (Covid-19) Regulation 2020

On 25 March 2020, Solomon Islands declared a State of Public Emergency under s.16 of the Solomon Islands Constitution in response to COVID-19 world pandemic. On 27 March 2020, the SOE was extended to four months. Measures imposed under the SOE focused on controlling people's movement, closing borders, restricting movement of vessels and aircraft, allowing special funds to implement public safety measures, and to temporarily close public places. Some economic sectors, like informal food and betel nut markets in Honiara, were banned completely, whilst other sectors were subject to more limited restrictions. In July, despite no cases of coronavirus yet being reported in Solomon Islands, the Governor General issued another state of emergency proclamation, which was endorsed by the National Parliament.

On 27 March 2020, the Prime Minister issued the Emergency Powers (Covid-19) Regulations 2020 which listed a range of orders which were purportedly made to protect the country from the pandemic and to prevent the spread of virus if there were cases.

The Emergency Powers (COVID-19) Regulations was put in place to make orders to protect the country from the pandemic and to prevent the spread of virus. Emergency Powers (Covid-19) Regulations (No. 2) 2020 was issued in May 2020 with extended powers to impose major restrictions on freedom of media and in July 2020, Emergency Powers (Covid-19) Regulations (No. 3) was issued for extension of SOE until 25 November 2020.

The regulation has 5 parts to it:

- Part 1 contains important definition and spells out the application of the regulation;
- Part 2 defines and lists the Prime Ministers Powers during the Covid-19 emergency period which is still currently active;
- Part 3 defines the appointments of the authorizing officers by the PM for the effective implementation of this regulation. It also specifies the functions and powers of the authorizing officers;
- Part 4 outlines the penalties in breach of the regulation;
- Part 5 contains miscellaneous matters. Here it identifies the Ministry of Health and Medical Services (MHMS) as the official authority for disseminating information related to covid-19 Emergency Powers (Covid-19) Regulations 2020 to the public on behalf of the government.

On 24 November 2020, Emergency Powers (Covid-19) Regulations (No. 4) was issued for extension of SOE until 24 March 2021.

3.4.2 Covid-19 World Pandemic – World Bank Guidelines

A guidance for World Bank Projects for Covid-19 states that to prioritize and look after the well-being of their employees and to monitor and follow local and national health authority guidance. All SIRAP2 works will consider the Covid-19 world pandemic protection measures and will follow the WBG guidance note on Covid-19¹ in conjunction with national health authority guidelines for all parties involved during the project phase. The Guideline provides information on COVID-19 symptoms, use of face coverings, COVID-19 testing, social distancing etc. The WBG guideline should be utilized in conjunction with the national health guidelines on COVID-19.

¹ <http://pubdocs.worldbank.org/en/324831581700447537/COVID-19-Guidance-for-Contractors-CO-Final.pdf>

3.5 World Bank Environmental and Social Framework

World Bank Environmental and Social Risk Specialist have screened the SIRAP2 project for risks and impacts using the Environmental and Social Standards (ESS) within the Environmental and Social Framework (ESF). The project has been deemed to have an environmental and social risk rating of ‘Substantial’ meaning that the project is large to medium scale and some risks have a medium probability of resulting in longer term impacts requiring significant time and investment to mitigate or remediate.

The Environmental and Social Risk Screening (ESRS) completed by the WB team identifies the relevant ESS that apply to the SIRAP2 activities. These are:

Table 3: Relevant ESS to SIRAP2

Standard	Relevance from ESRS
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts	<p>The project will present a number of environmental and social risks and/or impacts. To manage those risks, the project will assess and manage the risks and impacts associated with the project in a manner that is proportionate to the significance of the potential risks and impacts.</p> <p>Site specific ESMPs will be prepared for the project site to cover all infrastructure investments (including ancillary infrastructure)</p> <p>Each ESMP will apply the national regulations, the WB ESF ESS and/or the WB Environmental, Health and Safety Guidelines (ESHG)</p>
ESS 2: Labour and Working Conditions	<p>ESS 2 is considered relevant. Workers involved in the project will include direct and contracted workers. Direct workers will include employees and consultants of the Project Management Unit. Contracted workers will be engaged through key consulting firms or construction contractors. The preparation of a Labour Management Procedure (LMP) will be included in the Environmental and Social Commitment Plan (ESCP) and will be required to be prepared during implementation but prior to contract bid document release. The LMP will include appropriate terms and conditions of employment, non-discrimination and equal opportunity, workers organisations, restrictions on child and forced labour, and OHS in design, construction and operational phases.</p>
ESS 3: Resource Efficiency and Pollution Prevention	<p>ESS 3 is considered relevant. The infrastructure investments on the outer islands may result in design, construction and operation impacts. Inadequate designs could result in the inefficient consumption of resources such as construction materials or energy, completion of activities such as dredging in significant risk areas, increased risk of hydrocarbon spills during construction and operations and poorly managed run-off, greywater and sewage. Risks will be considered in the preparation of the site specific ESMPs and TORs of infrastructure designs</p>
ESS 4: Community Health and Safety	<p>ESS4 is relevant. The potential E&S risks will need to be managed, both during the construction and operational phase. The Solomon Islands has a high background rate of GBV. The increase in the labour influx for the project has been considered under SIRAP2, and the risks that come with it have been identified and described in the ESMF for SIRAP. Measures to help reduce or eliminate instances transmission of HIV/AIDS, SEA/SH induced by the project</p>

		<p>will be in place and the responsibility will fall on the contractors to ensure that these measures are implemented, for example all workers will be required to sign 'Codes of Conduct' describing their responsibilities.</p> <p>Infection Prevention and Control measures in the form of a training, awareness will be implemented to provide knowledge on transmission of disease but also measures to prevent COVID transmission in light of the current pandemic.</p>
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement		<p>This standard is considered relevant as there will be land required for several project components. Discussions between MCA and the Ministry of Lands is taking place address the parcels of land and a process of land acquisition by the government for the project but the transaction is not yet complete and official. For this reason any activity related to land has a substantial risk for the project, including reputational risk. For this matter, a resettlement plan (RP) will be prepared to capture any land impact under the two components 1 and 2. It is also anticipated that the design for the terminal in Munda will require some land acquisition. In this case, it is important for the project to prepare a resettlement plan. Elements to be considered in the RP will require the project to identify the selected land to be acquired, for example in Munda, ongoing discussion with the landowners have taken place under the current SIRAP project. The RP will include the scope and scale of land acquisition, alternative measures considered to avoid or minimize displacement and why those were rejected.</p>
ESS 6: Biodiversity Conservation and Sustainable Management of Natural Resources		<p>ESS6 is considered relevant. During a preliminary screening using the integrated biodiversity assessment tool (iBAT), it is found that some small sections of the minor road upgrades activities at Noro will be located within a key biodiversity area (KBA), namely the Roviana-Vonavona. The KBA is the home of <i>Cheilinus undulatus</i> (Humphead Wrasse fish) which is classified as Endangered (IUCN Red List), and <i>Melonycteris fardoulisi</i> (black-bellied fruit bat) classified as NT or Near Threatened. Further screening will be conducted as part of site specific ESMP for roads at Noro. This standard is also relevant to the areas adjacent to the airports and construction facilities (workers accommodation and laydown area) that may need land clearing, and potential haulage routes. The project will conduct a screening on environmentally sensitive receptors along these areas. Biodiversity risks will be screened using direct observations, iBAT, the BirdLife International Data Zone tool, and the World Database of Key Biodiversity Areas.</p>
ESS 8: Cultural Heritage		<p>The ESS8 on cultural heritage may be relevant depending on existing sensitive receptors along the ROW of the two road improvement sections, and excavation works to be conducted on the airports. The site specific ESMPs will determine the baseline condition of proposed project locations and further assess any potential risks and impacts on and restriction of access to cultural heritage (tangible and intangible). The assessment will be informed through engagement with communities, including women and girls, to identify cultural and spiritual places of value and significance of them.</p>
ESS 10: Stakeholder Engagement		<p>The project recognizes the need for effective and inclusive engagement with all of the relevant stakeholders and the population at large. A Stakeholder Engagement Plan (SEP) will be prepared for engaging with stakeholders on</p>

Information Disclosure	the E&S risks of the project and will be disclosed on the MCA and MID official website. The SEP will identify and analyze key stakeholders (i.e. affected parties, other interested parties and disadvantaged and vulnerable groups) and describe the process and modalities for sharing information on the project activities, incorporating stakeholder feedback into the Project and reporting and disclosure of project documents.
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3.5.1.1 Accompanying ESF Instruments

The following instruments are also being produced for all SIRAP2 project sites and should be implemented in conjunction with this ESMP.

LABOUR MANAGEMENT PROCEDURE (LMP): The LMP includes terms and conditions of employment, nondiscrimination and equal opportunity (which includes a safe work environment free from violence and sexual harassment), workers' organizations, restrictions on child and forced labor, and OHS in design, construction, and operational phases.

STAKEHOLDER ENGAGEMENT PLAN (SEP): The SEP will outline a structured approach for community outreach and two-way engagement with stakeholders, in appropriate languages, and adopting measures to include vulnerable and disadvantaged groups (poor, disabled, elderly, isolated communities), and will be based upon meaningful consultation and disclosure of appropriate information.

RESETTLEMENT POLICY FRAMEWORK (RPF): RPF has been developed to manage any potential risks relating to the acquisition of land for SIRAP2.

3.5.1.2 Environmental, Health and Safety Guidelines

There are also WB Environmental, Health and Safety Guidelines (EHS) which apply to these works and have been used to inform the mitigation and management measures in this ESIA.

GENERAL EHS²: these guidelines are technical reference documents with general and industry-specific examples of Good International Industry Practice (GIIP).

² https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/ehs-guidelines

4 Project Setting

An assessment of the existing conditions has been carried out based on an initial site visit to the Noro Roads (August 2021), field observations and a number of secondary sources.

4.1 Site Description

Noro hosts the country second largest port and links to the second international airport in Solomon Islands. Noro is also within the tourism hub of Western Province. The road improvement will directly provide access to daily employment as well as access to social, health and education services amongst other things.



Figure 2: Typical shade trees along the main road of Noro



Figure 3: Some road sections have established drains



Figure 4: Road leading towards the ports area



Figure 5: Road section towards the end where the NFD executive houses located



Figure 6: Activities happening along the road within Noro Town Road

4.2 Sensitive Receptors

The target road section for improvement is divided into two types: sealed and unsealed. All of the roads are urban or semi-urban.

Noro has homes, schools, a port and a central market located very close to the road. Homes, schools (including pre-schools), and markets are categorised as sensitive receptors where people can be more susceptible to the adverse effects of exposure, like to traffic (safety), noise, dust and vibrations. Sensitive receptors do not usually include places of business or public open space.

The sensitive receptors that have been identified during initial screening for the ongoing and planned activities is presented in Figure 7 below and Appendix A.



Figure 7: Identified Sensitive Receptors along target sealed (blue) and unsealed (green) roads in Noro.

4.3 Physical Environment

The following sections provides a description of the physical environment.

4.3.1 Location and Geography

The Solomon Islands is the Pacific's largest archipelagic nation, extending some 1,500 km from east to west and consisting of nearly 1,000 islands, the largest of which include Guadalcanal, Malaita, and New Georgia (in Western Province). The country is bordered by Papua New Guinea to the west, Nauru to the north, Tuvalu and Fiji to the east, and Vanuatu to the south.

Noro Town is located on New Georgia Island which is the largest island in the Western Province of the Solomon Islands with an area of 2,037km² (Figure 8). The island is approximately 85km long and 41km wide and forms part of the boundary of the New Georgia Sound. New Georgia is a volcanic island, surrounded in some places by coral reef deposits which are partly elevated to form raised barrier reef enclosing some reef on the north, and partly drowned to form a submerged barrier towards the south. The highest point is Mount Masse with an elevation of 860m.



Figure 8: Geographic location of New Georgia Island and Munda Town

Noro Town (Figure 9) is located on the western side of New Georgia, towards the northern end, approximately 20km away from Munda Airport (MUA).



Figure 9: Location of Noro Town within the New Georgia group.

4.3.2 Climate

Western Province has a climate that is largely controlled by the seasonal movement of the equatorial trough. The temperature and humidity in the Solomon Islands is relatively high and uniform with the former ranging from 22°C to 31°C throughout the year. The most variable of the climatic elements across the provinces is rainfall which can be abundant each month and is variable based on the different topographic features of the islands. The average rainfall is mostly within the range of 3000mm to 5000mm with the majority of monthly rainfall amounts in excess of 200mm.

From about January to March, the equatorial trough is usually found close to, or south of the Solomon Islands, and this is a period of west to north-westerly monsoonal winds. The heaviest rainfall at most places also occurs at this time. From May to October, the trough moves to the Northern Hemisphere so the Solomon Islands comes under the influence of the south-westerly trade winds which can bring heavy rainfall, especially to the western sides of the islands. The transition months between these dominant weather patterns usually bring more frequent periods of calmer winds.

Thunderstorms are relatively common across the Solomon Islands, especially over the larger and more mountainous islands, building up inland on many afternoons and, if winds are favourable, drifting towards coastal areas. Over the ocean, storms are more likely to occur in the night or early morning. Peak thunderstorm period is between December and March.

A number of tropical low pressure systems occur each year over the Solomon Islands at times when the equatorial trough is in the vicinity, but few of these develop into tropical cyclones. The average frequency of cyclone occurrence is between one to two per year, although these tend to develop

southwards and tend to be early in their life cycle meaning they are relatively small but can, nevertheless, cause serious damage to infrastructure, crops and water supply.

4.3.3 Water Resources

Water resources in the Solomon Islands range from sizable rivers to small streams from high mountainous and dense rainforests to rainwater harvesting and thin freshwater lens of underground aquifer of the small low-lying atolls and islets³.

The Solomon Island Water Authority (SIWA) maintain and manage a reticulated water system in the town of Noro, close to Munda, with a single supply source, treatment centre and reservoir. The water is pumped from the nearby Ziata River. The system has one water source that in the dry season is insufficient to provide 24-hour supply. Water treatment is by rapid gravity sand filter. There is no storage in operation for the distribution system, the only storage being at the SolTuna factory for their commercial operations.⁴

The SIWA 30-year plan estimates that 70% of existing houses in Noro are connected to the reticulated water system or have direct access via communal standpipes.

4.3.4 Land Resources and Soils

Soil fertility ranges widely between and within the islands, ranging from quite infertile and mildly toxic soils to highly fertile soils in limited areas derived from volcanic ash and alluvial deposits. Most upland soils have good structures, but either lack one or more major nutrients or have a strong nutrient imbalance. New Georgia Island is characterised by organic, young and slightly to strong weathered and leached soils with low base status.⁵

4.4 Biological Environment

4.4.1 Marine Environment

Some of the road proposed for improvements runs parallel to the coastline and at its closest is approximately 100m from the beach. Along the majority of the road, it is separated from the beach by buildings, except for two approximately 350m long sections where there is a 100m wide vegetated buffer zone between the road and the shorelines. The marine habitat in the immediate vicinity is shallow and used as an access point for small local fishing skiffs. The marine environment in this area is comprised of reef flats and shallow reef complexes.

A rapid marine assessment exercise conducted by The Nature Conservancy (TNC) conducted a comprehensive baseline survey of coral reefs in the Solomon Islands and concluded that overall health was good. It has been highlighted that some of the SI most beautiful and largest coral reefs occur in the Western Province, specifically the Gizo – Vonavona – Rovina lagoon system on New Georgia Island which is just to the south of Noro (Figure 10) and outside the project site.

³ IWCM diagnostic report

⁴ SIWA Solomon Islands Urban Water Supply and Sanitation Sector Project Environmental Assessment and Review Framework, March 2019

⁵ State of Environment 2008

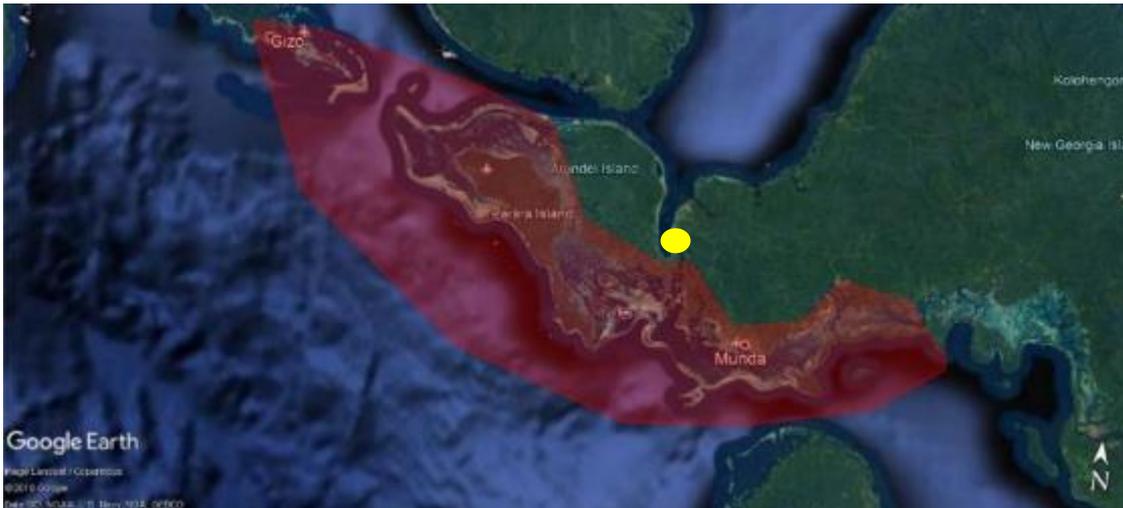


Figure 10: Western Province are denoting location of significant coral reefs with Noro highlighted in yellow.

4.4.2 Terrestrial Biodiversity

The proposed road upgrades are all within Noro Town which is characterised by urban and peri-urban areas. The roads within the urban range of Noro are in a which is a heavily modified town with no primary, notable or critical habitats. The peri-urban areas are characterised by residential houses and larger vegetated gardens.

New Georgia Island hosts a Key Biodiversity Area (KBA)⁶ (Figure 11) which encompasses part of the southern end of Noro Town. The project interacts with the KBA for a 700m stretch of the targeted roads.

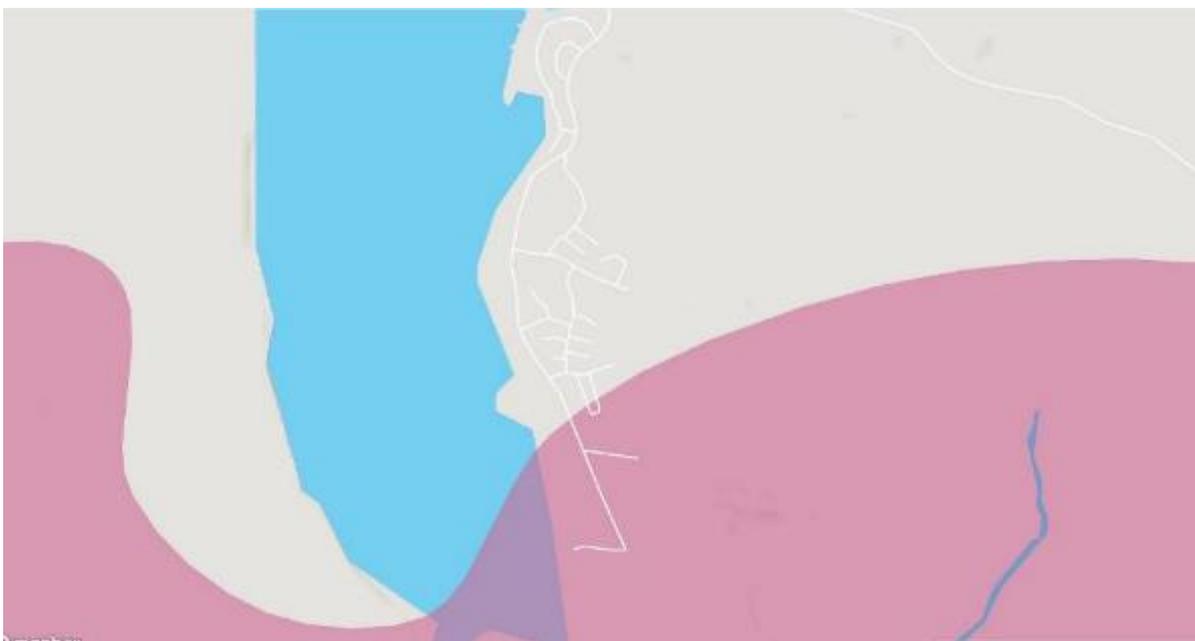


Figure 11: Key Biodiversity Area overlaid on Noro Town street map. Source: https://www.ibat-alliance.org/country_profiles/SLB

⁶ https://www.ibat-alliance.org/country_profiles/SLB

The 700m section of road is referred to as Tausinga Road in the project. It is within the northern edge of the KBA and is a developed per-urban setting with no areas of significance long the road or the road surrounds. The works in this area will not be changing the project footprint but will be improving the subbase and sealing the section of road. No construction camps, stockpile sites or laydown areas will be within the KBA.



Figure 12: Section of unsealed project road (green) within the KBA (red)

4.4.3 Rare or Endangered Species

The Solomon Islands is one of the most biologically diverse countries in the world, linked to this is a high number of critically endangered, endangered, vulnerable and endemic (to the country and provincial level) species. The State of the Environment Report details many of these species, however for the scope of these works this report only looks at species identified in the SOE report for the Western Province and only considered the immediate environment surrounding the project site.

For the Western Province, the 2008 International Union for Conservation of Nature (IUCN) Redlist of endangered species lists 2 bird species (*Gallinula sylvestris* and *Pseudobulweria becki*) as critically endangered, along with 4 threatened bird species and 10 endemics at the provincial level.

The Dugong (*Dugong dugon*) is listed as vulnerable to extinction by the IUCN and is found in the Western Province. It is known to inhabit the southern lagoons of New Georgia Island and is occasionally spotted on boat rides between Munda and Gizo.⁷

The KBA described in Section 3.4.2 is home to the Humphead wrasse (*Cheilinus undulatus*) which is also classified as Endangered in the IUCN Red List and the black-bellied fruit bat (*Melonycteris fardoulisi*) which is listed as near threatened. Site screening does not indicate that either of these species will be threatened by the proposed sealing of this section of road. There will be no direct habitat loss or degradation outside of the project footprint.

4.4.4 Invasive Species

Giant African Snails (GAS), *Lissachatina fulica*, previously known as *Achatina fulica*, arrived in the Solomon Islands on earthmoving or logging equipment that landed without biosecurity clearance and was first reported at Ranadi, Honiara in 2006⁸.

To date, GAS has only been identified in two provincial areas: eradication appears to have been achieved at Noro while the response is in its early stages at Makira. However, due to limited

⁷ Dugong conservation website

⁸ <http://www.biosecurity.gov.sb/News-Resources/giant-african-snail>

surveillance and awareness in provincial areas, GAS may be distributed more widely than currently understood.⁹

Giant African Snail (GAS) was intercepted in 2009 at the wharf area where containers with building materials for Gizo hospital coming from Lae in PNG were stored. Upon interception of the snail, an immediate eradication programme was carried out by the quarantine staff in collaboration with Noro wharf management and communities. Blitzem baits were placed at the infested sites and collecting the snails which were destroyed by burning and dipping in seawater. The whole wharf area was sprayed with seawater using the local fire truck. The last record of finding the snail was 29 June 2010, after which there has been no record of finding dead or alive specimens.¹⁰

A legislative framework supported by donors has been put in place – including the National Biodiversity Strategy Action Plan (2009), the Agriculture Policy (2010–2015), and the National Biosafety Framework (2012), which all recommended the development of pest eradication plans, and the drafting of the new Biosecurity Act 2013 (enacted in March 2015). However, the new framework has yet to result in any actual ‘on-ground’ actions to control GAS or other invasive species. Eradication plans are incomplete and unfunded, and resources allocated just do not match the scale of the threat.¹¹

4.5 Socio-Economic Conditions

4.5.1 Land Tenure and Rights

Most land (86%) in Solomon Islands is still held under customary tenure, where every member of landholding entity, such as tribal, clan or family is vested with the rights to use and access it. Non-owners usually have limited rights such as right of use, easement or right of way. There is no system which allows for customary land to be surveyed and registered, it is often very difficult for outsiders to identify land boundaries and to identify who ‘owns’ the customary land.

The Commissioner of Lands (CoL) has the power to administer public lands and allocate interests to others. Once land is registered, the estate title owner has indefeasibility, except for overriding public interests or when the High Court issues an order to set aside the registration because of fraud or mistake. Under the Land and Titles Act 2014, the Commissioner of Lands discretionary power can only be exercised subject to directions of the Land Board.

4.5.2 Population and Demographics

The last census for the Solomon Islands was undertaken in 2019 however the data for 2019 has not been released. The census in 2009, the population of the Western Province was 76,640 with a land area of 7,509km² and an average population density of 10 people per km² (lower than the national average of 17 people/km²). The province is home to about 15% of the Solomon Islands population and shows an average population growth of 2%. Noro is one of Western Provinces 4 urban centers with a population of about 3,500 people. The 2009 census shows 589 private households in Noro with an average household size of 5.2 people.

The 2009 census population pyramids for Western Province show a low representation of the 20-30 year age group due to migration towards the larger urban center of Honiara for employment opportunities. Overall, the Western Province has a young age structure with 41% of the population

⁹ <http://phama.com.au/resources/technical-reports/report-on-giant-african-snail-in-solomon-islands/>

¹⁰ Ministry of Agriculture and Livestock Solomon Islands Rural Development Program, Pest Management Plan Consultancy Report (December 2010).

¹¹ <https://devpolicy.org/giant-african-snails-devastating-gardens-livelihoods-solomon-islands-20170822/>

less than 15 years of age, 54% between 15 and 59 years of age and 5% for 60 and over. The median age for Western Province is 19.9 years which demonstrates that young age profile.

4.5.3 Education and Health

Education is not compulsory in the Solomon Islands. In 2009, with respect to population in the Western Province aged 6-15 years, 90% were enrolled in school; 89% of males and 92% of females. Four percent of the population aged 6-15 had already left school, and 6% had never been in school. Enrolment rates in the Western Province were higher than in most other provinces. Based on the 2009 census data on the highest level of education completed, 20% of males and 18% of females 12 years and older responded that they had attended secondary education (Form 3-7); 67% and 73% of males and females completed only primary level, and 4% of males and females had no schooling completed. Six percent of males and 3% of females had tertiary education.

The Ministry of Health and Medical Services is the key health provider in the Solomon Islands. Health services are concentrated in urban centers with a hierarchy of facilities available ranging from nurse aide posts and rural clinics to the National Referral Hospital. Of the nine provinces in the Solomon Islands, eight have a public hospital. The SI have approximately 22 doctors per 100,000 of the population, but also has a strong base of nurse and midwives at 205 per 100,000. The SI do not have specific data on causes of death but has identified communicable diseases including malaria and tuberculosis as important issues. Increasing prevalence of obesity due to lifestyle, diabetes, hypertension and tobacco and alcohol use has increased the rate of non-communicable diseases which will soon overtake communicable disease as the leading burden of disease.¹²

4.5.4 Livelihoods and Economic Activity

Solomon Islands' per-capita GDP of USD600 ranks it as a lesser developed nation, and more than 75% of its labour force is engaged in subsistence and fishing. Most manufactured goods and petroleum products must be imported. Until 1998, when world prices for tropical timber fell steeply, timber was Solomon Islands' main export product and, in recent years, Solomon Islands forests were dangerously overexploited. Other important cash crops and exports include copra and palm oil.

In Western Province, the employment population ratio for males is 41.9% and for females is 23.7% and it was very low for the population 12-19 years. The EPR was the highest for people aged 25-59 and gradually decreases from then onwards. By occupation, the labour force is employed in agriculture (75%), service industry (20%) and industry (5%).

4.5.5 Community Infrastructure and Services

4.5.5.1 Waste Management

Noro Council operates a landfill in Noro. There is no hazardous waste disposal facilities on the island. There are no formally permitted landfills on the island, however the Honiara City Council operates the permitted Ranadi Landfill on Guadalcanal. At all times, the Contractor is responsible for the safe and sound disposal of all solid waste generated by the Works. Prior approval for the utilization of Ranadi Landfill will be undertaken by MCA. MCA will seek approval from Honiara City Council for the use of Ranadi Landfill for SIRAP's project use. The approval documents will be made available by MCA to the Supervision Engineer and the Contractors.

Solid waste includes:

¹² <https://www.pacificmedicals.org/single-post/2017/01/23/Healthcare-Overview-Solomon-Islands>

- General waste (i.e. office type waste, household waste (from any workers camps), lightweight packaging materials).
- Recyclable waste (i.e. certain plastics, metals, rubber etc. that can be recycled).
- Organic biodegradable waste (i.e. waste that will decay / break down in a reasonable amount of time, such as green waste, food waste).
- Inorganic non-recyclable waste (i.e. waste that cannot decompose / break down and which cannot be recycled).
- Hazardous waste (i.e. bitumen, waste oil etc.).

In Noro, residential and commercial properties are served by septic tanks only.

4.5.5.2 *Water Resources*

Water resources in the Solomon Islands range from sizable rivers to small streams from high mountainous and dense rainforests to rainwater harvesting and thin freshwater lens of underground aquifer of the small low-lying atolls and islets¹³.

Drinking and household use in both rural villages and in urban centres account for the largest water withdrawal in the country. There is limited agricultural water demand because most crops are rainfed. The industrial sector withdraws water for fish processing cannery, palm oil factory, mining operations and some small manufacturing industries.

On the larger islands surface water in the form of streams, springs or rivers is the main drinking water. Some communities on the higher volcanic islands also use ground water for domestic purpose. The Solomon Island Water Authority (SIWA) have a reticulated water system in the town of Munda pumped from a series of bores. The provincial system in Munda is rundown and in need of repair and might not be suitable for high water demand uses.

4.6 *Projected Climate Change and Impacts*

This section is informed by the Pacific-Australia Climate Change Science and Adaptation Planning Program (PACCSAPP) country report for the Solomon Islands.

Annual and seasonal mean temperatures at Munda have increased since 1962 at a rate of 0.14°C per decade. There have also been increases in the number of warm nights and decreases in the number of cool nights. These temperature increases are consistent with the pattern of global warming. For all carbon emission scenarios it is projected that temperature will increase in the future in the SI. By 2030 it is projected that the temperature will increase by 0.4°C to 1.0°C depending on the emission scenario.

There are no clear trends in rainfall over the Solomon Islands since the mid-1950s. Over this period there has been substantial variation in rainfall from year to year. Average annual and seasonal rainfall is projected to increase over the course of the 21st century. However, there is some uncertainty in the rainfall projections and not all models show consistent results. Wet and dry years will still occur in response to natural variability with drought frequency expected to decrease slightly by the end of the century. Projections show extreme rainfall days are likely to occur more often and be more intense.

In the Solomon Islands region projections tend to show a decrease in the frequency of tropical cyclones by the late 21st century but a likely increase in the intensity of those storms.

Satellite data indicates that the sea level has risen near the SI by about 8mm per year since 1993. This is larger than the global average of 2.8-3.6mm per year. Sea level is expected to continue to rise and by 2030 is project to rise between 8-18cm under all emission scenarios (Table 4). This sea level rise

¹³ IWCM diagnostic report

combined with natural year-to-year changes will increase the impact of storm surges and coastal flooding (Figure 13).

Table 4: Sea-level rise projections for the Solomon Islands. Values represent 90% of the range of the model results and are relative to the period 1986-2005

	2030 (cm)	2050 (cm)	2070 (cm)	2090 (cm)
Very low emissions scenario	8–18	14–31	19–45	24–60
Low emissions scenario	7–17	14–31	21–48	29–67
Medium emissions scenario	7–17	14–30	21–47	30–69
Very high emissions scenario	8–18	16–35	28–58	40–89

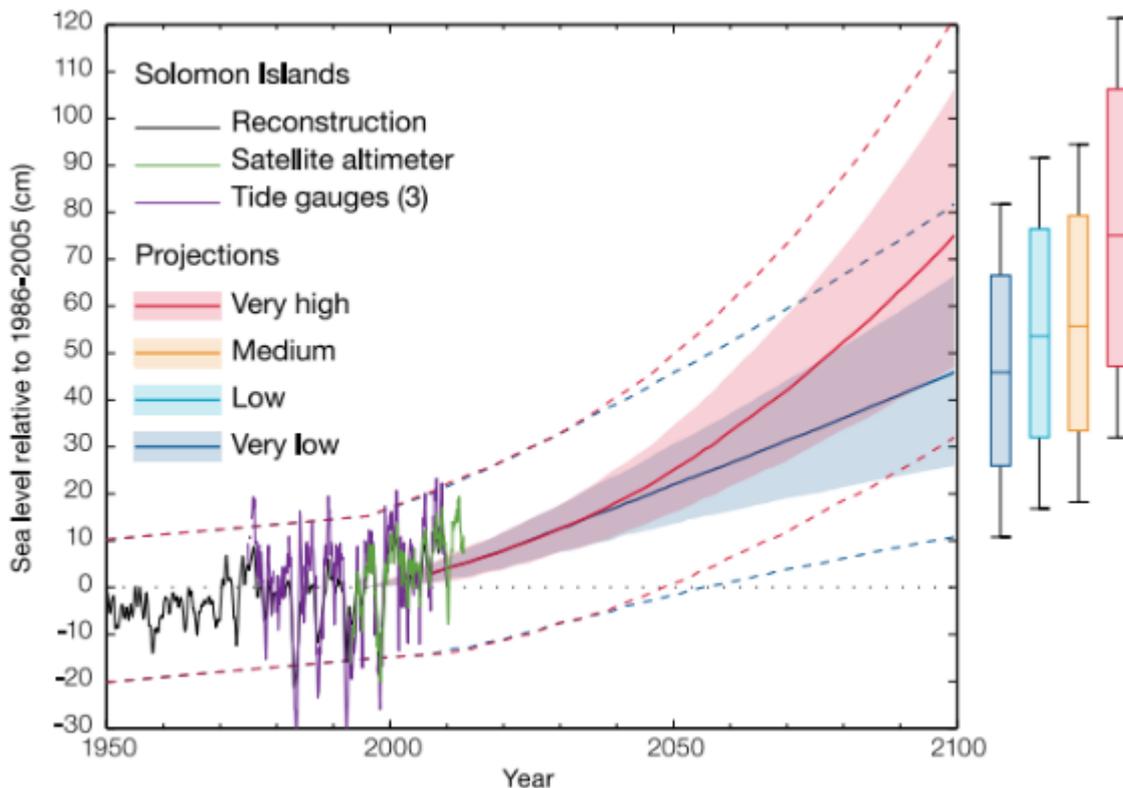


Figure 13: Observed and projected relative sea-level change near the Solomon Islands

The projected design life of the proposed works for the Noro Roads are as yet unknown, however, it is most likely that the climate predictions for 2050 are applicable for SIRAP2 and should therefore be considered within the designs.

5 Consultation and Stakeholder Engagement

The SIRAP2 Stakeholder Engagement Plan (SEP) will be implemented for the Noro Roads improvement works. Stakeholder engagement will be ongoing for the duration of the project.

Throughout the implementation of these works, ongoing and meaningful stakeholder engagement will be critical to the review of detailed designs, the selection of mitigation options for identified social and environmental impacts and the prioritisation of investments for funding and implementation scheduling. It is important that the affected communities – including women and vulnerable groups – are given the opportunity through consultations to be made aware of the proposed activities, and to comment and contribute to the project design. SIRAP2 PST will be responsible for ensuring meaningful consultations be carried out for all components of SIRAP2 through the life of the project.

5.1 Key Outcomes of consultations to date

Initial consultations have been conducted with Noro stakeholders in August 2021. The purpose of the meetings was to conduct the initial consultation for the road improvements in Noro Town.

The project team consist of MCA Director Aviation (Mr Trevor Veo) and SIRAP2 PST National Safeguards. It is vital that communities are pre-informed on the proposed activities that will be undertaken and see if there are potential key impacts on the local communities and people of such a development. Also, to identify if there are sensitive receptors that should be disadvantaged by the proposed activities.

5.1.1 Key Stakeholders

Key stakeholders for this initial consultation were key representatives from:

- Noro Town Council
- Customs
- Immigration
- Biosecurity
- Quarantine
- Health
- National Fisheries Development (NFD)
- Soltuna
- Ports
- Police
- Church Leaders
- Provincial Administration Officer

The attendance list for the consultations is included in Appendix B.

5.1.1.1 Consultation Outcomes

The team started with a courtesy call at the Noro Town Clerk and the President on the 19th August 2021. Updating them on SIRAP to date activities and as well as the proposed activities for SIRAP2. The SIRAP2 (Noro Town Road) was the highlight of the meeting. The President and Clerk stated that SIRAP2 is a timely project for Noro Town.

They observed that the current road condition around Noro is not good. Noro international port is the face of Solomon Islands. Thus, improving such key infrastructure as the road is a very important. Also, their office has been pushing the road for maintenance for years, and it was never addressed. The President emphasised that, rehabilitating the roads in Noro Town is also important, since they accommodate the second international seaport in the Solomon Islands. Noro Town is a mini-Solomon Islands, where it also has the gateway for international entrance and exit at the port. Their office is looking forward to working together with MID on this very important and timely project (SIRAP2) for their town.



Figure 14: Meeting with the Noro Town Clerk and President

The stakeholder meeting with the identified key stakeholders was also held on the 19th August 2021.

During the meeting, the following were raised:

- Road shoulders for reconstruction before the resealing.
- The road was gazetted in 1988 and was confirmed by the Lands Officer which also present at the meeting.
- Strategic locations for parking area, bus stops, and taxi stands can be included in the road upgrading works.
- The actual loading for the road leading down to ports area is approximately 40-50 tonnes.
- Noro town as an industrial town expects bigger plants and vehicles so road size should cater for such users.
- Road distance markers be established, so that the travelling public when charges for travel (taxi fare and bus fare) can be guided by them when commute on buses and taxis.
- Road signs must be placed at appropriate locations.
- Appropriate Road names
- Locations of buildings and other developments must conform to the road regulations
- When the actual design of the road, the consultant must consult with the key stakeholders and users of the road so that the safety and comfort of the road be incorporated into the design.
- Speed limits to some critical areas that will cause accidents due to unnecessary speeding.
- Proper road drainages and pavements along the road to be improved
- The road in Noro has been maintained by NFD for the past years. If a maintenance program can be established as well for sustaining the life of the rehabilitated road.

6 Potential Environmental and Social Impacts

Initial environmental and social screening by the World Bank Safeguards Specialists of the ESF ESS and site visits carried out by the SIRAP PST have informed the preliminary identification of impacts based on the extent of works described in Section 2. As more detailed design information becomes available, these impacts will be revisited and updated where necessary.

6.1 Labour and Working Conditions

A Labour Management Procedure (LMP) has been prepared for SIRAP2 which identifies the risks to the workforce and includes terms and conditions of employment, nondiscrimination and equal opportunity (which includes a safe work environment free from violence and sexual harassment), workers' organizations, restrictions on child and forced labor, and OHS in design, construction, and operational phases.

6.1.1 Occupational Health and Safety

The primary hazards identified are:

- i) working in live traffic areas
- ii) construction works involving heavy machinery and hot bituminous products (between 120 and 190 °C)
- iii) working in extreme ambient temperatures.

During past consultations for SIRAP works on the island, the community raised concerns regarding the spread of sexually transmitted diseases (particularly HIV) with incoming contractors and workers related to the project. A number of mitigation measures have been identified, including awareness training for foreign workers and employing local labourers.

Poor infection control and management practices could lead to an outbreak of Covid-19 within the workforce which could also spread to the community.

6.2 Resource Efficiency and Pollution Prevention

6.2.1 Solid Waste Generation

Road resealing and upgrade works will lead to the generation of excess soil and asphalt waste. Other types of solid waste such as general waste, non-recyclable inorganic waste, organic biodegradable waste and construction waste will be generated from other project activities. Impacts associated with solid waste can arise from on-site waste storage, transportation of waste and off-site disposal of waste.

Impacts associated with the storage and disposal of organic biodegradable waste include leachate from decomposing materials contaminating the surrounding soils and aquifers.

Transportation of solid waste in trucks without the correct equipment such as coverings or functioning tail gates can lead to waste spills on the haulage route. Spilled waste is a safety hazard to vehicle and pedestrian traffic as well as an environmental pollutant.

6.2.2 Water Resources

Freshwater will be required for workers and some construction activities. The impact on the current Noro bore hole water supply and infrastructure could be significant if not properly controlled through good resource planning. The source of water supply for the Noro roads works has yet to be confirmed,

however it is likely that the project will utilise both the Noro town reticulated water supply and water trucks from the SIWA water supply system in Noro. The water source for the Noro system is fed by a local river and is insufficient to provide 24 hour water services during dry season and therefore may not be suitable for high water demands depending on the time of year. This may have impacts on the availability of reticulated water for the Noro community.

In term of construction impacts on the quality of the water supply, the river is approximately 1.5km inland from the targeting road network and construction activities will not cause any impacts to the river or the river water quality.

6.2.3 Hazardous Substances and Materials

The use and storage of hazardous substances during construction can impact on physical soil and water resources if they accidentally spill or leak into the environment and if hazardous materials are not properly disposed of. There are several project activities which could generate soil and/or water pollution from hazardous substances or materials.

Bitumen, fuel and lubricants will be needed during construction activities. If not properly stored or handled, this could result in run off into the local soil or apron drainage systems which feed directly into the rivers and coastal environment.

Wastewater and slurry from concrete production (potentially for kerbs, signage footings, safety barriers, etc) will have a high pH level making it alkaline and also contains chromium. Highly alkaline water can result in the death of marine organisms should it enter the marine environment. There are also impacts associated with concrete wastewater leaching into the ground water and causing contamination. Very limited amounts of concrete may be needed, therefore this impact is considered to be minor.

Should an emergency event occur there is also potential for a discharge of hazardous substances to the environment or the use of fire retardants during firefighting.

6.2.4 Erosion and Sediment Control

Sediment has the potential to be generated during any vegetation clearance and excavations. As the roads run close to the coastal environment in some parts, there is the potential to create short term sedimentation in the nearshore environment although this is expected to be a minor impact due to the natural protective measures that is afforded by the vegetated buffer between the road and the coastal area (Figure 15) combined with the mitigation measures in this ESMP which prevents vegetation clearance in close proximity to the marine environment.



Figure 15: Section of main Noro Highway separated from marine environment by vegetated buffer

It is anticipated that removal of some small shrubs and vegetation will be necessary along the road reserves and to establish lay down areas (construction and stockpile). These sites will be at least 150m from any waterbody or shoreline. The impacts on vegetative cover will be short-term and reversible through natural regeneration. There is only a thin topsoil layer in most areas and runoff is easily percolated through to the underlying groundwater table. Where topsoil is required to be cleared this will be set aside for use in restoration of disturbed areas.

6.2.5 Dust and Air Pollution

Air pollution is likely to arise from improper maintenance of equipment, dust generation along the road, at the quarries and at the crushing plant and the bitumen smoke / fumes arising from application of the new road surface. Impacts are expected to be experienced along the length of the road works and could cause a significant nuisance and health hazard in settlements and village.

It can be expected that once the road upgrades are completed, traffic levels may increase and lead to an increase of dust generated at communities along unsealed maintained sections of road.

6.2.6 Noise and Vibration

Noise and vibration disturbances are particularly likely during construction related to the transportation of construction materials and operation of road works machinery (graders, compactors, excavators). These impacts will be short-term and affect different people at different times.

Noise and vibration are likely to be ongoing issues throughout the construction stage and to a lesser degree the operational phase. As the roads represents existing infrastructure any noise or vibration impacts are likely already being experienced by the local community. Effective communication of working hours will go towards alleviating any impacts during the construction phase.

6.2.7 Wastewater Discharges

Uncontrolled wastewater (e.g., sewage, grey water, wash water, water containing fire retardants used during emergency activities) discharges have the potential to contaminate soil, water and spread disease. Impacts may include sedimentation and an increase in nutrients impacting water quality and aquatic life in the adjacent lagoon and coral reef habitats, and contamination due to an accidental release of hazardous substances, refuse or other waste materials into the marine ecosystem. Wash water from equipment can be contaminated with hydrocarbons (e.g. oil and fuel) which have a detrimental effect on aquatic life, water quality and soil quality. There are also human health impacts regarding hydrocarbon exposure which vary in severity depending on type and length of exposure.

The significance of the impacts depends on the scale of the release, duration of earthworks, local worksite topography, soil type, rainfall levels, adequacy of sewage treatment facilities, and the sensitivity of the receiving water environment. Some sections of road are located along the coastline therefore any release could be significant. It is vital to plan and carefully manage works adjacent to the marine environment. Furthermore, consideration should be given to works completed during the wet season (October to March). While the potential impacts of uncontrolled discharges of wastewater can adversely affect the receiving environment, they can be easily mitigated through planning and implementation of mitigation measures (as outlined throughout Section 7).

6.2.8 Local Quarry and Aggregate Supply

For any locally sourced aggregates, potential adverse impacts from uncontrolled quarrying or mining are high and include all of the above listed impacts, namely:

- Air emissions – machinery and dust.
- Noise and vibration – machinery and blasting (if used).
- Water – consumption, hydrology (changes to site drainage patterns and groundwater), wastewater, and contamination.
- Waste – overburden, by-products and contaminated waste material.
- Land conversion – loss of habitat and agricultural land.
- Dust is a major issue at quarry sites and can travel some distance and affect a large number of people if not properly managed.
- Health and Safety of quarry workers

It is not yet known how much aggregates will be needed for the proposed works or whether this aggregate will be sourced locally, nationally or internationally.

Impacts of quarrying are not limited to the location of the quarry but can extend along the delivery route. Noise, dust, and traffic (vehicle and pedestrian) safety are primary concerns for the transport of materials from the quarry site. Biosecurity

6.3 Community Health and Safety

6.3.1 Road Safety and Traffic Impacts

Construction works will result in higher traffic volume around sensitive social receptors and around the Noro community. It will also result in increased pressure on pedestrians along roadside where there is no walkway and where traffic and pedestrians may compete for space.

Waste spillage from Project vehicles or construction works onto the roads will result in pollution and constitute obstructions to vehicular traffic. The transport of raw materials will introduce a number of heavy trucks on the access road and this could increase the risk of motor accidents and result in vehicular-pedestrian conflicts.

If imported aggregates are landed at any of the Port in Noro the impacts on the already roads through the town could be significant in the short term from dust generation, pedestrian and vehicle safety, and road damage.

Physical works on the roads will cause disruption to the flow of traffic and create safety risks to pedestrians and vehicular traffic.

6.3.2 Pedestrian Safety

As well as the increased risk to pedestrian safety during the construction phase from construction traffic, there is a risk to the safety of pedestrians on completion of the project from the predicted increased traffic volume and driving speeds during the operational phase.

There will also be risks from the events involving high rainfall if the shoulders and drainage works are planned with future climactic events in mind.

The project will mitigate this by ensuring that technical/engineering road design will include solutions to mitigate risks of natural disasters such as integrated flood control and climate resilience.

6.3.3 Hazardous Substances and Materials

There is a risk to the community from exposure to hazardous materials and substances that might be released from the construction activities such as air pollution due to emission from dust, vehicles exhaust and burning of waste at the project sites.

Pollution prevention and management of these risks to communities will be managed under the requirements of the impacts identified above under 6.2 Resource Efficiency and Pollution Prevention and as stipulated in Section 7 of this ESMP.

6.3.4 Influx of Workers

Project activities, equipment, and infrastructure can increase community exposure to risks and impacts. In addition to the impacts already identified throughout this section, the impacts of an imported work force must be considered.

While it is not yet known if there will be a need for a workers camp to be established for the works, it is probable that there will be a need for additional workers to be brought to the project site for the completion of works. It is possible that these workers are likely to be from both overseas and from other areas of the SI and the Contractor must therefore be aware of the potential impacts that this influx of outside labour can have on the local community, and manage these impacts and interactions appropriately which includes adherence to the GBV, CAE and HV codes of conduct outlined in Appendix D.

In terms of the vulnerability of the Noro community to external influences, in the context of Noro and based on the assessment of nearby Munda, these communities can be considered to be low-risk due to the limited scope of the works, the low number of overseas and regional personnel who are likely to be required, ongoing community consultation by the NSS and the easily controlled project site. Having said this, the Noro community may still be vulnerable to increased social pressures from any uncontrolled influx of labour. Section 7.2.3 provides for mitigation measures against these potential impacts.

6.3.5 Human Trafficking

A US Department of State Report released in April 2017 has concluded that within the SI, children and young girls are regularly subjected to sex trafficking and forced labour. The report said local children were forced to do labour or commercial marriages in exchange for money or goods, particularly near foreign logging camps, on foreign and local fishing vessels, and at hotels and entertainment establishments. In a survey conducted by the American Bar Association Rule of Law Initiative, 77% of survey respondents indicated that they knew personally of at least one case of trafficking (forced labour, forced marriage (for money), forced commercial sex or a child who has been paid for sex). Forced commercial marriage and forced commercial sex were the most common forms of trafficking identified. The second highest response rate was from Western Province, with the primary form being forced commercial sex.

In the context of the proposed Noro roads works, the main risk area would be from the use of local hotels by the expatriate work force. It is anticipated that the risk posted during the construction phase of the works is low however, once the full scope of works is known and the likely level of overseas workers is established, this ESMP shall be updated, and the risk of trafficking should be fully assessed.

6.3.6 HIV/AIDS, Gender-Based Violence, and Child Abuse and Exploitation

There are impacts associated with personnel recruited from outside the local community, such as increased instances of HIV/AIDS. Additionally, the Contractor accepts that gender-based violence might occur as an unintended consequence of economic development. As such, it is the Contractors responsibility for implementing actions to help reduce instances of HIV/AIDS, GBV and Child Abuse and Exploitation (CAE).

All employees (including managers) will be required to attend training prior to commencing work to reinforce the understanding of HIV/AIDS, GBV and CAE. Subsequently, employees must attend a mandatory training course at least once a month for the duration of mobilization.

Managers will be required to attend an additional manager training prior to commencing work on-site to ensure that they are familiar with their roles and responsibilities in ensuring the HIV/AIDS, GBV and CAE standards are met on the project. This training will provide managers with the necessary understanding and technical support needed to begin to develop a plan for addressing HIV/AIDS, GBV and CAE throughout the lifetime of the civil works, including monitoring and reporting.

The Supervision Engineer shall provide to the Contractor a list of approved service providers which shall include recognized NGOs and others for conducting training on GBV. From the provided list, the Contractor shall enter into an agreement with one service provider to undertake the GBV IEC campaign. The cost of the campaign shall be funded by the Contractor. The contractor shall make staff available for a total of at least 0.5 days per month for formal training, including GBV.

6.3.7 Business Impacts

During the construction phase there is the potential for minor impacts on businesses along the roads. These impacts would be limited to noise, dust and traffic from construction activities and will be of limited duration. Standard good practice construction management will mitigate these potential impacts to an acceptable level. All potentially affected businesses will be included in the consultation process.

6.3.8 Emergency Preparedness and Response

There is a risk from natural and man-made hazards during the works (e.g. floods, fire, leaks or spills due to failure to implement operating procedures that are designed to prevent their occurrence). The operation of bitumen spray truck and the handling of hazardous substances create the potential for these risks to occur during the construction phases.

The Contractor is required to develop a response plan which will ensure that measures for restoration and cleanup of the environment following any major accident will occur.

6.4 Biodiversity and Natural Resources

6.4.1 Biosecurity

It is probable that equipment and materials for the runway and other works will need to be imported to the SI. If imported consignments are not properly treated and/or washed before shipping, there is the risk of introducing non-native and potentially invasive plants, animals and disease. The introduction of harmful species to small island nations such as the SI, who have a high level of endemic species can be devastating to the local ecosystems, flora and fauna. It is also possible to import diseases such as foot and mouth disease which would have devastating impacts on local livestock.

Giant African Snails (GAS; *Achatina fulica*) are causing significant damage to food crops on Honiara and have started to spread to some of the other islands. Sourcing local aggregates from quarry or extraction sites on Honiara which are already infested with this invasive species risks spreading the problem to other parts of Honiara as well as to sites on New Georgia Island.

6.4.2 Coastal and Marine Impacts

Sections of the target roads run in parallel and close to the coastline in several places, but most specifically along two approximately 350m long sections of road which run less than 100m away from the shoreline without any buildings as a buffer (see Figure 16).

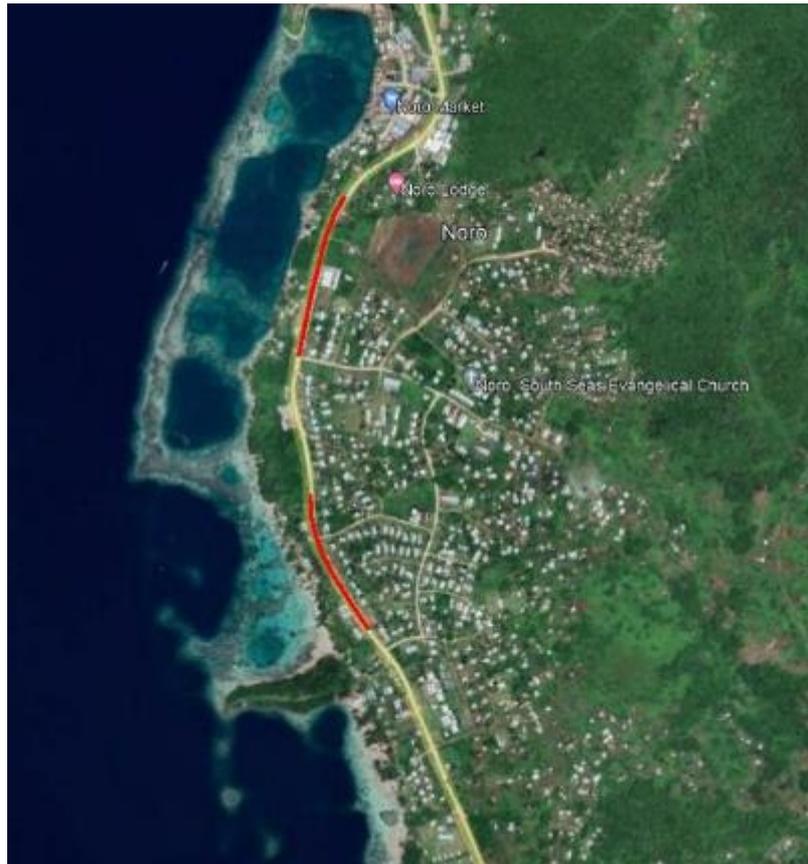


Figure 16: Two highlighted sections of Noro roads which are most at risk of causing impacts to marine and coastal environment

Project activities, particularly in these two highlighted sections have the potential to have a negative impact on the receiving marine environment, including uncontrolled discharges (e.g. stormwater, erosion, wastewater, spills). Potential sediment and contaminant laden run-off issues could result from poorly managed land clearance sites and the improper siting of stockpiles in laydown areas. During heavy rainfall events this could wash into the adjacent marine environment and could result in water and habitat contamination, increased water turbidity, and the sedimentation of sensitive ecosystems (e.g. coral reefs or seagrass). The coastal area around Noro is outside the Marine Protected Areas and therefore impacts are expected to be minor and readily managed protective measures such as minimum distances between laydown and stockpile sites, measures to trap and/or divert run-off away from marine environment, bunding of stockpile sites and storage areas for hazardous substances (fuel, oil, bitumen, etc).

It is expected that the impact of the Noro Roads works to the marine environment can be avoided with effective implementation of the measures stipulated in this ESMP. It will be critical for the Supervision Engineer and Contractor to ensure they are adequately resourced with national and international safeguard specialists to monitor safeguard compliance.

6.4.3 Key Biodiversity Area

The southernmost 500m of the target road network is within the outer fringe of a Key Biodiversity Area. The section of road is unsealed and it is expected that this section will have the subbase improved and the surface will be sealed with bitumen spraying.

The section of road is developed and is considered to be semi-urban. Of the 500m stretch of road, 190m is tree lined on both sides, however the land surrounding it is altered and not considered to be unique, pristine or rich in biodiversity (Figure 17).

Given the limited nature of the road upgrade, the semi-urban nature of the land and the ability to manage impacts through regular mitigation measures contained in this ESMP, the impacts to the Key Biodiversity Area are considered to be minor and no specific Biodiversity Management Plan is required.



Figure 17: Road into 500m section of Key Biodiversity Area (left) and road in relation to nearby developments (right)

6.5 Land Use

Land will be required for construction camps, stockpile sites and potentially workers camps. It is not yet known where these sites will be and whether existing government land or private land will be used.

There will also be a need to source aggregates for the roads and the source or ownership status of those resources are not yet known.

Land is an important factor and can be complex in the Solomon Islands and negative impacts may arise from the use of existing government land, the leasing of private lands or the use of quarries where land ownership may have disputes or legacy issues.

7 Environmental and Social Management Plan

This section contains the detailed mitigation measures that are required for the various phases of the improvement works to the extent that they are described in Section 2 of this ESMP.

Also included in Section 7.2 are expected processes for other safeguard management measures and referred to in the mitigation table in Section 7.1.

7.1 Mitigation Tables

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
DETAILED DESIGN/ PRE-CONSTRUCTION MOBILISATION STAGE					
Road traffic safety	<p>Road safety audit conducted before design process commences to inform designers, and then of design prior to tendering.</p> <p>The bid documents will require a Traffic Management Plan (TMP) to be developed by Contractor. For each haul route, the TMP will need to include measure to address: Layout plans; Vehicle traffic; Pedestrian traffic (particularly on bridges that construction traffic will use); Commercial marine traffic; Sensitive receptors (management near and consultation with) such as schools, residential dwellings, markets, churches, etc.); Management of increased heavy load traffic associated with transportation from the port. The TMP will also cover for temporary road disruption during road construction including temporary accessways.</p> <p>The TMP should follow the guidelines set in the Safe Traffic Controls for Road Works Field Guide (www.works.gov.pg/files/roads-bridges/IF003_PNGFieldGuide.pdf) and adapted for the works. The TMP will be included as an annex to the CESMP.</p> <p>The TMP shall include the name, address, and telephone number of the person responsible for the safekeeping of the works, or any change thereto, shall also be notified.</p> <p>TMP shall include details of key routes, site entry and exit layout, use of signage and flag operators (including night-time safety), and personnel protective equipment to be worn by workers (e.g. high visibility vests).</p> <p>The TMP should consider that the transport of material or equipment may likely impact normal pedestrian and vehicle traffic or pose an increased safety hazard, consideration should be given to moving these items during off-peak times. The TMP will also detail specific safety and traffic management measures required around sensitive receptors. These measures should be developed in consultation with individual landowners and property managers</p>	<p>All location related to works</p> <p>All haulage routes and along project affected roads</p>	Minimal (requirement of bidding documents)	Contractor	SIRAP2 PST/MID/ Supervision Engineer

¹⁴ Costs are estimates only and will be calculated during the detailed engineering design.

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>(e.g. school principals, hospital management, and church leaders) as required.</p> <p>Mitigation measures may include restricted construction times (e.g. time of day and or scheduling for school holidays) outside schools or the hospital, reduced speeds and use of cones or barriers to guide traffic and pedestrians through the worksite.</p> <p>Contractor is required to have a speed monitoring system in place to allow all vehicles to be monitored for adherence to speed of travel and only using approved haul routes.</p> <p>Road works will also include the design and installation of traffic safety signage along the road network, particularly targeting busy pedestrian areas.</p>				
Road, drainage and safety design	<p>Technical/engineering road design will include solutions to mitigate risks of natural disasters such as integrated flood control and climate resilience.</p> <p>Design will ensure that no storm water drainage flows into coastal areas identified in Section 6.4.2.</p>	Entire length of target roads	Minimal (part of standard design practice)	Contractor	Supervision Engineer
Health and Safety	<p>The Contractor shall:</p> <ul style="list-style-type: none"> • Prepare OHS Management Plan as part of CESMP; • Conduct Induction training for Contractor personnel; • Sign Code of Conduct (if instructed) for Contractor, Managers and other personnel; and • Implement relevant pre-construction measures prescribed in the OHS Plan. <p>The OHS Management Plan shall comply with all requirements of Section 7.2.2 of this ESMP and with the SIRAP2 Labour Management Procedure.</p> <p>The Contractor shall provide a report to the Engineer monthly outlining compliance, achievements and training including the number of lost time incidents; the number of near-miss reports; first aid training; completed HIV/AIDS and GBV training; and OHSS training courses completed by staff.</p>	All Location related to the resealing work	Minimal (requirement of bidding documents and standard construction practices).	Contractor	SIRAP2 PST

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>OHS Plan will include Covid-19 infection prevention measures as well as procedures for responding to instances of infection within the workforce. These will be in line with the latest guidance from WHO and SIG regulations.</p> <p>Utility clearances will be undertaken by the Contractor, Solomon Power and Telekom prior to work commencing and a representative from Solomon Power will be on site during works.</p>				
Approvals	<ul style="list-style-type: none"> • Prepare and submit the Development Consent Application with relevant supporting documentation (EIA, ESMP, Consultation Report) to ECD; • Prepare application for emission permits from ECD • Prepare and submit Application for material sources (including quarry, gravel pits, sand sources etc.) – Quarry Development and Operations, Gravel Extraction, Earthworks to MMERE; • Prepare and submit Contractor ESMP. 	All Locations	Minimal (part of standard design practices).	Design Consultants (all contracts)	SIRAP2 PST/ MID
Gender Based Violence (GBV) and Violence Against Children (VAC)	<ul style="list-style-type: none"> • Establish a GBV and VAC Compliance Team. Refer to Appendix E for guidance; • Prepare GBV and VAC Plans and seek Bank approval prior to project mobilization. Refer to Appendix D; • Sign Codes of Conduct (if instructed) for Contractor, Managers and other personnel. Refer to Appendix F for draft Codes of Conduct; and • Respond to GBV and VAC events as a matter of priority. 	All Locations	Minimal (requirement of bidding documents and standard construction practices).	Design Consultants (all contracts) Contractor	SIRAP2 PST
Consultations	<ul style="list-style-type: none"> • Develop a consultation and communication plan which implements the Contractor responsibilities in the SIRAP 2 Stakeholder Engagement Plan • Implement required pre-construction consultation in accordance with the approved CESMP Consultation and Communication Plan. • Ensure affected businesses are included in the consultations 	All Locations	Minimal (requirement of bidding documents and standard construction practices).	Design Consultants Contractor	SIRAP2 PST
Loss of Access to Assets and Land	For any privately owned areas of road reserve which may be temporarily needed during the construction phase of the project and which are subject to encroachment from the surrounding communities, consultations will be undertaken with the asset owner to facilitate any temporary relocation of the	Ancillary Sites	Part of project and contract costs	Contractor CLO and PST CLO	PST NSS and PM

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>asset (e.g. market stall) for the duration of those works. The SIRAP2 RPF provides the requirements for these arrangements.</p> <p>Rights to extract aggregates from quarries will be established following negotiations with the resource owner as detailed in Section 7.2.1.</p>				
Laydown and Stockpile Sites	<p>Short term rental of land for lay down or stockpile sites will follow the process in 7.2.1 and the SIRAP2 RPF.</p> <p>Sites must be located at least 300m from nearest residences, 150m from waterways and coastal sections identified in Section 6.4.2.</p> <p>No stockpiles or laydown site can be located within the section of Key Biodiversity Area at the south of the target roads.</p> <p>All sites must be securely fenced to prevent unauthorised access. Additional fencing may be required around specific stores (e.g. hazardous substances) to prevent access by unauthorised personnel.</p> <p>Secure, well-constructed areas within the compound must be clearly marked for solid waste collection, machinery maintenance, hazardous substance storage and toilet facilities for workers.</p> <p>The laydown site(s) will include hard stand areas which have protection from wind and (where appropriate) rain, bunding (hazardous substances), clean water diversion drains, and allow for complete containment, collection and treatment of waste water from asphalt and concrete production and machinery maintenance.</p> <p>The ground of the construction lay down area will likely be compacted by the end of its use and so restoration will require scarification of the soil, application of topsoil and re-vegetation.</p>	Ancillary Sites	Part of contract costs	Contractor	Supervision Engineer
Management of Workers	<ul style="list-style-type: none"> The contractor will be required to produce a Workers Management Plan (WoMP), and Influx Labour Management Plan for the road works to describe recruitment strategy, worker accommodations, accommodation facilities and management of off duty workers. 	Noro Town	Part of standard contract costs	Contractor	Supervision Engineer

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
		<p>Workers Management Plan will follow the requirements of this ESMP, the SIRAP2 LMP and the IFC Workers Accommodation Standards and Guidelines. Workers Management Plan will be required as part of the bid submission and will be further developed and included as an Annex in the CESMP for clearance by the Supervision Engineer.</p> <ul style="list-style-type: none"> • The WoMP will include cultural protocols (including appropriate clothing and no work on a Sunday or Saturday for LDS Church members), management and restricting of visitors to the camp, visitor curfews, expected behaviours (noise, alcohol, within community areas), gift giving and receiving, disciplinary actions, etc.) • SIRAP2 has a Code of Conduct and Action Plan for the Prevention of GBV, HT and SEA (Appendix F). All Project workers will be required to undertake GBV and SAE prevention training under this action plan and sign the associated Code of Conduct prior to commencement of works. The SIRAP2 PST will provide the Contractor with details of approved service providers who are able to undertake this training. From the provided list, the Contractor shall enter into an agreement with one service provider to undertake the GBV IEC campaign. The cost of the campaign shall be funded by the Contractor from the provisional sum provided in the bill-of-quantity. The contractor shall make staff available for a total of at least 0.5 days per month for formal training, including GBV. • All workers are required to undertake training on the prevention of HIV/AIDS in addition to the GBV related training. The SIRAP2 PST will provide the Contractor with details of approved service providers who are able to undertake this training. The cost of the campaign shall be funded by the Contractor from the provisional sum provided in the bill-of-quantity. • The Contractor is required to maximise the number of local workers from the Noro communities. The Western Provincial Government will endeavour to provide a list of local workers and skills for the contractor, prior to mobilizing. Preference should be given to a local recruitment process, only relying on workers from other islands or from overseas for vacancies which cannot be filled locally. 				

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<ul style="list-style-type: none"> • As part of the WoMP, the Contractor will be required to submit a list of roles along with required qualifications or experience and the planned recruitment strategy for that role (i.e. local or regional/overseas). The Contractor will be required to provide justification for any roles not filled locally. Work permits will only be granted for workers with skills unavailable in the SI. Should international workers be found to be performing jobs that can be done by locals (e.g. driving vehicles), the Supervision Engineer will notify the contractor and the SIG who will cancel the work permits. The contractor will be required to return them home within 48h of notification by the Supervision Engineer. • For recruitment of SI nationals which cannot be fulfilled by the local community, it is preferred that it is undertaken through a formal recruitment process which ensures that only people who are already employed are travelling to the project site. Ad hoc employment of casual labour is not permitted. • Any project staff who are recruited from overseas are subject to visa approval. As part of the visa application process, all workers are required to submit a medical report, an element of which is a HIV test. All overseas workers must complete this test and submit their medical report to the immigration department before appropriate visas can be issued. As part of the visa application process, all overseas workers will also be required to provide a police background check from their home country. It is also a contractual requirement for all overseas SIRAP2 project works to provide SIRAP2 PST with police background clearances prior to arrival in- country, regardless of the visa application process. • In addition to the Codes of Conduct for GBV/Human Trafficking/SAE, the Contractor will also prepare a Code of Conduct to describe the expected behaviours of their project worker in relation to the local communities and their social sensitivities. • The Contractor will provide workers with a grievance redress mechanism as per the requirements in the LMP 				

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
Storm Management	Water	Design shall ensure that all storm water is captured within the drainage systems and contained within the existing drainage channels. No new outflows onto private land will be permitted	Roadside drainage	Minimal (part of standard design practices)	Design Consultants	SIRAP2 PST
Soil erosion		<p>All erosion and sediment controls will be Contractors responsibility to maintain an effective working order, including reconfiguring drainage lines as required during the construction process to ensure dirty water is directed into sediment controls at all times. Reuse of the water collected in sediment ponds or basins for dust suppression and roadworks is preferred over release into the environment. Where water is being stored for dust suppression, the required design capacity of the basins shall be available.</p> <p>Sediment basins and other sediment controls shall be operated and maintained in a manner that minimises the risk of environmental harm. The design capacity of the upper settling volume shall be made available within 120 hours of the most recent rainfall event which causes runoff. The sediment storage zone shall be maintained at all times with the accumulated sediment removed in a manner that does not allow the sediment to be conveyed into a watercourse or offsite. Where coagulants or flocculants are used to treat stormwater, they must not cause harm to the receiving waters or environment.</p> <p>Excavations should be kept to a manageable size to reduce the time of exposure. Any stockpiles will need to be on an impermeable geotextile or hardstand and runoff directed to permeable land. Stockpiles of any fine grain materials (e.g. sand and topsoil) must be covered to prevent dust and sediment laden runoff during rain events.</p> <p>Discharges from any activity at this location are prohibited from discharging directly to the marine and coastal environment with particular attention to the sections identified in Section 6.4.2. Clean runoff should be diverted inland for percolation to underlying groundwater, and potentially contaminated runoff should be collected and treated. Treatment will be dependent on the type of potential contamination (e.g. oil water separator for runoff</p>	All project locations	Minimal (part of standard design practices)	Design Consultants Contractor	SIRAP2 PST

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>contaminated with hydrocarbons or settling pond or tank for sediment laden runoff).</p> <p>The work shall:</p> <ul style="list-style-type: none"> ▪ Minimize erosion and design erosion protection measures according to international good practice standards, including incorporation of effective drainage systems (soakage pits) and consideration of surface flow paths. ▪ Wherever feasible, schedule excavation works for the dry season months (May to October). ▪ Develop a Contingency Plan for works to allow for anticipated construction start date during the wet season. ▪ Contingency Plan must detail soil erosion prevention measures in event of storm or heavy rain event. 				
Dust /Odour Air Pollution	<p>Dust/Odour/Air pollution may occur through the transportation of raw materials during the pre-construction/construction phase. These can be minimised through:</p> <ul style="list-style-type: none"> • Identify and locate waste disposal sites, stockpile sites and equipment (e.g. asphalt/concrete plant) at least 300 m away from any residential settlements, and 150m from water bodies, streams or rivers, to minimize impacts on the environment and nearby population. • Within the asphalt/concrete plant, the dust/odours can be minimised through using water sprinklers in the crushing plant. • Minimise dust from open area sources, including stockpiles, by using control measures such as using enclosures of covers and increasing moisture content. • The CESMP should include a provision for quarry dust control; all equipment including crushers, aggregate processors, generators etc. should / if possible, be located in the quarry pit to minimize dust emissions. 	All components	Minimal standard practices (part of the design)	Contractor	Supervision Engineer / PST NSS

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<ul style="list-style-type: none"> • Ensure all equipment is serviced and issued with warrant of fitness (as required). Any machinery deemed to be polluting the air must be replaced (or fixed) on instruction by the Supervision Engineer and/or the ECD. • During transportation, the trucks need to have covers to minimise dust and dust suppression techniques will be implemented, such as applying water to minimise dust from vehicles movements. 				
Water and soil pollution	<p>Soakage pits should not be installed directly into a shallow aquifer.</p> <p>Minimise risk to groundwater and surrounding soil by developing a Spill Prevention and Emergency Response Plan (SRP) and provide training to all contract workers on how to implement the plan. Precautions should be in place to prevent wastewater and hazardous substances or materials entering the environment (e.g. fuel spillage, wastewater containing fire retardant during firefighting), The SRP should include factors associated with both the construction and operational phases and should be available at all SIRAP2 locations.</p> <p>No stockpiles within 100m of any surface water bodies or within 150m of the coastal areas identified in Section 6.4.2</p> <p>Ensure bunded areas and hard stands are allocated at construction lay down area for the storage of fuel, lubricants and other potential substances required for the project. Watertight bunds to be able to contain 110% of volumes being stored or 25% if total volume greater than 1,000 L.</p> <p>Ensure wash down areas with respective collection and treatment systems are designated within the construction camp (e.g. settling pond or tank and concrete slurry treatment) prior to works commencing.</p> <p>Contractor to undertake groundwater monitoring prior to any site establishment or construction laydown areas to determine baseline conditions. Measure depth to groundwater and analyse samples for concentrations of pH, electrical conductivity, total petroleum hydrocarbons (for potential petroleum contamination), and total nitrogen (for potential sewage contamination), or as agreed with SIWA.</p>	All components	Minimal (part of standard design and construction practices)	Contractor	SIRAP2 PST & Supervision Engineer

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>Any asphalt plant will be located at least 150m away from any body of water and 300m from communities.</p> <p>Sanitation treatment system (e.g. removal of waste to landfill, compost or proprietary treatment system) is approved by the Supervision Engineer prior to implementation.</p> <p>It is the contractors responsibility that relevant Water permits are in place</p> <p>No runoff from laydown sites, construction works or other project activities will enter any waterway.</p> <p>The Contractors will need to ensure an adequate supply of water for construction and personnel, which does not adversely affect the local community's water supply.</p>				
Water supply	<p>Contractors should include maximum rainwater reclamation and water conservation/ efficiency in all components.</p> <p>The Contractors will need to ensure adequate supply of water for construction and personnel which does not adversely affect local community's water supply.</p>	All components	Minimal (part of standard design practices)	Contractor	Supervision Engineer & SIWA
Sourcing material	<p>MID have provided a list of available quarries on Noro.</p> <p>Ensure locally sourced aggregate is sourced under appropriate permit from approved quarry sources and are operating in accordance with SIG law. Prior to any quarries being selected for the SIRAP2 project, public consultation will be completed with any affected parties relating to re-opened quarry sites. Consultations will also be completed with the correct land owners to secure access to site and resource extraction. Consultations and negotiations will be done under the direction of the CLO.</p> <p>If the Contractor applies for their own Building Materials License, they will be required to follow national consenting requirements and to produce a Quarry Management Plan as per the requirements of SIRAP 1 ESMF & ESMP</p>	All components	Minimal (part of standard design and construction practices)	Contractor	Supervision Engineer, SIRAP2 CLO, SIRAP2 National Safeguards Specialist & ECD

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
		<p>and included as an annex in the CESMP for clearance. The following conditions apply to site selection for new river extraction sites:</p> <ul style="list-style-type: none"> i. All sites will be subject to approval and permitting under both the Mines and Minerals Act (Building Materials Permit) and the Environment Act (Development Consent); ii. Limits to volume of material extracted from any one source will be set in light of the ability of the source to regenerate and likely environmental impact as a result of the extraction. As with any extraction, there are limits after which localized or more extensive environmental impacts may occur. This might be due to facilitation of erosion or sedimentation which could alter the immediate environment or impact directly upon flora and fauna; iii. Access to gravel extraction sites will be negotiated with land owners and users, in the event that an access is purpose built, should the owner not want to keep the access, the contractor will be responsible for reinstating the land to its pre-project condition; iv. Any rivers or streams identified as being a natural habitat¹⁵ under OP4.04 Natural Habitats or forming part of a protected area (including the buffer zone of a protected area), a proposed protected area, or having conservation value, being habitat for rare or endangered aquatic species or birds, comprising part of the intertidal zone, comprising swamp or wetland, or including mangroves, will not be permitted to be used as sources of gravel; v. Any rivers or streams that are used as a fresh water source for villages should not be used as a materials source as gravel extraction will cause increased sedimentation and turbidity. In cases where such rivers or streams must be used, alternative water sources, such as drilled or dug wells, upstream of extraction sites and works, must be provided for the villages; 				

¹⁵ Natural habitats are land and water areas where (i) the ecosystems' bio-logical communities are formed largely by native plant and animal species, and (ii) human activity has not essentially modified the area's primary ecological functions.

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>vi. Use of approved machinery for gravel extraction from rivers such as excavator or backhoe. Dredging or similar operations for the winning of construction material will not be permitted;</p> <p>vii. A number of sites for extraction are preferred over a large volume being taken from one location;</p> <p>viii. In respect of maximum volumes to be removed from any one source, any river gravel removal for the subproject will be managed in accordance with the aggregate extraction guidelines and conditions of approval for the extraction plan;</p> <p>ix. Gravel or material should not be extracted from river bends, and if required, river training be undertaken;</p> <p>x. Any extraction sites and borrow areas close to roads will be located at least 15 m outside the right-of-way of roads, extraction from the sides of roads in a way that could undermine the roads will not be permitted;</p> <p>xi. Any extraction sites within rivers will have a 200m buffer zone between the site and the coastline.</p> <p>xii. Site and pit restoration will follow the completion of works in full compliance with all applicable standards and specifications;</p> <p>xiii. Any topsoil excavated from the top of sites and borrow pit areas will be saved and reused in re-vegetating the sites and pits to the satisfaction of the National Safeguard Specialist;</p> <p>xiv. Additional extraction sites and/or borrow pits will not be opened without the restoration of those areas no longer in use; and</p> <p>xv. The excavation and restoration of sites and borrow areas, as well as their immediate surroundings, will be undertaken in an environmentally sound manner to the satisfaction of the National Safeguard Specialist. Sign-off to this effect by PST will be required before final acceptance and payment under the terms of the contract.</p> <p>For quarries on New Georgia Island, the Contractor will recruit a CLO experienced in road maintenance projects and they will be responsible for engaging with the SIRAP2 Community Liaison Officer to develop relationships with quarry owners and their communities. During this process, the Contractor CLO and the PST CLO will identify the required traditional</p>				

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		<p>exchange of services which would enable the project to extract aggregate. This traditional exchange of services will be acceptable within the context of the WB Safeguards Policies and may be in addition to the usual fee paid for the aggregates. Prior to any commitment being given to the communities, the agreement will be approved by the Supervision who will take advice from the SIRAP2 National Safeguard Specialist and SIRAP2 Project Manager.</p> <p>For rivers on New Georgia Island, the extraction limit will be set based on ability of the resource to regenerate and the potential environmental impacts. Contractor is required adhere to these limits and change the quarry source as the project work site move. This will also ensure that the communities nearest to the work are given the opportunity to benefit from this economic activity. This will also provide more community support to the project rather than sourcing aggregates from a remote location compared to the work site.</p> <p>Imported aggregates will be from an existing permitted quarry in an approved country of origin. The source quarry must be operating in compliance with the conditions of their own national permit and good international standards. Supervision Engineer to approve source quarries prior to purchases agreements being signed.</p> <p>To prevent inter-island spread of GAS, stockpile sites for imported and local aggregates which are transhipped through Honiara will be decontaminated and a biosecurity perimeter will be maintained at the Honiara stockpile site in conjunction with the SIG Biosecurity department, following the system developed by MID for their road aggregate stockpile site.</p> <p>The contractor will be required to present specific management plans for the sea and land transportation of these materials from the origin to the project site, especially the landing facility. These plans will be approved by the Supervision Engineer</p>				
Solid waste generation		Solid Waste Management Plan to be completed following requirements of ESMP. SWMP will be included as an appendix to the CESMP for clearance by the Supervision Engineer.	All locations	Minimal (part of standard design and construction practices)	Contractor	Supervision Engineer

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
		<p>At all times, the Contractor is responsible for the safe and sound disposal of all solid waste generated by the Works.</p> <p>Solid waste includes:</p> <ul style="list-style-type: none"> • General waste (i.e. office type waste, household waste (from any workers camps), lightweight packaging materials). • Recyclable waste (i.e. certain plastics, metals, rubber etc. that can be recycled). • Organic biodegradable waste (i.e. waste that will decay / break down in a reasonable amount of time, such as green waste, food waste). • Inorganic non-recyclable waste (i.e. waste that cannot decompose / break down and which cannot be recycled). • Hazardous waste (i.e. asbestos, waste oil etc.) <p>The Contractor will determine if the permitted landfill site on New Georgia island has the capacity to accept project solid waste. If not, the Honiara City Council should be consulted on their willingness and ability to receive the Noro waste.</p> <p>The Ranadi Landfill operated by Honiara City Council (HCC) Environmental Health Division. The landfill has a drainage system along with settling and digestion ponds to capture leachate.</p> <ul style="list-style-type: none"> • General waste (including only small quantities of lightweight packaging waste) can be disposed of at Honiara, subject to HCC approval. In addition to this and with the approval of the Supervision Engineer: • Organic biodegradable waste may be deposited in designated dumping areas in reasonable quantities. • Recyclable waste may be supplied to a local receiver licensed to process such waste. <p>The SWMP shall describe solid waste streams generated by the works and detail the approved disposal methods along with permissions. At all times, the Contractor is responsible for solid waste generated by the Works in accordance with the Environmental Health Act and in accordance with the</p>				

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		<p>Solomon Islands Waste Management and Pollution Control Strategy 2017-2026.</p> <p>The Contractor will develop a Solid Waste Management Plan (SWMP) following the guidelines provided in Appendix D of this ESMP which also adheres to the SIG Environmental Health Act. As a minimum the SWMP will make provisions for the following:</p> <ul style="list-style-type: none"> • Describe the solid waste streams generated by the works along with estimated quantities. • Develop a plan for safe storage and handling of waste stored on the project site as per the stipulations in this ESMP. • Identify approved service providers for collection and disposal of waste and stipulate conditions of carriage. • Detail the approved disposal methods along with appropriate permissions. • Confirm with HCC the process and permissions for using Ranadi Landfill for handling general project waste and septic waste. • Contractor shall contact HCC to determine whether any quantities of the projects hazardous waste materials generated by the project are suitable to be handled at the Ranadi Landfill and obtain any permissions necessary. • Contractor shall seek permission from HCC to disposal of organic biodegradable waste in their designated managed area. • Recyclable waste may be supplied to a local receiver licensed to process such waste. • Contractor to identify shipping route and licensed disposal facilities for all exported waste. • Contractor to identify any export permits or conditions for export of waste. • Identify those persons responsible for implementing and monitoring the SWMP. <p>Any waste which cannot be safely and correctly disposed of in the SI is to be disposed of OFFSHORE in permitted or licensed facilities. It is the Contractor's responsibility to obtain all necessary permissions for transport and safe</p>				

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		<p>disposal of hazardous waste from the project site in a legally designated hazardous waste management site within the country or in another country, and to ensure compliance with all relevant laws. Evidence will need to be supplied to the Supervision Engineer of proper disposal of waste at the final location.</p> <p>The export of any hazardous waste must be in compliance with the Basel and Waigani Conventions and any relevant laws enacted by source and the recipient countries.</p> <p>Disused material may be generated in the form of surplus aggregates or surplus materials from excavations. Most of the clean fill material can either be used to backfill areas where old equipment or infrastructure has been removed or as a resource for general use by MID and the community. Clean fill materials which are not able to be reused within the timeframe of the project implementation shall be transported to a location approved by the MID to be stored for future use by the Ministry. This location shall also be subject to approval by the Supervision Engineer.</p> <p>Unless otherwise instructed by the Supervision Engineer, other surplus materials not needed during the defects liability period shall be removed from the site and the country.</p>				
Hazardous substances		<p>Where possible fuel shall be obtained from local commercially available sources. Prior arrangement regarding quantity and type will need to be organised by the contractor. All fuel to be stored in self-bunded containers</p> <p>In all project locations, fuel should only be stored in self bunded containers within designated areas that are designed to store and facilitate operations associated with it (e.g. re-fueling).</p> <p>Bunded areas (secondary containment) must contain the larger of 110% of the largest tank or 25% of the combined volumes in areas with a total storage volume equal or greater than 1,000 L. Bunded areas are to be impervious (watertight), constructed from chemically resistant material, and be sheltered from the rain as rain water allowed to collect within the bund could</p>	All locations	Minimal (part of mobilisation and construction planning)	Contractors	SIRAP2 PST

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>be contaminated if there is any hazardous substance residue on storage containers or spilt product within the bund.</p> <p>Spill Prevention and Emergency Response Plan to be developed by Contractor and workers trained. The response plan should include details on the use of spill kits and absorbent items to prevent spills entering the receiving sensitive environment (ground, surface water). This plan should be applicable to all Noro roads project works areas. A SRP should be in place for both the construction phase and operational phase.</p> <p>Bitumen will be stored at the construction laydown area.</p> <p>Identify suitable area for hardstand and bunded storage areas. These areas will be at least 100m inland from the coast.</p> <p>Any empty asphalt or bitumen drums will be removed offshore and either returned to supplier or disposed of in a legally approved facility outside Solomon Islands.</p> <p>It is the Contractor's responsibility to ensure that these are stored in accordance with the ESMP and applicable rules and regulations and that all persons who may come in contact with such hazardous substances and materials are adequately protected from unnecessary exposure.</p> <p>The export of any hazardous waste must be in compliance with the Basel and Waigani Conventions and any relevant laws enacted by source and the recipient countries.</p> <p>For any clean fill material generated, it either be used to backfill areas where old equipment or infrastructure has been removed or as a resource (e.g. crushed asphalt and base course material (only small quantity will be sourced from Honiara)) for general by MID and the community.</p> <p>Clean fill materials which are not able to be reused within the timeframe of the project implementation shall be transported to a location approved by the Public Works Department to be stored for future use by the Ministry. This location shall also be subject to approval by the Supervision Engineer. These</p>				

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	<p>materials shall be removed from the site area and safely disposed of in compliance with any local requirements at the Employer's nominated disposal site(s) and/or disposed of at the Contractor's quarry site(s), before the start of the defects liability period.</p> <p>Unless otherwise instructed by the Supervision Engineer, other surplus materials not needed during the defects liability period shall be removed from the site and the country.</p> <p>Where possible fuel shall be obtained from local commercially available sources. Prior arrangement regarding quantity and type will need to be organised by the contractor. All fuel to be stored in self-bunded containers.</p>				
Importation of equipment and materials	<p>All imported vehicles, equipment, materials and machinery will be inspected by Biosecurity Solomon Islands on arrival.</p> <p>The Contractor is to arrange for their vehicles and machinery to be thoroughly cleaned of all contamination prior to shipping (e.g. soil, rocks, plant material, seeds, etc). Items shipped inside containers must also have the inside of the container thoroughly cleaned of all previous cargo residues, including dunnage.</p> <p>Obtain import permits and quarantine certification prior to export from country of origin. Certificate of fumigation and verification of source (as per national requirements) to be submitted to Quarantine Inspectors and approved by the Supervision Engineer prior to delivery to site.</p> <p>For imported aggregates and import permit will be required and the conditions of this permit may include the following fumigation requirements as a minimum:</p> <p style="text-align: center;"><i>Fumigation with methyl bromide at normal atmospheric pressure at a rate of 48g/m³ for 24 hours at 21°C or above, within 21 days of shipment;</i></p> <p style="text-align: center;">OR</p>	All components	Minimal (part of mobilisation and construction planning)	Contractor	Supervision Engineer

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p><i>Fumigation with sulphuryl fluoride (Vikane) at normal atmospheric pressure at a rate of 64 g/m³ for 16 hours at 21°C or above, within 21 days of shipment.</i></p> <p>Prior to imported items being delivered to site the Supervision Engineer shall confirm that all necessary biosecurity documentation and clearances have been provided.</p> <p>The contractor will be required to present specific management plans for the sea and land transportation of these materials from the origin to the project site, especially the landing facility. These plans will be approved by the Supervision Engineer</p> <p>Any locally supplied aggregates for this project will need to be sourced from an area which is known to be free of GAS.</p>				
Community grievances	<p>Ensure that public consultation and disclosure communication is completed at regular intervals with full involvement of SIRAP2 NSS to ensure that the public are fully aware of the works. Consultation should include all aspects of the project including the road works site, quarries and transport routes. Consultation shall include raising awareness of the project GRM, how to complain and how complaints will be managed.</p> <p>In all instances, consultations will be designed to ensure free, prior and informed consent of the affected communities with the aim to maintain the broad community support for the project which has been demonstrated to date.</p> <p>Advertise, maintain and operate a grievance response mechanism, including publishing statistics on resolutions.</p>	All components	Minimal (part of mobilisation and construction planning)	Supervision Engineer SIRAP2 PST NSS	SIRAP2 PST CLO & NSS
Worker grievances	Establish a worker grievance mechanism as described in the SIRAP2 Labour Management Procedure. Monitor and report on all grievances received.	All locations	No additional costs	Contractor	Supervision Engineer
Local business grievances	Ensure that local businesses/roadside vendors and are included in the public consultation and disclosure communication process. Regular communication should be made with affected parties to ensure that they are fully aware of the proposed program of works and how to complain and how complaints will be managed.	All roads	Minimal (part of mobilisation and construction planning)	Contractor	Supervision Engineer
CONSTRUCTION STAGE					

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
<p>Traffic (vehicle and pedestrian) and construction safety</p>	<p>The Contractor will prepare and issue a site-specific Traffic Management Plan prior to commencing physical works on site to address traffic-related issues related to the project. This TMP should be in accordance with Traffic Control during construction and should form an annex to the Contractors ESMP. The Contractor shall:</p> <ul style="list-style-type: none"> • Implement the traffic management plan (TMP) to ensure smooth traffic flow and safety for workers, passing vehicles and pedestrian traffic. • Where appropriate, employ flag operators on the road to prevent traffic accidents. The workers shall have relevant safety equipment and training. <p>The TMP should prohibit the use of engine breaking close to and through communities and inhabited areas, it should also regulate the working hours for the haul trucks.</p> <p>The TMP should include traffic control measures for nighttime works.</p> <p>Special care must be taken when construction works reach any school nearby. Coordination with school representatives must occur for safe passage of students and parents through a construction area. May include restricted work hours, reduced speeds and detours.</p> <p>Contractor to report on adherence to speed limits and use of haulage routes in monthly reports.</p>	<p>Route from quarries and ports to laydown sites</p>	<p>Safety equipment included in construction cost</p>	<p>Construction Contractors</p>	<p>Supervision Engineer</p>
<p>Site Safety</p>	<p>Restrict access to the construction zone through warning signs, temporary gates, fencing or other construction zone demarcation at all entry points, including Contractor Laydown site.</p> <p>Demarcate all excavations of 2.0m depth or greater and side slopes in excess of 2:1 (horizontal to vertical) through construction fence, rope or other means that clearly defines the hazard.</p> <p>Maintain and demarcate a 5.0m setback from the top of the bank using signs, construction flags, or other visual warning to prevent machinery, vehicles and people from accidentally falling into the river channel.</p> <p>Ensure use of PPE and consider providing for on-site storage of workers allocated PPE.</p>	<p>All components</p>	<p>Included as the provisional sum in the bill of quantity</p>	<p>Contractor</p>	<p>Supervision Engineer SIRAP2 PST</p>

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
Soil erosion		<p>All erosion and sediment controls will be Contractors responsibility to maintain an effective working order, including reconfiguring drainage lines as required during the construction process to ensure dirty water is directed into sediment controls at all times. Reuse of the water collected in sediment ponds or basins for dust suppression and roadworks is preferred over release into the environment. Where water is being stored for dust suppression, the required design capacity of the basins shall be available.</p> <p>Sediment basins and other sediment controls shall be operated and maintained in a manner that minimises the risk of environmental harm. The design capacity of the upper settling volume shall be made available within 120 hours of the most recent rainfall event which causes runoff. The sediment storage zone shall be maintained at all times with the accumulated sediment removed in a manner that does not allow the sediment to be conveyed into a watercourse or offsite. Where coagulants or flocculants are used to treat stormwater, they must not cause harm to the receiving waters or environment.</p> <p>Before the natural surface is disturbed on a section of the works, the Contractor shall submit an Erosion and Sediment Control Plan (ESCP).</p> <p>Excavations should be kept to a manageable size to reduce the time of exposure. Any stockpiles will need to be on an impermeable geotextile or hardstand and runoff directed to permeable land. Stockpiles of any fine grain materials (e.g. sand and topsoil) must be covered to prevent dust and sediment laden runoff during rain events.</p> <p>Discharges from any activity at any location are prohibited from discharging directly to the marine and coastal environment. Clean runoff should be diverted inland for percolation to underlying groundwater, and potentially contaminated runoff should be collected and treated. Treatment will be dependent on the type of potential contamination (e.g. oil water separator for runoff contaminated with hydrocarbons or settling pond or tank for sediment laden runoff).</p> <p>River water quality monitoring (including suspended sediments) will be undertaken upstream and downstream of the construction site and will be</p>	All locations	Minimal (part of standard construction practice)	Construction Contractors	Supervision Engineer

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>the Contractors responsibility. The Supervision Engineer ensures that the Contractor monitors river quality monitoring before, mid and end of the project.</p> <p>The Contractor shall maintain all erosion and sediment controls in effective working order including:</p> <ul style="list-style-type: none"> • Minimise time and size of ground disturbing activities to workable size at any one time. Ensure sediment traps are in place prior to works commencing. Vegetation to be removed manually, strictly no use of herbicides/ pesticides. • Division bunding or other similar methods to be used for large areas of vegetation clearance and around excavations. • Keep construction vehicles on defined tracks. • Re-vegetate disturbed areas that are not being paved as soon as practicable (loosen ground; apply topsoil; seed or plant as necessary). • All earthworks must be undertaken with the intent to reduce/prevent soil erosion of any exposed surface and be constructed according to a phasing plan which requires re-vegetation before moving on to the next stage. • Minimize the number of stockpiles area, and a number of time stockpiles are exposed, place all minimum 30m from areas prone to flooding, and construct a swale (minimum 450 x 450 mm) between stockpiles and adjacent properties to retain sediment in the construction zone. • Slopes greater than 2:1 (stockpiles, excavation pits, temporary cut/fill, and final landscape form) must be fitted with appropriate erosion control measures as soon as possible. • All earthworks to be undertaken during the dry season or when the weather conditions are favourable. • Install silt traps in all temporary and permanent drains where work is occurring in or within 30m of such drain. • All run-off from the project shall be collected and diverted to facilities for removal of sediments, i.e. silt ponds. 				

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
		<ul style="list-style-type: none"> Runoff from project area shall not be discharged into an adjacent water bodies, including the sea without effective means to prevent sedimentation. 				
Natural Cyclones Landslips	Disasters Earthquakes	<p>If a cyclone strikes, within 24 hours, construction must cease, any loose boulders, construction materials secured or removed from near rivers and other water courses, all stockpiles of loose aggregate or soil, and any potential contaminant must be covered and or removed, and any temporary fencing or safety equipment likely to be in the flooding zone must be removed.</p> <p>Compact and protect all stockpiles and excavation pits throughout the construction period.</p> <p>Stabilize any steep slope (greater than 2:1 horizontal to vertical) with erosion control measures.</p>	All locations	Minimal (part of standard construction practice)	Contractor	Supervision Engineer
Vegetation Clearance		<p>For any vegetation clearance:</p> <p>The Contractor will limit any areas to be cleared to the minimum workable area.</p> <p>Any significant vegetation (crop trees, important shade trees, boundary marker species, etc) will be identified prior to any clearance and appropriate compensation or avoidance measures will be secured (consultations facilitated by the National Safeguards Specialists and CLO) prior to establishment of laydown and storage sites.</p> <p>100m buffer zone established around water courses and coastline.</p> <p>Contractors machinery operators to understand boundaries.</p> <p>Cleared vegetative material to be disposed of by communities for fuel wood.</p> <p>All topsoil (minimum 150mm depth) must be stripped and stockpiled and re-applied to revegetated areas.</p> <p>Final grading must re-construct the original landscape shape and grade at edges of the construction zone.</p>	All location (Laydown and storage sites and roads)	Minimal (part of standard construction practice)	Contractor	Supervision Engineer and National Safeguard Specialist

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>Trees and vegetation stockpiled for decomposition must be in appropriate locations that will not disrupt drainage patterns of the surrounding landscape, and or removed and disposed of at an approved site.</p> <p>Where logs and firewood are desired by villagers, contractors must remove branches and assist villages in transporting logs to appropriate locations.</p> <p>The contractor to informed communities ahead of time on the actual vegetations that need to be removed.</p>				
Waste disposal	<p>The Contractor shall prepare and Implement approved Solid Waste Management Plan (SWMP). The plan:</p> <ul style="list-style-type: none"> • Identifies the landfill to be used for the works waste. • Ensure all construction waste material is re-used, recycled, returned to the supplier, or packed up for transport to an approved disposal site or out of country depending on accepted waste streams at each facility. • Ensure areas for waste collection, recycling and off-site disposal are clearly marked/sign posted. Segregate waste to avoid cross contamination, such as with contaminated material (hazardous substance). • Require the contractor to install waste collection facilities at construction lay down area to allow for collection and packing of waste. Strictly no dumping of rubbish. Include awareness training in general environmental training. • Prohibit the disposal of solid wastes into drainage ditches and public areas. • Prohibit the burning of construction and domestica wastes. • Ensure that workers are provided with a sanitary system to prevent fouling of surrounding soils. Sanitary system must be of sufficient size for the number of workers and must take into account the disposal situation at the local landfill. If access to existing facilities is not available, workers must be provided with a sanitary system to prevent fouling of surrounding soils. • All hazardous waste is to be disposed of offshore in permitted or licensed facilities. It is the Contractor's responsibility to obtain all 	All locations (laydown site, stockpile site, work location and workers facilities)	Minimal (part of standard construction practice)	Contractors	Supervision Engineer

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>necessary permissions for transport and safe disposal of hazardous waste from the project site in a legally designated hazardous waste management site within the country or another country, and to ensure compliance with all relevant laws. Evidence will need to be supplied to the Supervision Engineer of proper disposal of waste at the final location.</p> <ul style="list-style-type: none"> • With the approval of the Supervision Engineer, organic biodegradable waste may be deposited in designated dumping areas in reasonable quantities, other suitable facilities which do not lead to leachate to reach soils or groundwater. • Organic biodegradable waste may be deposited in designated dumping areas in reasonable quantities at the approved landfill. <p>Any waste which cannot be safely and correctly disposed of in the SI is to be disposed of OFFSHORE in permitted or licensed facilities. It is the Contractor's responsibility to obtain all necessary permissions for transport and safe disposal of hazardous waste from the project site in a legally designated hazardous waste management site within the country or in another country, and to ensure compliance with all relevant laws. Evidence will need to be supplied to the Supervision Engineer of proper disposal of waste at the final location.</p> <p>The export of any hazardous waste must be in compliance with the Basel and Waigani Conventions and any relevant laws enacted by source and the recipient countries.</p> <p>Disused material may be generated in the form of surplus aggregates or surplus materials from excavations. Most of the clean fill material can either be used to backfill areas where old equipment or infrastructure has been removed or as a resource for general use by MID and the community. Clean fill materials which are not able to be reused within the timeframe of the project implementation shall be transported to a location approved by the MID to be stored for future use by the Ministry. This location shall also be subject to approval by the Supervision Engineer.</p>				

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>Unless otherwise instructed by the Supervision Engineer, other surplus materials not needed during the defects liability period shall be removed from the site and the country.</p> <p>The Contractor is responsible for the collection and treatment of the septic waste. Temporary toilets and disposal or treatment of wastewater will need to be in accordance with the ECD and MID advice (for example construction and training in use of composting toilet facilities).</p>				
Water and soil pollution	<p>Treatment and disposal of all Contractor generated sanitation wastewater is in accordance with ECD and approved by Supervision Engineer.</p> <p>Hydrocarbons (lubricants/fuel) shall be collected and recycled or disposed of according to SIG regulations (incinerated or removed from).</p> <p>All areas intended for the storage of hazardous materials will be quarantined and provided with adequate facilities to combat emergency situations.</p> <p>Spill response kits available at all locations where fuel is stored. SPRMP training completed for all construction workers.</p> <p>Ensure availability of spill clean-up materials (e.g. absorbent pads, etc.) specially designed for petroleum products and other hazardous substances where such materials are being stored.</p> <p>Spillage, if any, will be immediately cleared with utmost caution to leave no traces.</p> <p>Precautions should be in place to prevent wastewater and hazardous substances / materials entering the environment (e.g. fuel spillage, wastewater containing fire retardant during firefighting), however should an incident occur, the Contractor must have a SRP in place. The plan should include details on the use of spill kits and absorbent items to prevent spills entering the receiving sensitive environment (ground, surface water). This plan should be applicable to all SIRAP2 project works areas (quarries, and transport routes). A SRP should be in place for both the construction phase and operational phase.</p> <p>Zones for preliminary accumulation of waste should be designated in areas that will cause no damage to the vegetation cover or leach into groundwater or surface water (e.g. within construction lay down area on hard surface).</p>	All locations	Minimal (part of standard construction practice)	Contractors	Supervision Engineer & ECD

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>Machinery refueling to be undertaken at least 20m from any watercourse.</p> <p>Heavy machinery shall not be used during a period of heavy rain or when the ground is waterlogged</p> <p>Excavations are bunded to prevent ingress of water runoff and clean water diversion (e.g. sand bags, clay bund, or shallow trenches) are used to direct overland flow away from active work and storage areas. Soakage pits should not be installed directly into a shallow aquifer.</p> <p>Control overland drainage to prevent channeling and sediment transport by diverting flows away from exposed areas. Sediment laden runoff from excavations or stockpiles must be directed to a settling area or collected for dust suppression provided the runoff is not contaminated with any chemicals (e.g. fuel).</p> <p>Wastewater from wash down areas is to be collected either in a settlement pond or tank to allow sediment and particulate matter to drop out (or processed through a filtration system) before the water can be reused as wash water, dust suppression or in other processes.</p> <p>Regular cleaning of access points to prevent dirt build-up on roads.</p> <p>Discharge of oil contaminated water shall be prohibited.</p> <p>Discharges of treated wash water are to occur to land only, at least 500m from any bore used for potable water at a rate not exceeding 20mm/day or the infiltration rate of the ground (i.e. no ponding or runoff).</p> <p>A separate washdown area is required for machinery or material with oil or fuel residue and treated through an oil water separator.</p> <p>Concrete production should only take place when there is no rain forecast. Sand bags or diversion drains must be used to divert runoff from concrete cutting or setting areas.</p> <p>Concrete production is to be equipped with settlement tanks/ponds for treatment of slurry and process water. Treatment shall include settling of</p>				

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>suspended solids and decreasing the pH of the water. Waste concrete should be allowed to harden before reuse as clean fill.</p> <p>Set any concrete waste and then dispose of as clean fill or crush for reuse. All equipment used in concrete production must be cleaned in designated wash down areas in the construction laydown area, away from surface water, in a bunded impermeable area and shall not be allowed to permeate to ground. Wastewater from concrete cutting, washing equipment or production must be collected and treated (settling and neutralisation through pH adjustment).</p> <p>In sections along the river or coastal area, earth and stone should be properly disposed of so as not to block rivers as this could result in adverse impact on water quality.</p>				
Groundwater and surface water	<p>Aquifers discovered during excavation must be suitably protected from contamination using erosion control and stormwater management techniques in the National Building Code.</p> <p>Depth of soil over bedrock must be adequate to eliminate negative impacts on groundwater for road, bridge and slope stabilization construction.</p> <p>Minimise risk to groundwater and surrounding soil by developing a Spill Prevention and Response Management Plan and provide training to all contract workers on how to implement the Spill Prevention and Response Management Plan. Precautions should be in place to prevent wastewater and hazardous substances or materials entering the environment (e.g. fuel spillage, wastewater containing fire retardant during firefighting), The Spill Prevention and Emergency Response Plan should include factors associated with both the construction and operational phases and should be available at all project locations.</p> <p>Mitigation measures will be implemented to divert stormwater from the construction site away.</p>	All locations	Minimal (part of standard construction practice)	Contractors	Supervision Engineer
Generation of dust	<p>Use closed/covered trucks for transportation of construction materials.</p> <p>Any vehicle which is overloaded (exceed designed load limit) or is not covered properly shall be refused entry to the construction lay down area or material shall be refused delivery (if not to the construction lay down area).</p>	All locations (particular focus on identified sensitive social receptors – schools, churches,	Minimal (part of standard construction practice)	Construction Contractors	Supervision Engineer

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
		<p>Cover or wet down stockpiles containing fine material (e.g. sand and topsoil) when not actively being used. Wetting of stockpiles is allowed but due to freshwater constraints should be kept to a minimum.</p> <p>All machinery and equipment shall be well maintained and in good working order</p> <p>All surfaces should be constructed to their final design solution as quickly as practicable.</p> <p>Keep work areas clean with regular sweeping.</p> <p>Asphalt crushing shall only be undertaken with a wet crushing plant.</p> <p>Only small areas should be cleared of vegetation at any one time and re-vegetation should occur as soon as practicable.</p> <p>Dust masks and personnel protective equipment must be available for workers during dust generating activities (e.g. pavement milling).</p> <p>Manage speed of transportation trucks on unsealed roads, particularly when passing through settlements.</p> <p>All construction areas and access roads will be sprinkled with water, on a regular basis, particularly during dry, windy conditions. Sources of water will be detailed in the CESMP.</p> <p>Ensure watering of access road adjacent to residential areas during dry periods.</p> <p>Water soil stockpiles or otherwise cover them to limit the spread of air-borne dust particles.</p> <p>Minimize heavy machinery usage and idling.</p> <p>Ensure vehicles and machinery are fitted with appropriate emission control equipment to avoid air pollution and release of toxic substances.</p>	health centres, market stalls)			
Noise and disturbances	vibration	Minimise nuisance from noise, especially closer to residential areas and sensitive receptors, through establishment and communication to affected parties of working hours and avoid increase of noise and number of work equipment at outside of advertised hours. Advertise working hours at the site entrance.	All locations (particularly close to identified sensitive receptors)	Minimal (part of standard construction practice)	Construction Contractors	Supervision Engineer, SIRAP2 PST & ECD

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
		<p>Crushing plant to be located away from residences and communities. The crushing plant will be located so that it is screened by natural vegetation and/or landforms to act as a noise barrier.</p> <p>If possible, use noise barriers / screens or mounds to shield sensitive receptors from aggregate processing.</p> <p>No works to be undertaken at night or on a Sunday.</p> <p>Regularly check and maintain machinery, equipment and vehicle conditions to ensure appropriate use of mufflers, etc.</p> <p>Workers in the vicinity of sources of high noise shall wear necessary protection gear rated for the situation they are being used.</p> <p>Consultation with Communities should be undertaken to inform them of any change in works and process for loading complaints.</p> <p>Signage to outline complaints procedure (GRM) and contact details of recipient of complaints (e.g. phone number, physical address and email).</p> <p>The WB/IFC EHS Guidelines¹⁶ Section 1.7 – Noise Management at the aggregate processing plant shall be applied. Noise impacts should not exceed the levels at the closest residential or other sensitive social receptors for one hour LAeq of 55 dBA between the hours of 0700-2200 or 45 dBA outside of these hours for night works, or result in a maximum increase in background noise levels of 3dB at the nearest receptor location off site.</p> <p>The Contractor shall prepare a Noise Management Plan in accordance with WB/IFC EHS Guidelines as a key element of and Annex to its CESMP.</p> <p>Project activities must be conducted during normal workings and working days. If activities must be conducted in the evening and/or weekend, the local Community Council of Chiefs must be given at least one week notice of start and completion times.</p> <p>Maintain as much tree cover as possible between the construction zone and residential buildings.</p>				

¹⁶ International Finance Corporation, Environmental Health and Safety Guidelines, General Guidelines: Noise Management

POTENTIAL IMPACT	NEGATIVE	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
		<p>Operators of noisy equipment or other workers in the vicinity of excessively noisy equipment to be provided with ear protection equipment.</p> <p>Any construction equipment deemed too noisy by MID shall be replaced.</p>				
Accident risks/Impacts on traffic safety		<p>In compliance with national regulations, the Contractor will implement the Traffic Management Plan (TMP) and ensure that the construction site is properly secured, and construction related traffic regulated. This includes but is not limited to:</p> <p>Signposting, warning signs, barriers and traffic diversions: the site will be clearly visible, and the public warned of all potential hazards.</p> <p>Traffic management system and staff training, especially for site access and near-site heavy traffic. Provision of safe passages and crossings for pedestrians where construction traffic interferes.</p> <p>Communication to the public through a public consultation and notice boards regarding the scope and schedule of construction as well as certain construction activities causing disruptions and access restrictions.</p> <p>Arrange necessary measures for pedestrian and passer-by safety and all means of transportation safety (e.g. establish protection zones, by-pass these areas during transportation of materials, etc.)</p> <p>Relevant safety elements such as guardrails, road signs and delineators, pavement markings, barricades and beams, warning lights shall be installed. In some cases, a flag operator or traffic control supervisor could be engaged around the specific work site.</p> <p>Contractor to report on adherence to speed limits and use of haulage routes in monthly reports.</p> <p>Ensuring safe and continuous access to office facilities, shops and residences during renovation activities, if the buildings stay open for the public.</p> <p>Adjustment of working hours to local traffic patterns, e.g. avoiding major transport activities during peak hours (e.g. school pick up/drop off times, etc.).</p>	All locations	<p>Safety equipment included in construction cost</p> <p>Minimal (part of standard construction practice)</p>	Construction Contractors	Supervision Engineer

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	Conduct road safety audit prior to completion of construction to ensure road safety designs properly implemented.				
Chance find of objects and loss of archaeological artefacts or sites	<p>In the event of the discovery of an item, the finding must be registered and the information shall be handed over to The Museum of Solomon Islands (under the Ministry of Culture and Tourism) who will advise on how they shall monitor the construction works.</p> <p>Work to stop in specific location of unearthed artefacts or site. Fence the area to limit access and notify SIRAP2 PST and Supervision Engineer immediately for instruction to proceed.</p>	All locations	No marginal cost	Contractors	MCA/ Supervision Engineer
Landscape degradation	<p>The contractor is required to detail their plans for site decommissioning and restoration in the CESMP. The plan will describe all activities with regard to site restoration and landscaping in areas such as borrow pits, quarries, camps, crushing plants, etc. to ensure that the activities are done to an appropriate and acceptable standard. The sites must be restored to at least the same condition and standard that existed prior to commencement of works. The plan will be approved by the Supervision Engineer.</p> <p>Restoration of quarry sites to be completed in accordance with ESMP and QMP.</p> <p>Construction materials will be sourced commercially and use of wood from natural forests will not be permitted.</p> <p>Contractor to include provision for construction lay down area rehabilitation following the completion of the construction phase.</p> <p>Restoration of quarries to be completed in accordance with ESMP.</p> <p>Restoration of landscape after completion of rehabilitation works; restore the vegetation cover in accordance with the surrounding landscape and any required design (e.g. grass land or shrubs).</p> <p>Use plant species characteristic for the landscape in the course of restoration of the vegetation cover.</p>	All locations	Minimal (part of standard construction practice)	Contractors	SIRAP2 PST/ Supervision Engineer / ECD

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>Should the removal of mature trees be necessary for operational safety, determine whether OP4.12 would be triggered and ensure all appropriate measures and permissions are in place before removal of trees.</p> <p>Photographs will be taken of any laydown and stockpiling sites prior to establishment and provided to Supervision Engineer. Photos will be used as a guide during restoration and post-restoration photographs are required to be submitted to the Supervision Engineer.</p> <p>Land disturbed during construction must be revegetated and graded/constructed as quickly as possible to prevent soil erosion.</p> <p>Any final steep slopes should be finished using bioengineering techniques.</p> <p>Drainage patterns before construction must be restored – if modified, there must be no increase or decrease in drainage patterns that could negatively impact adjacent forested / farmed areas.</p>				
Hazardous substances and safety and pollution	<p>Hazardous substances and materials may be specified and used in construction. It is the Contractor's responsibility to ensure that these are stored in accordance with the ESMP and applicable rules and regulations and that all persons who may come in contact with such hazardous substances and materials are adequately protected from unnecessary exposure.</p> <p>Store and handle hazardous substances self-bunded tanks or drums. With the Supervision Engineer's permission may alternatively be store in bunded, hard stand or designated areas only. Bunded areas to drain to an oil water separator which will need to be constructed or a mobile proprietary unit imported specifically for use on the SIRAP2. Bunds to contain 110% of total volume required to be stored or 25% of total volume if total volume is over 1,000 L.</p> <p>Provide hazard specific personnel protective equipment to workers directly involved in handling hazardous substances (e.g. chemical or heat resistant clothing, gloves).</p> <p>Complete list, including safety data sheets (SDS) for each hazardous substances stored or used shall be accessible at all times. Signage to be posted in storage areas identifying all chemicals present.</p>	All locations (particularly near the identified environmental receptors: rivers)	<p>Safety equipment included in construction cost</p> <p>Minimal (part of standard construction practice)</p>	Contractors	Supervision Engineer

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>Precautions should be in place to prevent wastewater and hazardous substances / materials entering the environment (e.g. fuel spillage, wastewater containing fire retardant during firefighting), however should an incident occur, the Contractors SPRMP must be in place. The plan should include details on the use of spill kits and absorbent items to prevent spills entering the receiving sensitive environment (ground, surface water). This plan should be applicable to all SIRAP2 project works areas. A Spill Prevention and Emergency Response Plan should be in place for both the construction phase and operational phase.</p> <p>The response plan should include details on the use of spill kits and absorbent items to prevent spills from entering the receiving sensitive environment (ground, surface water). This Spill Prevention and Emergency Response Plan should be applicable to all project works areas (road sections, laydown, quarries, and transport routes). The plan should be in place for both the construction phase and the operational phase.</p> <p>Spill kits and training of use to be provided to all workers during toolbox meetings. Spill kits to contain PPE for the spill clean-up (e.g. appropriate gloves [nitrile] and overalls), material to contain the spill and absorbent pads, and a heavy duty rubbish bag to collect absorbent pads or material.</p> <p>Waste oil to be collected and removed abroad to an approved facility (for disposal or cleaning) at completion of works.</p> <p>Minimize fuels and chemicals stored on-site and Contractor to have a spill management plan that ensures the protection of groundwater and the river channel.</p> <p>Sites where pollutants or hazardous materials are stored or used must be confined to a designated area or protected according to the National Building Code of Solomon Islands.</p> <p>Adopt effective stormwater management techniques to ensure there is no possibility of groundwater or river channel contamination.</p>				
Loss of biodiversity	If during the course of construction work, particularly vegetation clearance and excavations any bird, reptile or mammal species is identified as being potentially impacted (e.g. nesting bird in area of proposed vegetation	All locations	No marginal cost	Contractor	Supervision Engineer / SIRAP2 PST / ECD

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>clearance) work are to stop in the specific location of the find and the ECD and SIRAP2 PST be notified immediately for instruction to proceed.</p> <p>The contractor must liaise with the Environment and Conservation Division should any fauna (reptile, avian, or mammal) are encountered that affects construction activities for the road works.</p> <p>All recognized natural habitats and protected areas in the immediate vicinity of the activity will not be damaged or exploited, all staff will be strictly prohibited from hunting, foraging, logging or other damaging activities.</p> <p>For large trees in the vicinity of the activity, mark and cordon off with a fence large trees and protect the root system and avoid any damage to the trees.</p> <p>Marine environment and any open water drain discharging to the marine environment will be protected, from construction site run-off, with appropriate erosion and sediment control feature to include by not limited to bunds, silt fences etc.</p> <p>There will be no unlicensed borrow pits, quarries or waste dumps in adjacent areas.</p> <p>Ensure the full payment of compensation for lost crops and assets to rightful owners.</p>				
Health and safety	<p>Do not commence works until the Contractors OHS Management Plan has been approved by the Engineer.</p> <p>Implement all provisions within the approved OHS Management Plan</p> <p>Have safety officer with suitable qualifications available at all times during construction.</p> <p>Ensure all workers have undergone suitable induction training on OHS with regular training over course of project.</p> <p>Prepare safety plans specifying responsibilities and authorities. Health and safety documentation to include all areas of the project (e.g. quarries and transport routes). Ensure all occupational health and safety requirements are in place on construction sites and in work camps.</p>	All locations	Included as provisional sum in the bill of quantity	Contractor	Supervision Engineer / SIRAP2 PST

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>Construction lay down area to be fenced to prevent access by unauthorised personnel.</p> <p>First aid training to be provided as required to site workers with basic first aid services to be provided by Contractor e.g. stretcher, vehicle transport to hospital. First aid kits to be located in communal areas or marked areas in the unlikely event of an incident occurring.</p> <p>Provide education on basic hygiene practices to minimize spread of diseases.</p> <p>Increase workers' HIV/AIDS and sexually transmitted disease (STD) awareness, including information on methods of transmission and protection measures.</p> <p>Prohibit usage of drugs and alcohol on construction sites and undertake regular alcohol testing.</p> <p>Install lights and cautionary signs in hazardous areas.</p> <p>Enhance safety and inspection procedures.</p> <p>Ensure use of PPE and consider providing for on-site storage of workers allocated PPE.</p> <p>Worker GRM will be available and will enable worker to report unsafe working practices as described in Section 7.11 of this ESMP and the LMP</p> <p>All workers are required to undergo the COVID-19 screening before the recruitment process.</p> <p>If a worker has been tested positive or have been in contact with a positive COVID-19 case, the worker will be required to undergo the 14-day quarantine isolation period.</p>				
Construction Camps/Contractor Laydown Area/Workers Camp – Design	If workers accommodation is required, the Contractor is required to provide its own camp facilities to accommodate the personnel and in accordance with	Construction Camp/office site locations	Minimal (part of standard construction practice)	Contractors	Supervision Engineer MID

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
	<p>WB's Managing the Risks of Adverse Impacts on Communities from Temporary Project Induced Labour Influx.</p> <p>The Contractor shall prepare a Workers' Camp Management Plan (WCMS) which prescribes minimum environmental requirements in order to ensure that the operational of workers' camp will not cause any harmful effect to the environment and community.</p> <p>Throughout the construction and operation of workers camp, the Contractor will be fully responsible for carrying out the job in an environmentally and socially appropriate manner. Furthermore, the Contractor shall comply with the requirements outlined in ESMP.</p> <p>The Construction Camp (Contractor Laydown Areas):</p> <ul style="list-style-type: none"> • Must be constructed on a solid surface and located to not cause disturbance to adjacent land and landowners. • Must not be located with floodplains, coastal hazard, and landslip prone areas, and shall have a minimal adverse environmental effect. • Must have the minimum requirements regarding facilities and maintenance. 				
<p>Damage to assets and infrastructure</p>	<p>Maintain high standard of site supervision and vehicle and plant operation to reduce risks of damage to water, power and telecommunication lines.</p> <p>Prepare procedures for rapid notification to the responsible authority (MID and service providers).</p> <p>As a result of construction activities any damage to assets or infrastructure (including public roads) must be reported to the MID and rectified at the expense of the Contractors.</p> <p>Provide assistance with reinstatement, in the event of any disruption.</p> <p>Accidental damage to community assets including crop trees or agricultural will be compensated (facilitated by CLO) by the Contractor under the national valuation guidelines.</p>	<p>All locations (particularly identified sensitive receptors for road side tree plantations, coconut and cocoa plantations and encroachment areas)</p>	<p>Dependent on asset/ infrastructure and level of damage</p>	<p>Contractors</p>	<p>Supervision Engineer / SIRAP2 PST</p>

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
Community engagement and grievances	<p>Implement the SIRAP2 Stakeholder Engagement Plan (SEP).</p> <p>In all instances, consultations will be designed to ensure free, prior and informed consent of the affected communities with the aim to maintain the broad community support for the project which has been demonstrated to date.</p> <p>Maintain a grievance response mechanism at the SIRAP2 project website.</p> <p>Ensure that public consultation and disclosure communication is completed at regular intervals to ensure that the public are fully aware of the SIRAP2 project program of activities and the GRM process. Consultation should include all aspects of the project including the road works, quarries and transport routes.</p> <p>SIRAP2 NSS will be the Contractors key facilitator for all consultations.</p> <p>Signage should be used in public areas around the project sites advising the complaints procedure and contact details of key project individuals responsible for responding to issues raised.</p> <p>MID's CACs (Community Advisory Committee) that comprises of key community members including chiefs, pastors/ priest, teachers, youth leaders, resource owners etc) that work on a voluntary basis to inform communities on certain issues but also help in resolving complaints and grievances where applicable. CAC can work with Contractors.</p>	All components	Minimal (part of standard construction practice)	<p>SIRAP2 National Safeguards Specialist</p> <p>Supervision Engineer</p> <p>Contractor</p>	<p>SIRAP2 PST</p> <p>Supervision Engineer & SIRAP2 National Safeguard Specialists</p>
Local business grievances	<p>Ensure that local businesses are included in the public consultation and disclosure communication process throughout the construction phase. Regular communication should be made with affected parties to ensure that they are fully aware of the proposed program of works and the GRM.</p> <p>Signage should be used in public areas around the vicinity of works advising the complaints procedure and contact details of key project individuals responsible for responding to issues raised.</p>	Roadside	Minimal (part of standard construction practice)	<p>Supervision Engineer</p> <p>Contractor</p>	<p>SIRAP2 PST</p> <p>Supervision Engineer</p>

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	IMPLEMENTING LOCATION	ESTIMATED MITIGATION COSTS ¹⁴	EXECUTING AGENCY	SUPERVISING AGENCY
OPERATION STAGE					
Road Safety and Integrity	<p>Monitor roads to ensure that illegal road humps or trenching across roadways as illegal means to slow down traffic are constructed.</p> <p>Ensure highway markings, lanes, pedestrian-only, and any other pavement markings continue to be visible.</p> <p>Ensure pedestrian separation from vehicles is clearly indicated along the road.</p>	Noro	Additional to Project Costs/MID	MID Noro Office and MID Safeguards	MID HQ
Soil Erosion	Inspect steep slopes (horizontal to vertical) or greater to ensure erosion control techniques set out in the National Building Code are performing as expected.	All locations	No marginal cost (standard operating procedure)	MID Nor Office	MID HQ
Construction Camp/Contractor Laydown Areas	Construction camps must be removed when construction is complete, and the land restored to its pre-construction condition.	Construction Camp/Contractor Laydown Areas/office site locations	No marginal cost (standard operating procedure)	Contractor	Supervision Engineer
Drainage Maintenance	<p>Ensure drains are cleared of sediment and detritus build up on a regular basis and after significant rain events</p> <p>Ensure that vegetation are cleared from drains</p>	Drainage along resealed section	Additional to Project Costs	MID Noro Office	MID HQ

7.2 Supplementary Management Processes

7.2.1 Land Tenure, Access and Acquisition

Most land (86%) in Solomon Islands is still held under customary tenure, where every member of landholding entity, such as tribal, clan or family is vested with the rights to use and access it. Non-owners usually have limited rights such as right of use, easement or right of way. There is no system which allows for customary land to be surveyed and registered, it is often very difficult for outsiders to identify land boundaries and to identify who 'owns' the customary land.

The Commissioner of Lands has the power to administer public lands and allocate interests to others. Once land is registered, the estate title owner has indefeasibility, except for overriding public interests or when the High Court issues an order to set aside the registration because of fraud or mistake. Under the Land and Titles Act 2014, the Commissioner of Lands discretionary power can only be exercised subject to directions of the Land Board.

Under the MID CPIU Safeguards Procedures Manual for National Transport Plan (NTP)¹⁷ projects in the Solomon Islands, approved procedures for land access, easement and acquisition have already been established following consultation with stakeholders and communities. While these procedures are directly applicable to the Noro Roads improvement works, for any permanent land acquisition the WB ESS 7 would also apply. This process viewed through the ESF lens should be implemented for the Project as they are already approved by and familiar to the communities:

Laydown sites and stockpile sites: for these activities, there is no land acquisition; the project requires only temporary access into lands. This land is used to park equipment and to position construction materials such as gravel. The procedure for these lands is as follows:

1. The SIRAP2 National Safeguard Specialist (NSS) identifies the landowners, the boundaries of their properties, and non-land assets which can be affected by the project. The NSS produces a scoping report which lists the owners, marks out the boundaries of the land in a sketch map and lists down non-land assets which may be removed during civil works.
2. The communities are consulted (by the NSS) to seek agreement on the scoping report and to verify that correct landowners and boundaries have been identified.
3. MID PST and customary landowners sign a MID approved Memorandum of Understanding (MOU) for voluntary land access with no cash compensation. This is usually done before mobilization of the Contractor.

Construction Material: for this activity, there is no land acquisition; the project requires only temporary access into lands. The procedure for these lands is as follows:

1. The NSS identifies the landowners, the boundaries of their properties, and non-land assets which can be affected by the project. The NSS produces a scoping report which lists the owners, marks out the boundaries of the land in a sketch map and lists down non-land assets which may be removed during civil works.
2. The communities are consulted to seek agreement on the scoping report and to verify that correct landowners and boundaries have been identified.
3. Contractor (with support from NSS) enters negotiations with the landowners for access to materials.

¹⁷ Ministry of Infrastructure Development Safeguards Procedures Manual

4. Contractor and customary landowners sign a MID approved Memorandum of Understanding (MOU).

Land Acquisition: There will be no permanent land acquisition or resettlement for the Noro Roads improvement works.

7.2.2 OHS

During construction and operation health and safety is to be managed through a Site Specific OHS Plan and application of:

- WB ESS 2 – Labour and Working Conditions Section D (OHS)
- IFC Environmental, Health and Safety Guidelines (EHSG): General Section 2 (OHS)
- Safety at Work Act
- SIRAP2 Labour Management Procedure (LMP)

Required measures for management of OHS include:

- a) Identification of potential hazards to project workers, particularly those that may be life threatening
- b) Provision of preventative and protective measures, including modification, substitution, or elimination of hazardous conditions or substances
- c) Training of project workers and maintenance of training records
- d) Documentation and reporting of occupational accidents, diseases and incidents
- e) Emergency prevention and preparedness and response arrangements to emergency situations
- f) Remedies for adverse impacts such as occupational injuries, deaths, disability and disease.

To support the development of the OHS Plan, SIRAP2 has a Labour Management Procedure (LMP) which sets out the required OHS measures for this project in compliance with the WB ESS 2(Labour and Working Conditions) and national legislation.

The Contractor will develop a OHS Management Plan for the road works to establish and maintain a safe working environment, including that workplaces, machinery, equipment and processes under their control are safe and without risk to health, including by use of appropriate measures relating to chemical, physical and biological substances and agents.

The Contractor will proactively ensure that all workers are trained in what the OHS risks are and how to manage them. The OHS Management Plan will include how the Contractor will train the workers on OHS requirements.

The Contractor shall ensure that all workers on the site have appropriate PPE of an appropriate standard including: (i) impact resistant safety eyewear; (ii) safety footwear with steel toe, sole and heel; (iii) high visibility clothing; (iv) long sleeves and long pants suitable for operating environment; (v) safety helmet with provision of sun protection as necessary; (vi) gloves (carried and worn when manual handling); (vii) hearing protection when working in close proximity to noisy equipment and in all underground environments. For site visitors, the above equipment will be supplied as appropriate based on assessed risks and depending on number of visitors and where they will be on site

The LMP contains the requirement for a Workers GRM. The Contractor will implement this GRM to ensure that a workers GRM is in place, easily accessible and well-advertised to enable the workers to report situations they believe are not safe or healthy and to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health.

The Contractor will provide workers with facilities including access to canteen or catering, bathrooms (and shower blocks for any workers camps) and appropriate rest areas.

For any workers accommodation a policy will be put in place and implemented on the management quality of accommodation to protect and promote the health, safety and well-being of the project workers, and to provide access to or provision of services that accommodate their physical, social and cultural needs.

A system for regular review of the OHS performance and the working environment will be put in place by the Contractor.

The Contractors OHS Management Plan should incorporate all aspects of the project including the airport site, quarries and transport routes.

The Contractor shall appoint a certified Safety Officer at the Site, with qualifications acceptable to the Supervision Engineer, responsible for maintaining safety and protection against accidents. This person shall have the authority to issue instructions and take protective measures to prevent accidents. Throughout the execution of the Works, the Contractor shall provide whatever is required by this person to exercise this responsibility and authority.

Civil works shall not commence until the Supervision Engineer has approved the OHS Management Plan, the Safety Officer is mobilized and on site, and staff have undergone induction training.

The following are the contractual requirements for OHS as stipulated in the bidding documents:

Health and Safety: Funding for Occupational Health and Safety (OHS) training and activities is provided in the bill-of-quantity as a provisional sum. The Contractor's costs shall be financed from this on proof of record (e.g. time sheets, material invoices etc.) for the following:

- Recruitment of provider for delivery of HIV/AIDS education training.
- Recruitment of provider for delivery of gender based violence (GBV), human trafficking and child abuse and exploitation (CAE) training.
- Expenses related to HIV/AIDS, GBV, human trafficking and CAE training
- Provision of Safety Officer when acting in the role of Safety Officer
- Personal Protective Equipment (PPE) for all workers on the site, and visitors as appropriate
- Safety signage, safety literature, HIV/AIDS literature, condoms, voluntary counselling and testing, GBV literature, CAE, literature etc.
- Alcohol testing of staff to enforce a zero alcohol tolerance policy
- Labor costs for attending: (i) dedicated safety training such as working at heights, confined space training, first aid training etc.; (ii) HIV/AIDS education training; (iii) gender based violence (GBV) training; and, (iv) CAE training. The contractor shall make staff available for initial training of 1.5 days, and a total of at least 0.5 days per month for other such formal trainings.

The Contractor shall at all times take all reasonable precautions to maintain the health and safety of the Contractor's Personnel. In collaboration with local health authorities, the Contractor shall ensure that first aid facilities and sick bays are available at all times at the Site, including having a site vehicle available at all times that can be used to transport Contractor's and Employer's Personnel to medical facilities. The Contractor shall ensure that suitable arrangements are made for all necessary welfare and hygiene requirements and for the prevention of epidemics.

The Contractor shall send, to the Supervision Engineer, details of any accident as soon as practicable after its occurrence.

Within 5 working days of the end of the calendar month the Contractor will be required to report to the Supervision Engineer on their performance with the following OHS indicators:

- Number of fatal injuries (resulting in loss of life of someone associated with the project or the public)
- Number of notifiable injuries (an incident which requires notification of a statutory authority under health and safety legislation or the contractor's health and safety management system)
- Number of lost time injuries (an injury or illness certified by a medical practitioner that results in absence of work for at least one scheduled day or shift, following the day or shift when the accident occurred)
- Number of medical treatment injuries (the management and care of a patient to effect medical treatment or combat disease and disorder excluding: (i) visits solely for the purposes of observation or counseling; (ii) diagnostic procedures (e.g. x-rays, blood tests); or, (iii) first aid treatments as described below)
- Number of first aid injuries (minor treatments administered by a nurse or a trained first aid attendant)
- Number of recordable strikes of services (contact with an above ground or below ground service resulting in damage or potential damage to the service)
- Lost Time Injury Frequency Rate (the number of allowed lost time injury and illness claims per 100 full-time equivalent workers for the injury year specified)
- Total Recorded Frequency Rate (the number of recordable injuries [recordable/lost time/fatal] per 100 full-time equivalent workers for the injury year specified)

The monthly reports shall also include:

- Number of alcohol tests
- Proportion of positive alcohol tests
- Number of site health and safety audits conducted by contractor
- Number of safety briefings
- Number of near misses
- Number of traffic management inspections
- Number of sub-contractor reviews
- Number of stop work actions
- Number of positive reinforcements
- For each fatality, injury or near miss incident, the Contractor shall provide a corrective action report within the monthly report detailing steps taken to ensure risks of a repeat incident are minimized.

7.2.3 Gender Based Violence, Human Trafficking, Sexual Exploitation and Abuse

As required in the bid documents, the Contractor will implement the SIRAP2 Codes of Conduct and Action Plan to Prevent Gender Based Violence, Human Trafficking, as Well as Sexual Exploitation and

Abuse (Appendix D). The Codes of Conduct aim to prevent and/or mitigate the risks of GBV, Human Trafficking, and SEA within the context of the Noro works. These Codes of Conduct are to be adopted by the civil works contractors, as well as supervision consultants.

The Supervision Engineer shall provide to the Contractor a list of approved service providers which shall include recognized NGOs and others for conducting training on GBV. From the provided list, the Contractor shall enter into agreement with one service provider to undertake the GBV IEC campaign. The cost of the campaign shall be funded by the Contractor from the provisional sum provided in the bill-of-quantity.

7.2.4 Covid-19

A guidance for World Bank Projects for Covid-19 states that to prioritize and look after the well-being of their employees and to monitor and follow local and national health authority guidance. All SIRAP2 works will consider the Covid-19 global pandemic protection measures and will follow the WBG guidance note on Covid-19¹⁸ in conjunction with national health authority guidelines for all parties involved during the project phase. The Guideline provides information on COVID-19 symptoms, use of face coverings, COVID-19 testing, social distancing etc. The WBG guideline should be utilised in conjunction with the national health guidelines on COVID-19.

7.3 Contractors ESMP

The Contractor is required to prepare a Contractor's Environmental and Social Management Plan (CESMP) for the Works, which shall be in line with this ESMP and the technical specifications of the bid documents. The Contractor shall not commence any Permanent Works under the Contract prior to receipt in writing from the Engineer that the CESMP has been reviewed and approved by the Client and the World Bank. The approved CESMP shall become an integral part of the Contract Document.

The CESMP will be the Contractors guiding document for the implementation of this ESMP. During works the CESMP will be reviewed and approved based on the requirements of the ESMP and will be their management plan for the practical implementation of these requirements. The CESMP will contain the contractor's methodology and plan for adhering to their safeguard requirements. Additionally, the CESMP will detail how the Contractor plans to resource their team with personnel and financial resources as per the Contract. The Contractor will include sufficient provision in their Bill of Quantities (BOQ) to ensure that the CESMP can be developed, implemented, and monitored by their Safeguard Specialist. As this role will be key personnel within the bid document, the Contractor is obliged to ensure that their BOQ item is sufficient for this person to carry out their duties as required in this ESMP and the contract.

The CESMP and associated sub management plans will be developed, approved, and disclosed before the commencement of civil works. The bid documents will require that the CESMP be developed by the Contractors Safeguard Specialist and after internal review and approval, it will be subject to approval from the Supervision Engineer who will coordinate a review with the PST Safeguard Specialists. Once the CESMP has been approved, it will be disclosed by the Contractor and the PST using the same methods as required for the ESMP disclosure.

The CESMP must use the below listed items to be consistent with, and respond to, the ESMP and bid document, the conditions of permits and approvals from the relevant ministry departments. The

¹⁸ <http://pubdocs.worldbank.org/en/324831581700447537/COVID-19-Guidance-for-Contractors-CO-Final.pdf>

document should reflect contemporary good practice; be balanced, objective and concise; and be written in a way that is easily understood by other parties. All commitments must be specific and auditable with measurable outcomes and clear timeframes. The CESMP must cover all activities within the project's area of influence. The area of influence includes the active worksites, laydown areas, construction camps, haul routes, production facilities (concrete, asphalt etc.) and materials sources.

DECLARATION AND DOCUMENT VERSION CONTROL: person accepting responsibility for the environmental management plan – signed declaration; the document version control should be a simple system that ensures that details of all key changes to the document over time are properly recorded.

PROJECT DESCRIPTION: The CESMP should provide a summary of the project as this provides context for the plan. The location of all works should be summarized with a clear definition of the works' area of influence. Basic and relevant information on the environment at these locations should be summarised from the ESMF included as this helps provide the environmental context to which the CESMP applies. A schedule of intended commencement and completion dates should be provided. Projects undertaken in stages should identify each stage in the schedule.

OBJECTIVES: The environmental outcomes of the plan should be defined. These should be tailored to the environmental issues outlined in the CESMP.

ENVIRONMENTAL AND SOCIAL MANAGEMENT ROLES AND RESPONSIBILITIES: The CESMP should define the roles and responsibilities of personnel in charge of the environmental management of the project to reflect the requirements in the ESMF. The roles and responsibilities of each relevant position should be documented, including the responsibilities of subcontractors. The names of the responsible personnel do not need to be included. Identification of the position titles, roles and responsibilities is sufficient. If the roles and responsibilities are expected to change over time the long-term variations should also be documented.

REPORTING: The description of reporting requirements should include: a list of required reports including where appropriate monitoring, environmental incidents, non-compliance, corrective action and auditing; a description of the standard report content; the schedule or triggers for preparing a report; who the report is provided to; and document control procedures.

ENVIRONMENTAL AND SOCIAL SAFEGUARDS TRAINING: All people involved with the project should receive relevant environmental training to ensure they understand their responsibilities when implementing the CESMP. People to be trained include those at the site/s of all project activities and operations, including contractors, subcontractors and visitors. The training should be tailored to the role of the individual in the project. The CESMP will include a list of the training needed and the plan for undertaking this training. The CESMP will also identify the resources to conduct this training (internal/external).

EMERGENCY CONTACTS AND PROCEDURES: The CESMP should identify the key emergency contacts responsible for managing environmental emergencies associated with the project and their contact details. These personnel should have the power to stop and direct works so that they can manage emergencies effectively. In addition, the plan should establish procedures for managing environmental emergencies and ensure that those procedures are implemented and maintained.

POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS: The potential impacts section of the CESMP should include a tabulated summary of any relevant information previously provided the ESMP, it should also identify the km marker/chainage of the identified (and any additional) sensitive receptors. Impacts from relevant stages of the contractor works should be defined in this section and should reflect the relevant conditions of approval.

MANAGEMENT MEASURES: The CESMP should clearly state how the potential impacts of the works will be specifically managed based on the content of the ESMP and the measures that the contractor will undertake to implement these mitigations. The CESMP will propose management measures on the issues identified and will identify the cost involved and the party responsible for the management measures.

MONITORING PLAN: The CESMP must detail how the CESMP will be monitored and shall include a weekly monitoring checklist. An example monitoring checklist is provided in Appendix C as a guide. The monitoring plan will include: what is to be monitored, how it will be monitored, the parameters (standards) that it will be monitored against, who will monitor, where will be monitored and the cost of the monitoring plan.

AUDIT AND REVIEW: *Environmental auditing:* The environmental management plan should include the schedule or triggers for auditing the implementation and effectiveness of the plan. It should address both internal and external audit requirements including who is responsible for undertaking the audits and reporting the results. *CESMP review:* The CESMP should specify the schedule or triggers for reviews of the plan.

CESMP PREPARATION AND IMPLEMENTATION: The CESMP must ensure that the person taking the action takes full responsibility for the content and commitments contained in the plan. The CESMP must be prepared and implemented by a qualified environmental practitioner (Environmental Representative) with at least 10 years-experience. Field audits of CESMP implementation must be undertaken on at least a monthly basis by the Environmental Representative with associated audit reports certified and submitted to the Engineer.

CESMP COMPLIANCE: Identify the internal procedure that the Contractor will follow when a non-compliance has been identified during the daily monitoring. Procedure will include notification responsibilities, rectification timeframe and reporting obligations. Procedure will also cover the process the Contractor will follow when non-compliances are reported by the Supervision Engineer. Procedure will also identify how the Contractor will action any disciplinary or training requirements following the non-compliance.

CESMP REVIEW AND AMENDMENT: The CESMP must be reviewed, updated and resubmitted to the Engineer for approval in response to an anticipated change of circumstances before any changes are permitted at the work sites. These circumstances include substantial design changes with environmental or social implications, changes to specific approved plans, new activities not contemplated in the Project ESMP, or additions to the Project's area of influence. No changes will be made to the Project or the project areas until it has either been confirmed by the Supervision Engineer that an update to the CESMP is not needed, or the update has been made and approved by the Supervision Engineer. The CESMP must also be updated where it is deemed that the mitigation measures are not adequate to mitigate the environmental and social risks.

CESMP MANAGEMENT SUB-PLANS: The Contractor is required to produce the management plans stipulated in this ESMP as part of their CESMP. These management plans are referred to throughout

the ESMP. In addition to these management plans being a requirement for the CESMP, they will also be required as part of the tendering process to demonstrate that the Contractor has started to consider these environmental and social impacts and has the capacity within their team to plan their safeguard management strategies.

8 Compliance and Monitoring Plan

8.1 Monitoring Plan

The Monitoring Table identifies the environmental and social monitoring requirements to ensure that all the mitigation measures identified in this ESMP are implemented effectively.

Non-compliance to environmental and social mitigation measures identified in though routine monitoring will be advised to the Contractor(s) in writing by the Supervision Engineer in the first instance. The non-compliance notification will identify the problem, including the actions the Contractor needs to take and a time frame for implementing the corrective action. Recurring instances of non-compliance will be referred to SIRAP2 PST for follow up action.

8.2 Monitoring Table

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
DETAILED DESIGN/ PRE-CONSTRUCTION PHASE				
Traffic safety	CESMP documents	Ensure approved TMP established for project. TMP includes all requirements of ESMF and ESMP	Prior to commencing civil works	Supervision Engineer
Development Consents & Permits	CESMP Document	Development Consent, permits and consent conditions are included in the CESMP	Prior to approval of CESMP	Supervision Engineer
CESMP approved	CESMP Documents	Ensure Contractor has produced a CESMP to the appropriate standard and this has been reviewed and cleared by WB and SIRAP2 PST	Prior to commencing civil works	Supervision Engineer
Completion of detailed design in accordance with ESMP, RPF, LMP and SEP requirements, including the preparation of required site-specific ESMPs, updating of the SEP, and RPFs and LMP as needed	Design Documents	Review of detailed design documentation	Prior to approval of detailed design	SIRAP2 PST
OHS Plan	Design documents	Ensure OHS Management Plan established for project as per requirements of ESMP (Section 7.2.2) and SIRAP2 LMP. Worker GRM established and advertised	Prior to commencing civil works	Supervision Engineer
Soil erosion	CESMP documents	Ensure Contingency Plan is completed and approved. Storm event management and soil erosion prevention measures to be included.	Prior to sign off of final designs	Design Consultant
Solid and hazardous waste	CESMP documents	Approved Solid Waste Management Plan in place. Waste segregation and collection at workers camp and laydown areas are established and well signed. Waste segregation and collection storage arrangements in place and compliant with approved SWMP.	Prior to commencing civil works	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
Community Health and Safety	CESMP documents	HIV/GBV/Code of Conduct training and acknowledgements have been completed as per contractual requirements. Medical clearance certificates provided for all foreign workers. GRM process was available for public inspection. Worker and Labour Influx Management Plan contains all elements and has been approved by the Supervision Engineer and SIRAP2 PST.	Prior to commencing civil works	Supervision Engineer
Soil and Water pollution	CESMP documents	Appropriate spill control and response plan in place. Staffs are trained on spill control and response plan. Overland drainage diverts water flow away from exposed areas. Sediment laden runoff from excavations or stockpiles directed to a settling area. Discharges of treated wash water are to occur to land.	Prior to commencing civil works	Supervision Engineer
Water supply	CESMP documents	Suggested water source and supply network to be included in designs	Prior to commencing civil works	Supervision Engineer
Ground water quality	Laydown sites	Ground water quality monitoring for project baseline. The parameters include pH, electrical conductivity, total petroleum hydrocarbons (for potential petroleum contamination), and total nitrogen (for potential sewage contamination), or as agreed with ECD and the SIRAP2 NSS	Prior to establishment of laydown site and asphalt plan	Supervision Engineer
Storm water management	CESMP documents	Proposed storm water management / drainage design (e.g. use of oil-water separator) to consider impacts on hydrology, receiving environments and also contamination risk	Prior to commencing civil works	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
Quarry operations	Quarry	<p>Upon confirmation of which quarries are to supply aggregate verify quarry operations to ensure any required permits or approvals are in place.</p> <p>Ensure correct resource and land owners have signed acceptable agreement for extraction and/or land access.</p>	Prior to commencing civil works	Supervision Engineer
Laydown Sites, Crushing Plant and Stockpile Area	CESMP documents	<p>Approved and signed rental agreements should be submitted to SIRAP2 PST (if relevant)</p> <p>Laydown and stockpile sites are at least 150m from waterways and 300m from any residential settlements.</p> <p>Laydown areas established on pre-approved sites as per CESMP.</p> <p>Water runoff management systems in place to approved standard as per CESMP.</p> <p>Washdown areas have collection and treatments systems.</p> <p>The sanitation treatment system is in place as per CESMP.</p> <p>No runoff from laydown or stockpile sites are directed to waterways, CCAs or coastline.</p> <p>Bunded secure storage area for the hazardous substance is established as per CESMP.</p> <p>Bitumen is stored on the hardstand at laydown sites.</p> <p>Hardstand areas are at least 150 from any CCA and any waterway.</p> <p>Crushing plant is wet crusher.</p> <p>Crushing plant is screened either by the quarry or by screening vegetation to minimise noise disturbance.</p> <p>Water for crushing plant is sourced under permit.</p>	Prior to commencing civil works	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
Concrete Production	CESMP documents	Settlement tanks/ponds and diversion drains are in place as per CESMP. Designated washdown are established in the bunded impermeable area with no permeation to ground permitted.	Prior to commencing civil works	Supervision Engineer
Importation of equipment and materials	Importation permits	Approval to import material and equipment is given prior to material and equipment leaving country of origin. Ensure bio-secure stockpile site it established with SIG Biosecurity Department	Contractor to organize prior to export from country of origin.	Supervision Engineer
CONSTRUCTION PHASE				
General	CESMP documents	The contractor is undertaking weekly monitoring and reporting using a monitoring form approved by Supervision Engineer in CESMP. Community consultation is ongoing as per the ESMP. Supervision Engineer is undertaking weekly monitoring and reporting.	Prior to commencing civil works Weekly	Supervision Engineer SIRAP2 PST Project Manager
Implementation of SEP and LMP	Construction Contractors Records	As defined in the SEP and LMP	Monthly	Supervision Engineers SIRAP2 PST NSS
Solid and hazardous waste and Agreement for waste disposal	Construction Contractor's records	Approved Solid Waste Management Plan effectively implemented. Waste collection at laydown area is secure, well signed and clean. Hazardous waste is stored according to SWMP. Good housekeeping around project sites and workers accommodation. All waste is disposed of offshore Contaminants of Concern (COC) documentation in place and reviewed.	Documentation viewed prior to construction works starting Weekly as applicable to schedule of works.	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
		Permits and/or agreements with local waste disposal providers and licensed recycling operators. Inspection of disposal sites.		
Community infrastructure, health, and safety	At construction sites	Approved Traffic Management Plan is under effective implementation. Public signage of complaints procedure. Signs and fences restrict or direct pedestrians and public where appropriate. No damage to public or community infrastructure. Dust suppression is effective. Noise is within permitted limits. Required signage is in place. No works taking place at night or on Sunday within 500m of communities unless a prior agreement has been sought from the community.	Prior to commencing civil works Weekly	Supervision Engineer
Agreement for waste disposal	Contractor's records	Permits and/or agreements with local waste disposal providers and licensed recycling operators. Inspection of disposal sites.	Documentation viewed prior to construction works starting Weekly as applicable to schedule of works.	Supervision Engineer
Soil erosion	Areas of exposed soil and earth moving	Inspections at sites to ensure silt fences, diversion drains etc. are constructed as needed. Inspection to ensure replanting and restoration work completed.	Weekly inspection as applicable to schedule of works and after site restoration.	Supervision Engineer
Waste disposal	At construction and quarry sites	Inspection to ensure waste is not accumulating and evidence waste has been stockpiled for removal to licensed landfill, removal from Solomon Islands if required, recycling or returning to supplier. Inspections to ensure waste streams are sorted for re-use, recycling or waste to landfill.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
Water/Groundwater and soil pollution	At construction sites	<p>Appropriate Spill Prevention and Response Management Plan/kit in place for the waste area.</p> <p>No visible spills on soil or uncovered ground.</p> <p>All drainage, water treatment and soakage systems clear and fit for purpose.</p> <p>Division bunding around large areas of vegetation clearance.</p> <p>Revegetation occurring once works have finished at sites.</p> <p>Vehicles are working in defined areas.</p> <p>Workers sanitation facilities in good order and maintained as per design requirements.</p> <p>Heavy machinery not used in times of heavy rain or when the ground is waterlogged.</p> <p>Ensure all storage tanks are self-bunded.</p> <p>Inspection of sites to ensure waste collection in defined area; SPRMP in place and workers trained at all SIRAP2 HIR locations. Complete spill kits available where hazardous substances sorted and handled.</p> <p>Any encounters with potentially or confirmed contaminated soil are reported to MID and ECD.</p> <p>Inspect soakage pits siting directly above any underlying aquifer (if present).</p>	Weekly inspection as applicable to schedule of works and on receipt of any complaints	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
		Ground water monitoring as per parameters in ESMP. The parameters include pH, electrical conductivity, total petroleum hydrocarbons (for potential petroleum contamination), and total nitrogen (for potential sewage contamination), or as agreed with ECD and the SIRAP2 NSS.	Once midway through implementation and once prior to demobilisation	Supervision Engineer
Dust	At construction sites, quarries and adjacent sensitive receptors	Site inspections. Regular visual inspections to ensure stockpiles are covered when not in use and trucks transporting material are covered and not overloaded.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer
Noise	At work sites	<p>Site inspections to ensure workers wearing appropriate PPE when required.</p> <p>Measurement of noise level (one hour LAeg) at closest social receptors (residences) to active work sites, construction camps and lay down areas not to exceed 45dB between 2200-0700 or 3dBA above background.</p> <p>Public signage detailing complaints procedure and contact people/person on display.</p> <p>Noisy machinery is replaced or fixed as soon as problem arises or on instruction by Supervision Engineer.</p>	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer
Air pollution	At work sites	Site inspections to ensure equipment and machinery operating without excessive emissions. If an issue is reported the contractor is responsible for replacing or fixing the equipment to the satisfaction of Supervision Engineer. Bitumen and asphalt processes plants to be located away from closest communities	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
Occupational Health and Safety	At work sites	No civil works can commence until OHS Management is approved. Approved OHS Management Plan being effectively implemented Workers have access to and are using appropriate, PPE for the task. All workers have undergone appropriate OHS training. Proper briefing of staff before undertaking work activities. Monthly OHS reporting being received from Contractor.	Weekly inspection as applicable to the schedule of works and on receipt of any complaints.	Supervision Engineer
Storage of fuel, oil, hazardous substances etc.	At work sites and construction camp. Contractors training log.	Regular site inspections to ensure material is stored within bunded area and spill response training for workers completed. Visual inspection of spill kit for completeness and accessibility. Checking that staff are trained on use of spill kits. No evidence of spills on the ground. Material Safety Data Sheets (MSDS) available at storage locations.	Weekly as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer
Vehicle and pedestrian safety	At and near work sites	Regular inspections to check that TMP is implemented correctly (e.g. flags and diversions in place) and workers wearing appropriate PPE.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer
Construction workers and staff safety (personal protective equipment)	At work sites	Inspections to ensure workers have access to and are wearing (when required) appropriate personnel protective equipment (e.g. for handling hazardous materials). Requirements in ESMP, LMP and OHS Management Plan implemented.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer
Construction workers and staff safety briefings (GBV any other community health and safety awareness)	At work sites	Community, Health and safety awareness briefs including GBV, good hygiene.	Weekly team meetings as applicable to schedule of works and on receipt of any complaints	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
Community / local business safety	At work sites	Inspections to ensure signs and fences restricting access are in place and pedestrian diversion routes clearly marked (whether for access to a building or home or particular route).	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer
Community grievances	At all locations	Monitor the GRM database for the number and type of grievances and the average number of days to resolve a grievance.	Weekly	MID PST
Local business grievances	At and near work sites	Monitor the GRM database for the number and type of grievances and the average number of days to resolve a grievance.	Weekly	At and near work sites
Laydown Areas and Stockpile Sites	CESMP documents	Laydown areas established on pre-approved sites. Laydown areas dust levels managed efficiently. Traffic management plan correctly implemented at laydown site. Water runoff management systems are operating correctly. Dust management effectively implemented. PPE present and correctly used. Refuelling occurring over drip trays in dedicated areas. No stockpiling within 150m of waterways. Bunding is functional at stockpile site.	Prior to commencing civil works Weekly	Supervision Engineer
Asphalt Plants (if used)	Noro	The asphalt plant in the laydown area measured 150m to the waterways and 300m from the resident settlements	Prior to commencing civil works Weekly	Supervision Engineer
Extraction of Aggregates	CESMP documents	QMP being effectively implemented. Daily records of extracted volumes available for inspection. No gravel being extracted from running water channels. Gravel only being extracted from a predetermined area. Machinery only working in defined areas approved in CESMP.	Prior to commencing civil works Weekly	Supervision Engineer

PARAMETER TO MONITOR	LOCATION	MONITORING	FREQUENCY	MONITORING RESPONSIBILITY
Workers Accommodation (if applicable)	CESMP documents	The camp is clean and tidy. Waste management is as per the Solid Waste Management Plan. Food supplies are sufficient. Workers Management Plan is effectively implemented. First Aid kit is fully stocked and readily available.	Prior to commencing civil works Weekly	Supervision Engineer
Community grievances	At all locations	Monitor the GRM database for the number and type of grievances and the average number of days to resolve a grievance.	Weekly	MID CPIU
Materials supply	Quarry and work sites	Evidence that trucks are not overloaded and loads are covered e.g. complaints register, evidence of debris on the road.	Weekly visual inspection as applicable to schedule of works and on receipt of any complaints.	Supervision Engineer
OPERATION (Recommended for Consideration by MID)				
Drainage system operational	Roadside	Inspection and clean out of open channel drainage.	After significant rain events and 6 monthly to remove sediment.	MID
Decommission and Rehabilitation of laydown site	Laydown	All stockpiles have been removed from the laydown area and site rehabilitated and revegetated	After completion of construction	MID
Road infrastructure functional	Roads	Inspect all newly installed road infrastructure for functionality.	After completion of construction	MID

8.3 Monitoring Plan Reporting

Throughout the construction period, the Supervision Engineer will include results of their weekly ESMP monitoring, along with the details of any incidents report by the Contractor, in a monthly report for submission to the SIRAP2 PST who is responsible for submitting these monthly progress reports to the World Bank and MID. The format of the monthly report shall be agreed with all agencies but is recommended to include the following aspects:

- Description and results of ESMP monitoring activities undertaken during the month
- Status of implementation of relevant environmental and social mitigation measures pertaining to the works
- Key environmental problems or social issues encountered and actions taken to rectify problems
- Summary of non-compliance notifications issued to the Contractor during the month, actions taken and non-compliances closed out
- Summary of complaints received, actions taken and complaints closed out
- Key environmental and social issues to be addressed in the coming month
- Training records along with gender and age disaggregated employment statistics
- Health and Safety Indicators
- Summary of consultation / stakeholder engagement undertaken
- Copies of ESMP inspection reports (including LMP requirements)
- Summary of reported incidents, actions taken and recommendations for follow up, and
- Before project implementation photos, midway of project implementation photos, and completion photos of works

A day-to-day contract diary is to be maintained pertaining to administration of the contract, request forms and orders given to the Contractors, and any other information which may at a later date be of assistance in resolving queries which may arise concerning execution of works. This day-to-day contract diary is to include any environmental events that may arise in the course of the day, including incidents and response, complaints and inspections completed.

There are monitoring requirements associated with this ESMP that are applicable once SIRAP2 has concluded, and normal airport operations have resumed. At this stage, there is no vehicle for continuing with safeguard monitoring during operations and it is recommended that this be incorporated into existing or new SIRAP2 processes. This ESMP should be updated to reflect the SIRAP2 environmental and social monitoring and reporting processes before the completion of the project.

SIRAP2 PST are responsible for quarterly progress reports to the WB. This quarterly progress report will include a section on safeguard compliance and issues. This section will cover (as a minimum):

- The overall compliance with implementation of the ESMP.
- Any environmental or social issues arising as a result of project works and how these issues will be remedied or mitigated

- OHS performance
- Community consultation updates
- Public notification and communications
- Schedule for completion of project works, and
- Summary of any complaints received, actions taken and complaints closed out.

9 ESMP Implementation

MID is the implementing agency for the road component of SIRAP2.

The SIRAP2 Management Unit Steering Committee, comprised of representatives of different central and line agency members¹⁹, will provide overall oversight of Project implementation and of the Project and PST, and to make Project strategic decisions. It will be critical to have someone from Noro involved. The SIRAP2 Steering Committee's key role will be to advise the SIG and respective Ministries on issues or concerns affecting project implementation and to propose remedial actions accordingly.

9.1 Roles and Responsibilities

The following are the roles and responsibilities:

- **SIRAP2PST:** The SIRAP2PST reports to the Permanent Secretary of MCA and MID and is responsible for the day-to-day project implementation on behalf of the SIG. The PST:
 - Acts on behalf of the client and works closely with MCA and all contracted parties to ensure that SIRAP2 objectives are delivered in a compliant manner consistent with client and MID requirements.
 - Conducting quarterly safeguard audits with the Supervision Engineer's environmental specialist and other staff
 - Responsible for working with MID and Supervision Engineer (and contractors where appropriate for CESMP) to implement consultation plans for the SIRAP2 upgrade works.
 - Monitors and manages of complaints/incidents logged via the GRM mechanism on the SIRAP2 website.
 - During the construction phase, PST receives reporting from the Supervision Engineer and shares these reports with the MID and ECD (to comply with permit monitoring requirements).
 - PST is responsible for managing recurring instances of non-compliance by the contractor as they are reported by the Supervision Engineer and all instances of non-compliance by the Supervision Engineer. PST will conduct their own quarterly on-site audit of construction works, to supervise CESMP and ESMP implementation.
- **Supervision Engineer:** is responsible for the day-to-day oversight of the construction works for the project, including safeguard compliance. The Supervision Engineer is the only party who is contractually able to provide instruction to the Contractor. The Supervision Engineer will work closely with the Contractor on a daily basis to ensure that the works are implemented in a compliant manner consistent with the detailed designs provided and the ESMP. They are responsible for:
 - Daily monitoring the Contractors work for compliance with the CESMP and ESMP and providing safeguard monitoring results in their monthly reporting to PST. As part of their CESMP monitoring responsibilities, the Supervision Engineer will ensure that an experienced full time national safeguard specialist and a suitably qualified and experience international safeguard specialist is resourced to provide at least quarterly

¹⁹ The PST Steering Committee is proposed to be comprised of the following Central Agency Members: (i) Secretary to the Prime Minister of the Office of the Prime Minister; (ii) Permanent Secretary (PS) Ministry of Finance and Treasury; (iii) PS Ministry of Infrastructure Development; (iv) PS Ministry of Civil Aviation; (v) PS Ministry of Development Planning and Aid Coordination; (vi) PS Ministry of Provincial Government and Institutional Strengthening; and, (vii) Director of CAASI.

site inspections to the site and available for support at other times to respond to incidents, non-compliances, review of CESMP, update of the ESMP and other tasks.

- Managing the review process of CESMPs for approval. The Supervision Engineer must ensure that all current safeguard instruments have been reviewed internally as well as by PST and WB and final approval from WB has been secured before disclosure.
- Updating the ESMP as necessary to reflect changes in the designs.
- Working with PST to provide meaningful input and direction into community consultations on the draft updated versions of the ESMP.
- Managing instances of noncompliance by the Contractor and reporting all instances to PST. They are also responsible for escalating recurring instances of noncompliance by the Contractor to PST for action.
- Managing and responding to all direct complaints/incidents received by their representatives as per the GRM process in Section 9.3 and reporting all instances to PST for inclusion into statistical database.
- **Contractor:** It is the contractor's responsibility to:
 - Resource their team with an experienced and qualified full time national safeguard specialist and an experienced and qualified international safeguards advisor who is resourced to make regular and ad hoc (as needed) site visits. Appendix K provide the minimum requirements for the international specialist who will form part of the Contractors key personnel in the bid document.
 - Allocate budget for implementing all requirements of the CESMP and employment of appropriate safeguard specialists.
 - Prepare and have cleared by the Supervision Engineer the CESMP in accordance with this ESMP.
 - Carry out the works in accordance with the CESMP.
 - Conduct daily and weekly safeguard inspections of the works to ensure compliance and reporting the results of these inspections to the Supervision Engineer.
 - Proactively update the CESMP as construction methodology or other features change.
 - Provide meaningful input and direction into community consultations on the draft CESMP.
 - Advise the Supervision Engineer of any changes to works or methods that are outside the scope of the ESMP for updating.
 - Post all notifications specified in this ESMP at the site entrance.
 - Report all environmental and OHS incidents to the Supervision Engineer for any action.

9.2 Institutional Capacity

9.2.1 Project Support Team

The SIG has delegated the delivery and management of SIRAP2 to the PST which has been resourced with personnel specifically tasked to manage project implementation. As such, the PST carries much of the institutional capacity required by the SIG to implement the project and to monitor the works for compliance. The PST has been resourced with an experienced National Safeguards Specialist who

is responsible for monitoring for compliance with the ESMP, World Bank policies and Solomon Island legislation. The PST will also recruit an additional National Environmental and Social Specialist (NES) based in Western Provinces. The SIRAP2 PST is also able to recruit an additional CLO for the Western Provinces if needed.

For any additional support in areas of expertise that may be required by PST, the SIRAP2 International Safeguards Specialist is tasked with either providing that support directly or assisting with any procurement of additional expertise or capacity that may be required.

9.2.2 Environment and Conversation Department

Review process: the ECD have the technical capacity within their department to review and assess PER submissions for DC, however they are understaffed and this can delay the review process for submissions. It is advised that prior to the submission of the SIRAP2 PERs, the SIRAP2 PST liaise with the ECD to arrange an external reviewer for the review process, funded by the proponent.

Monitoring: Consultations with the ECD have revealed that although the ECD has monitoring responsibilities for development consents they issue, they often lack the financial resources to monitor projects off Guadalcanal. The SIRAP2 National Safeguard Advisor should liaise with ECD to ensure that the monitoring requirements are integrated with the ESMP monitoring to support compliance with the development consents.

9.2.3 Civil Works

Other parties to this ESMP who have implementation or monitoring responsibilities (Supervision Engineer, Contractor) are required to be resourced with suitably experienced and qualified safeguards specialists.

It is the responsibility of the Contractor and Supervision Engineer to ensure that they allocate budget lines to have the necessary tools and equipment for the mitigation and monitoring measures as stipulated in this ESMP.

A budget is being developed for the proposed training and capacity development activities relating to the prevention of HIV, GBV, Human Trafficking and CAE and will be included in updated versions of this ESMP prior to tender.

9.2.4 Training

The SIRAP2 PST shall undertake training for key stakeholders and project team members to ensure effective implementation and technical understanding of the ESMP requirements.

Areas recommended for training include the following:

- World Bank's Safeguards Policies, in particular, those triggered and relevant to the Project
- Project responsibilities to GBV prevention and training
- Roles and responsibilities of different key agencies in safeguards implementation
- How to effectively integrate the ESMP into project management, implementation, monitoring, and reporting
- Management of the GRM
- How to facilitate meaningful community consultations
- Monitoring for ESMP compliance, and
- Safeguard reporting requirements.

SIRAP2 PST will supply updates and status of training activities in their regular reports.

9.3 Grievance Redress Mechanism

During the course of these proposed works, it is possible that people may have concerns or grievances with the project's performance which may include any aspect of the implementation or an activity or a component of the project. Issues may occur during construction and again during operation. Any concerns will need to be addressed quickly and transparently, and without retribution to the affected person (AP) or group of people involved.

Complaints can be made through different channels, such as the traditional local practices (e.g. village chiefs), online, phone, in-person, the local GBV/Human Trafficking/CAE Service Provider, the manager(s), or the Police. Complaints should be able to be made in different ways such as online, via telephone or mail, or in person. Anonymity should be ensured if the complainant so desires it, especially about GBV/Human Trafficking/CAE.

This GRM has been developed to satisfy both SI legislative and WB GRM requirements as well as being developed in line with the Country Safeguard Systems. If there were a need to use the GRM then the following process is to be used.

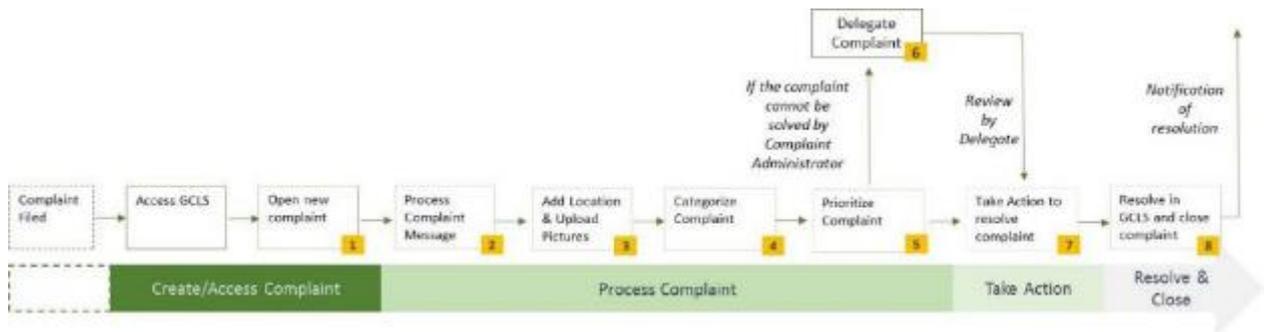
Complaints: Minor concerns or complaints that are given verbally to the Contractor or Supervision Engineer on site, the process would commence with an attempt to sort out the problem directly at the subproject level between the Contractor and the concerned individual or community.

Most complaints arise during construction are expected to be minor complaints concerning dust or noise that should be able to be resolved quite easily. All complaints arriving at the Contractors Site Office are to be forwarded to the Contractors community liaison personnel and entered into the complaints register that is maintained by the Contractor and kept at the site. Details recorded will include date, name, contact address and reason for the complaint. A duplicate copy is given to the AP for their record at the time of registering the complaint. The register will show when the issue is to be dealt with and who has been directed to deal with the complaint, the date that the AP was informed of the decision and how the decision was conveyed to the AP. The register is then signed off the person who is responsible for the decision and dated.

If immediate resolution is achieved and the complainant is satisfied, the matter will be recorded in the site diary and reported in the regular monthly report submitted and considered closed.

Grievances: If the issue cannot be resolved at the complaint level then it will be considered to be a grievance and will be addressed by being referred by the Contractor or Supervision Engineer toward the National Safeguards Advisor within the SIRAP2 PST. The NSA will log it into the 'Grievance and Complaints Logging System' (GCLS) database for tracking and reporting on resolution. In accordance with the World Bank's 'Citizen Engagement' commitments under IDA 17, key indicators from the GRM are published online at the SIRAP2 project website.

All complaints must be acknowledged within 24hrs. The following procedure is followed to address complaints:



If it is impossible to resolve the complaint, or the complainant is not satisfied with the resolution, the case may be first escalated to Permanent Secretary (PS) of MCA who will appoint a third party arbitrator to form part of a GRM committee. If the AP is dissatisfied with the recommendation of the GRM Committee and subsequent determination from the PS of the MCA, the AP may appeal to court. This will be at the AP’s cost but if the court shows that the PS has been negligent in making their determination the AP will be able to seek costs.

GCT: The SIRAP2 Code of Conduct and Action Plan for the Prevention of GBV, Human Trafficking and CAE detail the specific GRM processes and responsibilities. The project shall establish a ‘GBV Compliance Team’ (GCT). The GCT will include, as appropriate to the project, at least four representatives as follows: the SIRAP2 PST National Safeguards Specialist, an appropriate Contractors representative, the Supervision Engineer and, a representative from the GBV/Human Trafficking/CAE service provider.

WB Level Resolution: In addition to the above project level GRM, communities and individuals who believe that they are adversely affected by a WB supported project may submit complaints to the WB’s Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns.

Project affected communities and individuals may submit their complaint to the WB’s independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the WB’s attention, and WB Management has been given an opportunity to respond.

For information on how to submit complaints to the World Bank’s corporate GRS, please visit <http://www.worldbank.org/GRS>. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org.

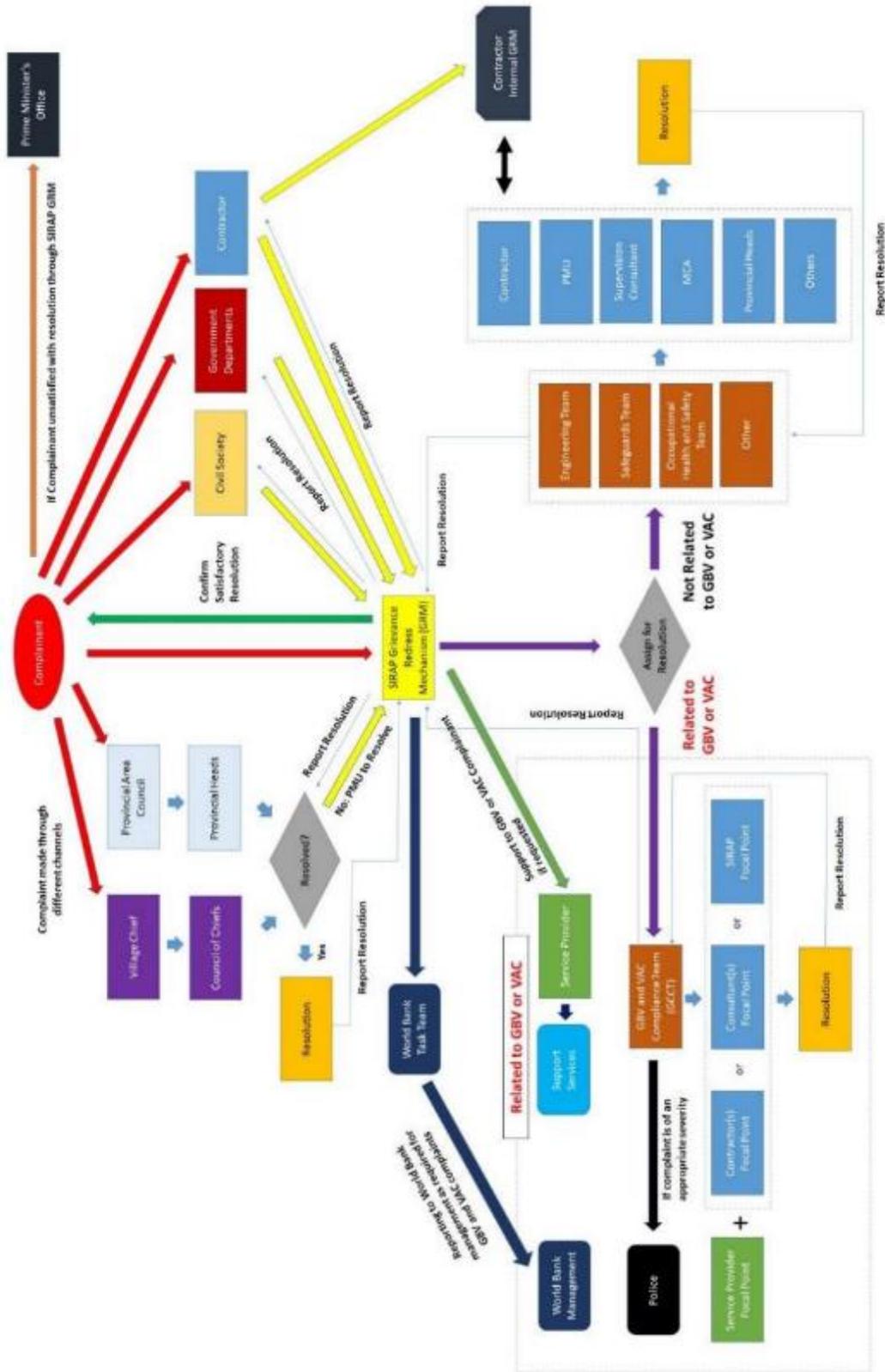


Figure 18: Flow chart for grievance management under SIRAP

10 Contingency Planning

The SIRAP2 Project Manager is the contact person for emergency situations that may arise during the implementation of the SIRAP2 works at Noro. The SIRAP2 PM will be available 24 hours a day, seven days a week, and has delegated authority to stop or direct works. In the event of an environmental emergency, the procedures outlined below are recommended for SIRAP2 to consider for implementation.

As part of their CESMP, the Contractors are required to prepare a Contingency Plan encompassing tsunami, earthquake, cyclone and storm events. The purpose of the plan is to ensure all staff are fully aware of their responsibilities in respect to human safety and environmental risk reduction. Procedures should clearly delineate the roles and responsibilities of staff; define the functions to be performed by them, the process to be followed in the performance of these functions including tools and equipment to be kept in readiness, and an emergency medical plan. All of the Contractor's staff should undergo training/induction to the plan.

While it is preferable to undertake construction works outside of the wet season, it is probable that storm and heavy rain events will occur while works are underway.

The Contractors are responsible for monitoring weather forecasts, inspecting all erosion and sediment control measures and undertaking any remedial works required prior to the forecast rain or storm event.

In general, the Contractors will:

- Inspect daily weather patterns to anticipate periods of risk and be prepared to undertake remedial works on erosion and sediment control measures to suit the climatic conditions.
- Monitor the effectiveness of such measures after storms and incorporate improvements where possible in accordance with best management practice.
- Ensure appropriate resources are available to deal with the installation of additional controls as and when needed.
- Inform Supervision Engineer if there are any concerns associated with the measures in place.

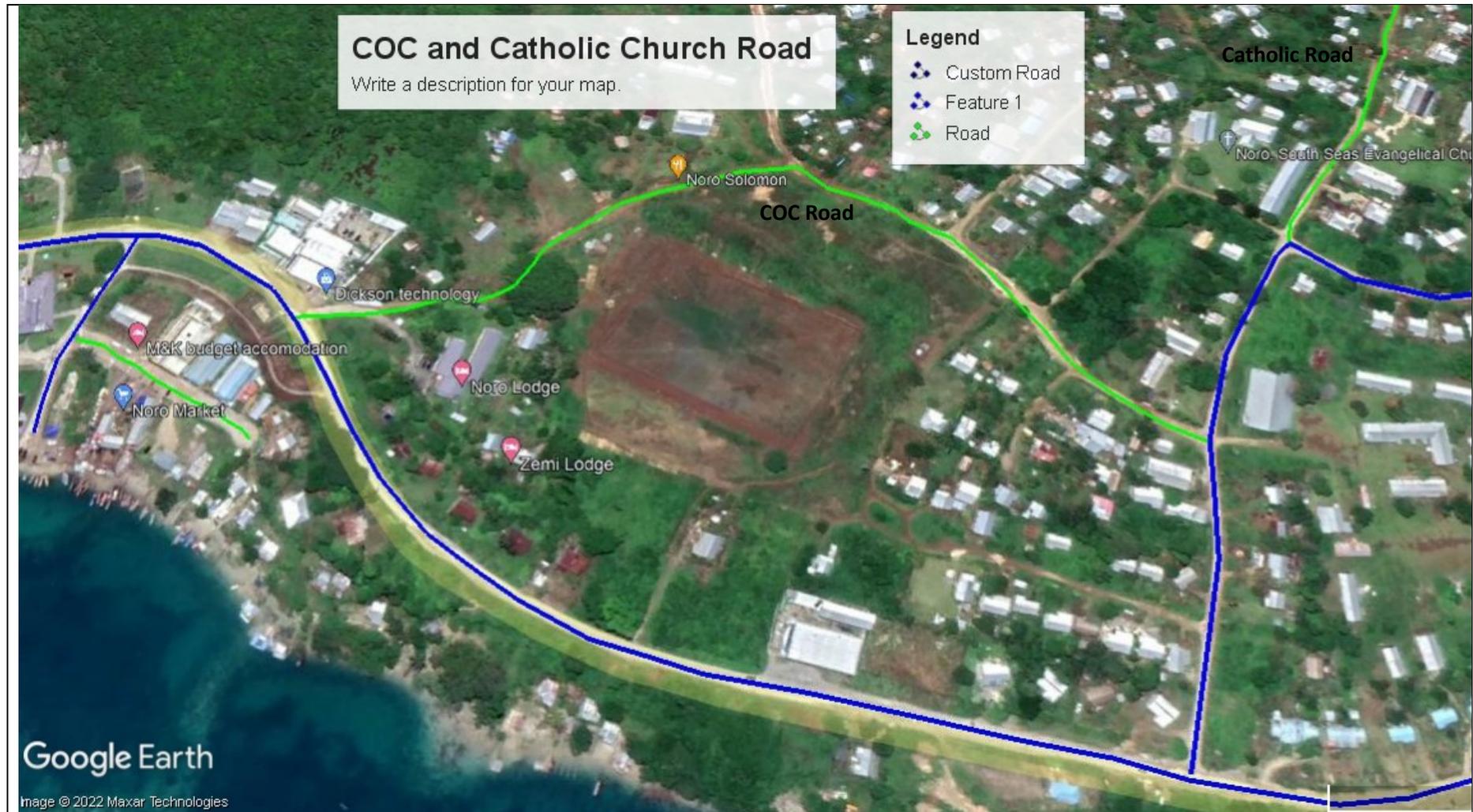
Appendix A: Noro Roads Improvement Map











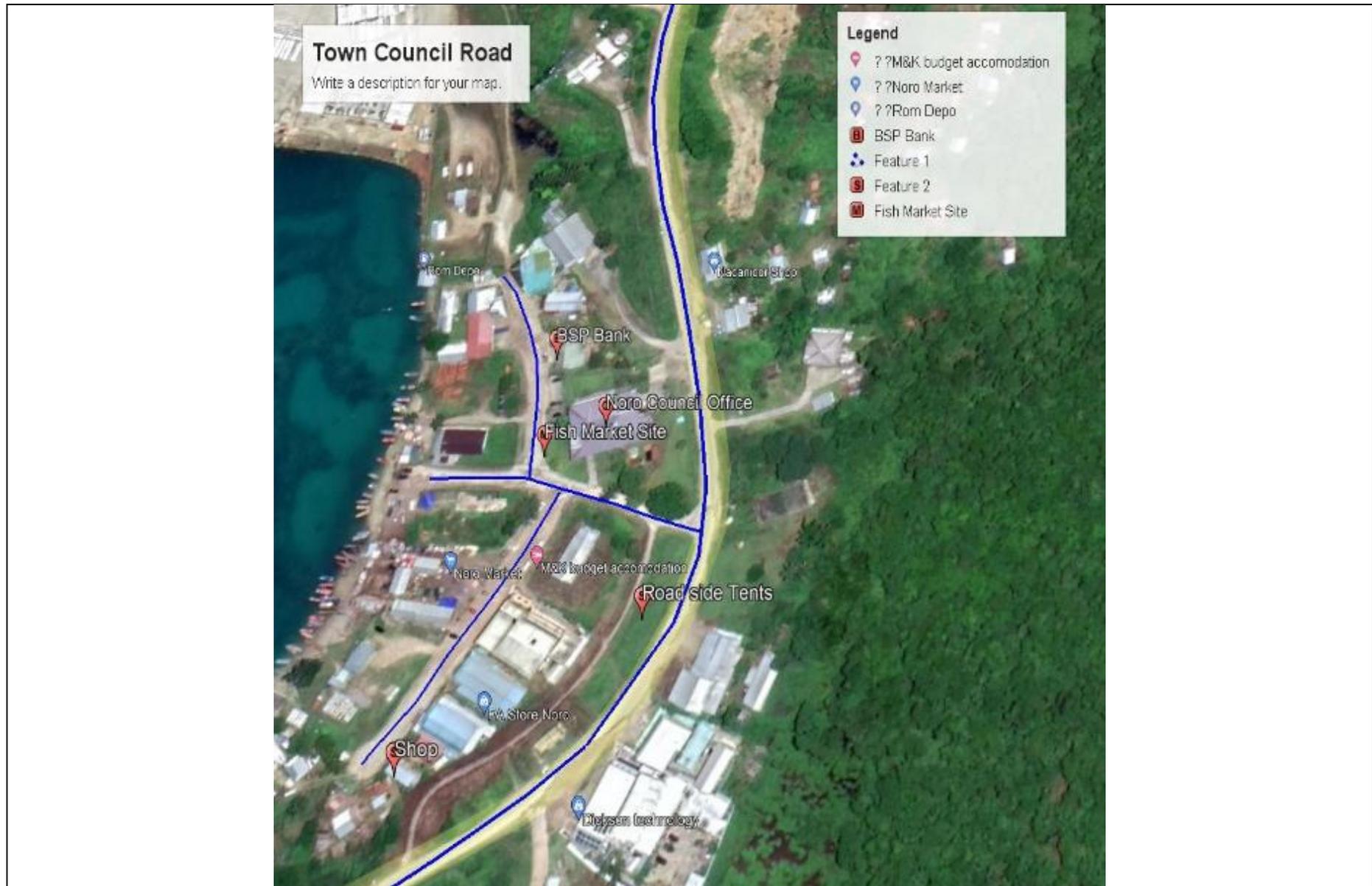












Appendix B: Consultation Participants List

NORO TOWN ROAD KEY STAKEHOLDERS HONIARA COMMUNITY CONSULTATION MEETING

Venue: NORO TOWN COUNCIL MEETING ROOM

Date: 19/08/21

No.	Name	Name of Village	Title	Contact	Gender
	TONY SARCICH	NFD	SHORE SERVICES MANAGER	7494110	
	Frank Wickham	"	Managing Director	7495819	
	JOHN PULU	NTC	VP. President, Noro Town Council	7825011	
	GAVIN TETE	NTC	CLERK, NTC	7303518	
	ROBERT TEPALO	NORO	Church Pastor.	7824616	
	Bernard Sampson Vata	Police	TRAFFIC officer	7988934	
	Nelson Hu Bose	NFD	COMMUNITY RELATIONS MGR	7470026	
	ROSE A-TAU	NTC	COUNCILLOR	7208547	
	Alex. Pisama	NTC	Treasurer, NTC	7497604	
	FRED NAPHTALAI	NTC	PRESIDENT	7466439	
	Adrian Wickham	SOLTUNA	CHAIRMAN	7496443	
	Lemu Darcu	"	P.A.O	7470069	

Noro City Council Courtesy HONIARA COMMUNITY CONSULTATION MEETING

Venue:

Date:

No.	Name	Name of Village	Title	Contact	Gender
1	FRED NAPHTALAI	NORO NTC	PRESIDENT	7466439 Email: fnaphtalai@gmail.com	Male
2	GAVIN TETE	NTC	CLERK, NTC	7303518 gavin.tete@ntc.gov.tl	Male
3	Russell Prubungu	NTC	Councillor - Public Utilities	8458606 Prubungu.russell@gmail.com	Male
4	Robert Tepalo	NTC	PASTOR	7824616	Male
5	ROSE A-TAU	NTC	COUNCILLOR	7208547 rafauwa@gmail.com	Female

NORO TOWN ROAD KEY STAKEHOLDERS HONIARA COMMUNITY CONSULTATION MEETING

Venue: NORO TOWN COUNCIL MEETING ROOM

Date: 19/08/21

No.	Name	Name of Village	Title	Contact	Gender
	Ishmael Kivi	SOLTUNA	HRD/Security	74 00122	
	JAY P. NINTI	SOLOMON POWER		7470721	
	ERIC MAEFO	MULL	LABOUR OFFICER	7843020	
	FRANS. SIA	SIPA - NORO		7647148	
	RONALD IVUPHII	SI PORTS		7499697	

Appendix C: CESMP Monitoring Checklist

Noro Roads Weekly CESMP INSPECTION

PROJECT:	Solomon Islands Roads and Aviation Project	IMPLEMENTING AGENCY:	MCA
DATE:		CONTRACTOR:	
PREPARED BY:		SUPERVISION CONSULTANT	
DISTRIBUTION LIST:			

Inspection Participants: (insert names and positions)

CESMP Items (edit as necessary based on approved CESMP)	Applicable		Compliance			Issues	Status (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No							
1. Mitigation & Management Measures: Construction Phase									
<u>General:</u> The contractor is undertaking weekly monitoring and reporting using a monitoring form approved by Supervision Engineer in CESMP.									

CESMP Items (edit as necessary based on approved CESMP)	Applicable		Compliance			Issues	Status (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No							
<p><u>Solid and Hazardous Waste:</u></p> <ul style="list-style-type: none"> - Approved Solid Waste Management Plan effectively implemented - Waste collection at laydown area is secure, well signed and clean - Hazardous waste is stored according to SWMP - Good housekeeping around project sites and workers accommodation - All hazardous waste is disposed of offshore - Contaminants of Concern (COC) documentation in place and reviewed 									
<p><u>Community Infrastructure, health and safety:</u></p> <ul style="list-style-type: none"> - Approved Traffic Management Plan is under effective implementation - Public signage of complaints procedure - Signs and fences restrict or direct pedestrians and public where appropriate. - No damage to public or community infrastructure <p>Dust suppression is effective Noise is within permitted limits Required signage is in place</p>									

CESMP Items (edit as necessary based on approved CESMP)	Applicable		Compliance			Issues	Status (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No							
Waste Accumulation and Disposal Agreements: - Good housekeeping around the work sites - Waste collected in defined area on impermeable ground or containers - Separation of waste into (i) Recyclable waste (i.e. certain plastics, metals, rubber etc. that can be recycled); (ii) Organic biodegradable waste (i.e. waste that will decay / break down in a reasonable amount of time, such as green waste, food waste; (iii) Inorganic non-recyclable waste (i.e. waste that cannot decompose / break down and which cannot be recycled) and, (iv) Hazardous waste (i.e. asbestos, waste oil etc.) - Hazardous waste stored in safe and appropriate manner. - Waste management plan in place and operating for proper disposal									
Soil and Water Pollution: - Appropriate spill response plan/kit in place for waste area - No visible spills on soil or uncovered ground - Drainage and soakage systems clear and fit for purpose									

CESMP Items (edit as necessary based on approved CESMP)	Applicable		Compliance			Issues	Status (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No							
Dust and Materials Transport: - Stockpiles covered or kept wet when not in use - Visual inspection of ambient dust conditions on site and at nearby sensitive locations - Truck transports are covered - No evidence of aggregate spills on haulage route									
Noise: - Workers wearing ear protection as required - Noise level maximum of 45dB between 2200-0700 - No complaints received relating to noise									
Air Pollution: - Equipment operating without excessive emissions - Bitumen and asphalt plant emissions move away from nearby communities									
Fuel and Oil Storage: - Substances stored in self-bunded vessels or within bund on impermeable surface - Spill kit complete and accessible - Spill training completed - No evidence of spills on the ground									

CESMP Items (edit as necessary based on approved CESMP)	Applicable		Compliance			Issues	Status (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No							
<u>OHS</u> - Workers have access to and are using appropriate, PPE for the task. - All workers have undergone appropriate OHS training. - Proper briefing of staff before undertaking work activities.									
TMP Implementation: - Traffic Management Plan (TMP) under effective implementation									
Community and Local Business Consultation: - Public signage of complaints procedure - Signs and fences restrict or direct pedestrians and public where appropriate.									
Materials Supply: - Quarry establishment and operations in fully compliance with ESMP - All quarries licensed to supply materials - All imported materials with appropriate biosecurity clearances									

CESMP Items (edit as necessary based on approved CESMP)	Applicable		Compliance			Issues	Status (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No							
Laydown Area: - Laydown areas established on pre-approved sites - Laydown areas dust levels managed efficiently - Traffic management plan correctly implemented at laydown site - Water run off management systems operating correctly - Dust management effectively implemented - PPE present and correctly used - Refuelling occurring over drip trays in dedicated areas - No stockpiling within 100m of waterways Bunding is functional at a stockpile site									
Workers Camp (if applicable): - Camp established in accordance with Code of Practice in ESMP Annex G. - Septic system cleaned and fully operational. - Waste stored in an appropriate location in a clean and tidy manner, segregated by waste type. - Workers living and recreational areas clean and properly equipped. - OHS, HIV/AIDS, GBV, Human Trafficking, CAE and other information available									

CESMP Items (edit as necessary based on approved CESMP)	Applicable		Compliance			Issues	Status (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No	 	 	 				
Monitoring - Weekly safeguards compliance report completed									

Compliant, Minor Non-Compliance, Significant Non-Compliance Status: (R) Resolved Issues, (O) Ongoing Issues

Notes:

Required Actions:

Environmental Specialist:

Signed:

Date:

Photos (attach as appropriate)

Appendix D: Codes of Practice and Guidelines

- Solid Waste Management Plan
- OHS Management Plan
- Worker and Labour Influx Management Plan
- Quarry Management Plan

Other Guidelines

IFC Workers Accommodation Standards and Guidelines²⁰

Managing the Risks of Adverse Impacts on Communities from Temporary Project Induced Labour Influx²¹
World Bank Good Note Practice: Environment & Social Framework for IPF Operations, Road Safety²²

WB General ESH Guidelines²³

WB EHS Guidelines for Construction Materials Extraction²⁴WB EHS Guidelines for Ports, Harbours and Terminals (for construction works along waterways)²⁵

WB COVID-19 Guidance²⁶

²⁰https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_gpn_workersaccommodation

²¹<http://pubdocs.worldbank.org/en/497851495202591233/Managing-Risk-of-Adverse-impact-from-project-labor-influx.pdf>

²²<http://pubdocs.worldbank.org/en/648681570135612401/Good-Practice-Note-Road-Safety.pdf>

²³https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_policy_esh-general

²⁴<https://www.ifc.org/wps/wcm/connect/dad17995-66be-4280-86da-b438cf9fbefc/Final%2B-%2BConstruction%2BMaterials%2BExtraction.pdf?MOD=AJPERES&CVID=jkC-EN.&id=1323162191491>

²⁵https://www.ifc.org/wps/wcm/connect/ddfac751-6220-48e1-9f1b-465654445c18/20170201-FINAL_EHS+Guidelines+for+Ports+Harbors+and+Terminals.pdf?MOD=AJPERES&CVID=ID.CzO9

²⁶<http://pubdocs.worldbank.org/en/324831581700447537/COVID-19-Guidance-for-Contractors-CO-Final.pdf>

Solid Waste Management Plan Guidelines

The key objectives of this solid waste management plan (SWMP) guidelines is to assist the Contractor to develop a SWMP that:

1. Maximise the amount of material which is sent for reuse, recycling or reprocessing
2. Minimise the amount of material sent to the landfill
3. Satisfies the national waste management legislations
4. Satisfies the EHS requirements of the World Bank

When developing, and implementing a SWMP the following key elements should be considered:

1. Waste streams: identify which waste streams are likely to be generated and estimate the approximate amounts of materials

Undertake inventory of materials that can be reused, recycled or recovered from the construction site:

- Specific types of materials: a full list of options is provided in the assessment table below
- Amount of material expected
- Possible contamination by hazardous materials like asbestos or lead: these materials will limit reuse/recycling options and require special disposal.

Waste and/or Recyclable Materials		Destination		
		Reuse and Recycling		Disposal
Possible Materials Generated	Estimated Volume (m3) or Area (m2) or Weight (t)	On-site (How will materials be reused and/or recycled on site)	Off-site (Specify the proposed destination and/or recycling facility)	Specify the disposal site and permit if required.
Timber (specify type)				
Wood waste (e.g. MDF, plywood)				
Cardboard				
Ferrous materials (e.g. iron, steel)				
Nonferrous materials (e.g. copper wiring)				
Concrete				
Roofing tiles				
Ceramic tiles				
Gravel				
Gypsum board (e.g. drywall)				
Plaster				
Plumbing fixtures and fittings				

Carpet and underlay				
Stone				
Asphalt				
Glass				
Sand/fill				
Topsoil				
Green waste				
Asbestos				
Fluorescent light bulbs				
Hazardous materials (e.g. oils, paints, solvents)				
Plastics				
PVC				
Co-mingled recyclables (e.g. paper, cans, glass and plastic bottles, carboard, etc)				
General waste (e.g. food waste, contaminated food packaging, non- recyclable plastics)				
Mixed waste				

2. Services: identify an appropriately equipped waste management contractor who will provide compliant services for disposal of the waste streams generated.
3. On-site: understand how the waste management system (sorting and storage) will work on-site, including bin placement and access.

Determine storage requirements (separate bins or co-mingled), things to consider include:

- Ease of use: ensure that containers are easily accessible by workers and that storage areas are clearly sign posted
- Safety: ensure that the containers and storage can be managed safely, including limiting public access to the site and protecting against FOD
- Hazardous waste materials storage
- Aesthetics: ensure that the site appears orderly and will not raise concern from local residents or businesses – for example screening for dust and litter containment and daily collection of windblown material
- Establish a collection/delivery plan in collaboration with waste contractors for waste and recyclable materials generated on-site.

4. Clearly assign and communicate responsibilities: ensure those involved in the project are aware of their responsibilities in relation to the construction waste management plan.
5. Training: be clear about how the various elements of the WMP will be implemented.
6. Monitor: to ensure the plan is being implemented, monitor on-site as per the ESMP monitoring plan.

OHS MANAGEMENT PLAN GUIDELINES

1. Objective

The objective of this Sub-plan is to provide guidance on the:

- key principles involved in ensuring the health and safety of workers is protected;
- preparation of Health and Safety Sub-plans and associated Job Safety Analyses (JSA); and
- implementation of Health and Safety Sub-plans during project implementation.

The key reference document for this Guideline is the World Bank Group's *Environmental, Health, and Safety (EHS) Guidelines* (April 2007) together with the relevant Industry Sector EHS Guidelines available at www.ifc.org/ehsguidelines.

2. Principles

Employers must take all reasonably practicable steps to protect the health and safety of workers and provide and maintain a safe and healthy working environment. The following key principles are relevant to maintaining worker health and safety:

2.1 Identification and assessment of hazards

Each employer must establish and maintain effective methods for:

- Systematically identifying existing and potential hazards to employees;
- Systematically identifying, at the earliest practicable time, new hazards to employees;
- Regularly assessing the extent to which a hazard poses a risk to employees.

2.2 Management of identified hazards

Each employer must apply prevention and control measures to control hazards which are identified and assessed as posing a threat to the safety, health or welfare of employees, and where practicable, the hazard shall be eliminated. The following preventive and protective measures must be implemented in order of priority:

- Eliminating the hazard by removing the activity from the work process;
- Controlling the hazard at its source through engineering controls;
- Minimizing the hazard through design of safe work systems;
- Providing appropriate personal protective equipment (PPE).

The application of prevention and control measures to occupational hazards should be based on comprehensive job safety analyses (JSA). The results of these analyses should be prioritized as part of an action plan based on the likelihood and severity of the consequence of exposure to the identified hazards.

2.3 Training and supervision

Each employer must take all reasonably practicable steps to provide to employees (in appropriate languages) the necessary information, instruction, training and supervision to protect each employee's health and to manage emergencies that might reasonably be expected to arise in the course of work.

Training and supervision extend to the correct use of PPE and providing employees with appropriate incentives to use PPE.

2.4 General duty of employees

Each employee shall:

- take all reasonable care to protect their own and fellow workers health and safety at the workplace and, as appropriate, other persons in the vicinity of the workplace;
- use PPE and other safety equipment supplied as required; and
- not use PPE or other safety equipment for any purpose not directly related to the work for which it is provided.

2.5 Protective clothing and equipment

Each employer shall:

- provide, maintain and make accessible to employees the PPE necessary to avoid injury and damage to their health;
- take all reasonably practicable steps to ensure that employees use that PPE in the circumstances for which it is provided; and
- make provision at the workplace for PPE to be cleaned and securely stored without risk of damage when not required.

The application of prevention and control measures to occupational hazards should be based on comprehensive job safety analyses (JSA). The results of these analyses should be prioritized as part of an action plan based on the likelihood and severity of the consequence of exposure to the identified hazards.

3. Design

Effective management of health and safety issues requires the inclusion of health and safety considerations during design processes in an organized, hierarchical manner that includes the following steps:

- identifying project health and safety hazards and associated risks as early as possible in the project cycle including the incorporation of health and safety considerations into the worksite selection process and construction methodologies;
- involving health and safety professionals who have the experience, competence, and training necessary to assess and manage health and safety risks;
- understanding the likelihood and magnitude of health and safety risks, based on:
 - the nature of the project activities, such as whether the project will involve hazardous materials or processes;
 - The potential consequences to workers if hazards are not adequately managed;
- designing and implementing risk management strategies with the objective of reducing the risk to human health;
- prioritising strategies that eliminate the cause of the hazard at its source by selecting less hazardous materials or processes that avoid the need for health and safety controls;

- when impact avoidance is not feasible, incorporating engineering and management controls to reduce or minimize the possibility and magnitude of undesired consequences;
- preparing workers and nearby communities to respond to accidents, including providing technical resources to effectively and safely control such events;
- Improving health and safety performance through a combination of ongoing monitoring of facility performance and effective accountability.

3.1 Job Safety Analysis

Job safety analysis (JSA) is a process involving the identification of potential health and safety hazards from a particular work activity and designing risk control measures to eliminate the hazards or reduce the risk to an acceptable level. JSAs must be undertaken for discrete project activities such that the risks can be readily identified, and appropriate risk management measures designed.

This Guideline includes a template for a JSA that must be completed and included as an attachment to the Health and Safety Sub-plan.

4. Implementation

4.1 Documentation

A Health and Safety Plan must be prepared and approved prior to any works commencing on site. The H&S Plan must demonstrate the Contractor's understanding of how to manage safety and a commitment to providing a workplace that enables all work activities to be carried out safely. The H&S Plan must detail reasonably practicable measures to eliminate or minimise risks to the health, safety and welfare of workers, contractors, visitors, and anyone else who may be affected by the operations. The H&S Plan must be prepared in accordance with the World Bank's EH&S Guidelines and the relevant country health and safety legislation.

4.2 Training and Awareness

Provisions should be made to provide health and safety orientation training to all new employees to ensure they are apprised of the basic site rules of work at / on the site and of personal protection and preventing injury to fellow employees. Training should consist of basic hazard awareness, site-specific hazards, safe work practices, and emergency procedures for fire, evacuation, and natural disaster, as appropriate.

Visitors to worksites must be provided with a site induction prior to entering and must be escorted at all times while on site. This induction must include details of site hazards, provision of necessary PPE and emergency procedures. Visitors are not permitted to access to areas where hazardous conditions or substances may be present, unless appropriately inducted.

4.3 Personal Protective Equipment (PPE)

Personal Protective Equipment (PPE) provides additional protection to workers exposed to workplace hazards in conjunction with other facility controls and safety systems.

PPE is considered to be a last resort that is above and beyond the other facility controls and provides the worker with an extra level of personal protection. The table below presents general examples of

occupational hazards and types of PPE available for different purposes. Recommended measures for use of PPE in the workplace include:

- active use of PPE if alternative technologies, work plans or procedures cannot eliminate, or sufficiently reduce, a hazard or exposure.
- identification and provision of appropriate PPE that offers adequate protection to the worker, co-workers, and occasional visitors, without incurring unnecessary inconvenience to the individual.
- proper maintenance of PPE, including cleaning when dirty and replacement when damaged or worn out. Proper use of PPE should be part of the recurrent training programs for Employees.
- selection of PPE should be based on the hazard and risk ranking described earlier in this section and selected according to criteria on performance and testing established.

Objective	Workplace Hazards	Suggested PPE
Eye and face protection	Flying particles, molten metal, liquid chemicals, gases or vapors, light radiation.	Safety Glasses with side-shields, protective shades, etc.
Head protection	Falling objects, inadequate height clearance, and overhead power cords.	Plastic Helmets with top and side impact protection.
Hearing protection	Noise, ultra-sound.	Hearing protectors (ear plugs or earmuffs).
Foot protection	Falling or rolling objects, pointed objects. Corrosive or hot liquids.	Safety shoes and boots for protection against moving & falling objects, liquids and chemicals.
Hand protection	Hazardous materials, cuts or lacerations, vibrations, extreme temperatures.	Gloves made of rubber or synthetic materials (Neoprene), leather, steel, insulating materials, etc.
Respiratory protection	Dust, fogs, fumes, mists, gases, smokes, vapors.	Facemasks with appropriate filters for dust removal and air purification (chemicals, mists, vapors and gases). Single or multi-gas personal monitors, if available.
	Oxygen deficiency	Portable or supplied air (fixed lines). On-site rescue equipment.
Body/leg protection	Extreme temperatures, hazardous materials, biological agents, cutting and laceration.	Insulating clothing, body suits aprons etc. of appropriate materials.

5. Monitoring

Occupational health and safety monitoring programs should verify the effectiveness of prevention and control strategies. The selected indicators should be representative of the most significant occupational, health, and safety hazards, and the implementation of prevention and control strategies. The occupational health and safety monitoring program should include:

- **Safety inspection, testing and calibration:** This should include regular inspection and testing of all safety features and hazard control measures focusing on engineering and personal protective

features, work procedures, places of work, installations, equipment, and tools used. The inspection should verify that issued PPE continues to provide adequate protection and is being worn as required.

- **Surveillance of the working environment:** Employers should document compliance using an appropriate combination of portable and stationary sampling and monitoring instruments. Monitoring and analyses should be conducted according to internationally recognized methods and standards.
- **Surveillance of workers health:** When extraordinary protective measures are required (for example, against hazardous compounds), workers should be provided appropriate and relevant health surveillance prior to first exposure, and at regular intervals thereafter.
- **Training:** Training activities for employees and visitors should be adequately monitored and documented (curriculum, duration, and participants). Emergency exercises, including fire drills, should be documented adequately.
- **Accidents and Diseases monitoring.** The employer should establish procedures and systems for reporting and recording:
 - Occupational accidents and diseases
 - Dangerous occurrences and incidents

These systems should enable workers to report immediately to their immediate supervisor any situation they believe presents a serious danger to life or health.

All reported occupational accidents, occupational diseases, dangerous occurrences, and incidents together with near misses should be investigated with the assistance of a person knowledgeable and competent in occupational safety. The investigation should:

- Establish what happened
- Determine the cause of what happened
- Identify measures necessary to prevent a recurrence

Job Safety Analysis (JSA)

Add Organisation Name:

Ref: Version:

Business details			
Business name:			
ABN:		Contact person:	
Address:		Contact position:	
Contact phone number		Contact address:	email
Job Safety Analysis details			
Work activity:		Location:	
Who is involved in the activity:		This job analysis has been authorised by: Name:..... Position: Signature:..... Date:.....	
Plant and equipment used:			
Maintenance checks required:			
Tools used:			
Materials used:			
Personal protective equipment:			
Certificates, permits and/approvals required			
Relevant legislation, codes, standard MSDSs etc applicable to this activity			

Risk Assessment

**Use the risk rating table to assess the level of risk for each job step.

		Likelihood				
		1	2	3	4	5
Consequence		Rare The event may occur in exceptional circumstances	Unlikely The event could occur sometimes	Moderate The event should occur sometimes	Likely The event will probably occur in most circumstances	Almost Certain The event is expected to occur in most circumstances
1	Insignificant No injuries or health issues	LOW	LOW	LOW	LOW	MODERATE
2	Minor First aid treatment	LOW	LOW	MODERATE	MODERATE	HIGH
3	Moderate Medical treatment, potential LTI	LOW	MODERATE	HIGH	HIGH	CRITICAL
4	Major Permanent disability or disease	LOW	MODERATE	HIGH	CRITICAL	CATASTROPHIC
5	Extreme Death	MODERATE	HIGH	CRITICAL	CATASTROPHIC	CATASTROPHIC

Risk rating:

Low risk: Acceptable risk and no further action required as long as risk has been minimised as possible. Risk needs to be reviewed periodically.

Moderate risk: Tolerable with further action required to minimise risk. Risk needs to be reviewed periodically.

High risk: Tolerable with further action required to minimise risk. Risk needs to be reviewed continuously.

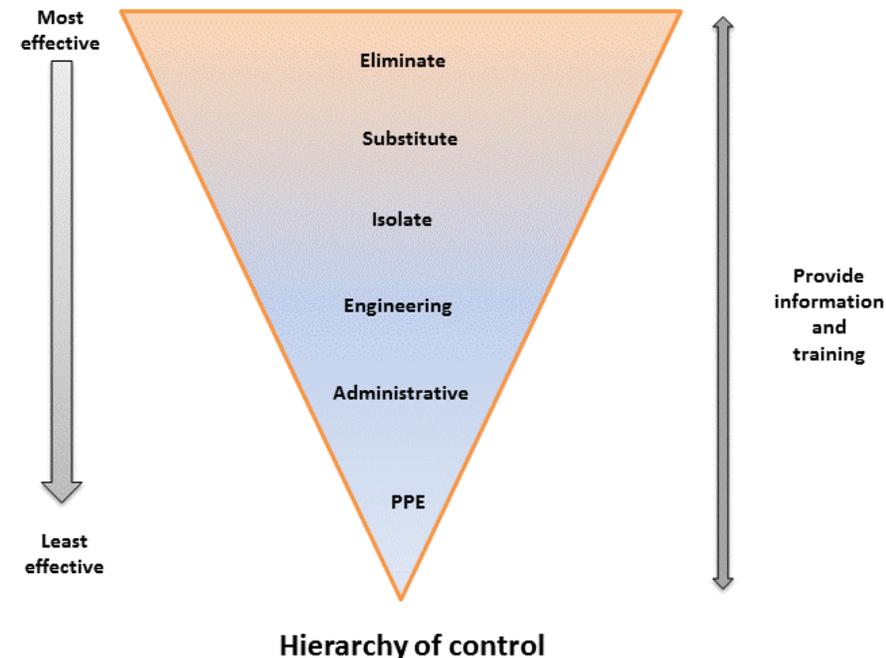
Critical risk: Unacceptable risk and further action required immediately to minimise risk.

Catastrophic: Unacceptable risk and urgent action required to minimise risk.

Risk Controls

The hierarchy of control can be used as an effective tool to deal with health and safety issues at work. Use the type of control suggested as measures to deal with the hazard. Aim to use control measures from as high on the hierarchy of control list as possible. If that is not possible the next option down the list or a combination of the measures should be implemented. The least effective control measure is the use of personal protective equipment (PPE) and it should be used as a last resort or a support to other control measures. Information and training should be integrated with all levels of control to explain how controls work.

1. **Eliminate** – if it is possible, the hazard should be removed completely. For example, get rid of dangerous machines.
2. **Substitute** – replace something that produces the hazard with something that does not produce a hazard. For example, replacing solvent based paint with water based paint. Risk assessment on the substitution must be conducted to ensure that it will not pose another hazard.
3. **Engineering control** – isolate a person from the hazard by creating physical barrier or making changes to process, equipment or plant to reduce the hazard. For example, install ventilation systems.
4. **Administrative control** – change the way a person works by establishing policies and procedures to minimise the risks. For example, job scheduling to limit exposure and posting hazard signs.
5. Use **personal protective equipment (PPE)** – protect a person from the hazard by wearing PPE. For example, wearing gloves, safety glasses, hard hats and high-visibility clothing. PPE must be correctly fitted, used and maintained to provide protection.



JSA – Action steps

Step No	Job step details	Potential hazards	Risk rating**	How to control risks***	Name of persons responsible for work

Review number: Version:
 Review number: Version:

Worker Planning and Management Guidelines

GENERAL

The Workers Camp Management Plan will be compliant with the specific prescriptions of the ESMP.

OBJECTIVES

To provide guidelines on the recruitment of workers and the selection, development, management, maintenance and restoration of workers accommodation camp sites in order to avoid or mitigate against significant adverse environmental and social effects, both transient and permanent.

WORKER RECRUITMENT

The Contractor is required to minimise the number of skilled workers that are recruited from overseas. No unskilled labour will be sourced from overseas. The Contractor will maximise the number of skilled and unskilled workers that are recruited from the community.

The Contractor will be required to provide justification for any skilled workers that they wish to recruit from overseas and explain why this position cannot be filled locally on New Georgia Island or Honiara.

WORKERS CAMP FACILITIES

All facilities in the Workers Camp must be compliant with the stipulations of the ESMP and the IFC Workers Accommodations and Standards. The camp shall be provided with the following minimum facilities:

- Canteen, dining hall and dormitories as required shall be constructed of suitable materials to provide a safe healthy environment for the workforce and which facilitate regular cleaning and the provision of ventilation and illumination.
- Ablution block with a minimum of one water closet toilet, one urinal and one shower per 10 personnel engaged either permanently or temporarily on the project. Separate toilet and wash facilities shall be provided for male and female employees.
- A sick bay and first aid station.
- Sewage collection facilities to allow for the treatment of black and grey wastewater discharge from toilets, washrooms, showers, kitchens, laundry and the like. The management of all camp wastewater shall be as prescribed in the ESMP.
- All camp facilities shall be maintained in a safe clean and or appropriate condition throughout the construction period.
- The contractor shall provide, equip, and maintain adequate first aid stations and erect conspicuous notice boards directing where these are situated and provide all required transport. The contractor shall comply with the government medical or labour requirements at all times and provide, equip and maintain dressing stations where directed and at all times have experienced first aid personnel available throughout the works for attending injuries.
- Throughout the period of the contract the employer, the engineer, or their representatives shall have uninterrupted access to and from the camp for the purpose of carrying out routine inspections of all buildings, facilities or installations of whatever nature to ensure compliance with this specification.

WORKERS CAMP OPERATIONS

- The Contractor will be required to provide calculations of the amount of freshwater needed for the number of workers accommodated at the camp and is to demonstrate how they will provide this water. No currently existing freshwater resources in Noro will be used for the workers or for worker camp operations.
- The Contractor will be required to provide adequate provisions for the workers for the duration of the project so as not to deplete the available food sources of the community.
- All wastewater, solid waste, freshwater usage, noise levels, handling and storage of hazardous materials shall be as prescribed in the ESMP.

MANAGEMENT OF OFF DUTY WORKERS

- The Contractor will prepare a specific Code of Conduct to describe the expected behaviours of their project worker in relation to the local communities and their social sensitivities.
- The Contractor is to ensure that all overseas project staff undergo a cultural familiarisation session as part of their induction training. The purpose of this induction will be to introduce the project staff to the cultural sensitivities of the local communities and the expected behaviours of the staff in their interactions with these communities. The MICRO PMU shall provide to the Contractor a list of approved service providers which shall include recognized NGOs and others for conducting this training.
- The Contractor is to stipulate the conditions under which visitors may attend the workers camp. Strict visiting hours should be enforced, and all visitors will be required to sign in and out of the workers camp.
- The Contractor shall ensure that basic social/collective rest spaces are provided equipped with seating within the Workers Camp to help minimise the impact that the workers would have on the leisure and recreational facilities of the nearby communities. Provisions should also be made to provide the workers with an active recreation space within the camp.

WORKERS CAMP MANAGEMENT PLAN

A Workers Camp Management Plan shall be submitted as an annex to the CEMSP. The Workers Camp Management Plan shall describe how this document, the ESMP and the IFC Guidelines shall be implemented in the following:

- Recruitment strategy
- Accommodation
- Canteen and dining areas
- Ablutions
- Water supply
- Wastewater management system
- Proposed power supply
- Full Code of Conduct for Workers
- Recreational/leisure facilities for workers
- Visitors to the Workers Camp
- Interactions with the local communities

QUARRY MANAGEMENT SUB-PLAN GUIDELINE

1. Objective

The objective of this Sub-plan is to prescribe the safety requirements for the development and operation of quarries as well as to define procedures and works that shall be used to mitigate against adverse environmental effects.

2. Planning and Design

2.1 Quarry Sites

During the planning of a development project which will involve earthworks, potential quarry sites shall be identified. The potential sites shall be discussed during public consultations in regard to the project.

2.2 Land Acquisition

The Contractor will make lease arrangements with the titled land owner prior to any quarrying. The lease agreement must be approved by the Supervision Engineer and included in the CESMP. The government issued land lease rates shall be applied and all lease agreements will be entered into knowingly and voluntarily.

The consultant shall define potential quarry sites that may be used for the construction of the project. Such potential sites shall be identified on plans drawn to an appropriate scale and the plans shall be displayed and discussed during public consultations.

2.3 Site Plans

Site plans for quarry development shall be included in drawings issued for tender and the specification shall define the requirements of the contract in relation to quarry development and operation. The following design directives shall apply:

It is desirable that no quarry boundary is located within 500 metres of a public area or town or village nor within 300 metres of any isolated dwelling. The designer shall provide site plans of potential quarry sites in the tender documents. Such plans shall show existing level contours, access road, natural watercourses and other relevant topographical features.

The area defined for quarry operation shall be based on the volume of aggregate to be quarried and hence the extent of quarry operation. It shall also provide the area necessary for stockpiling stripped overburden, the establishment of a crusher and screening plant, the stockpiling of crushed aggregate and the installation of stormwater cut off drains, silt retention ponds and staff amenities.

3. Construction

3.1 Quarry Management Plan

Prior to commencing any physical works on site, a quarry development plan shall be prepared and approved by the Engineer and ECD. The quarry management plan shall have due regard for the following:

- All operations shall comply with the laws of the Solomon Islands.
- Show the extent of overburden stripping and the stockpiling of same for later site restoration.

- Show the details and location of surface water drainage from the quarry site and the silt retention pond that will be constructed to settle silt and soil contaminated water prior to its discharge to a natural water course.
- Show details of catch drains installed to intercept overland flow of surface water to prevent its discharge into the quarry area.
- State safety precautions to be implemented.
- Show facilities such as guardhouse, amenities block and other facilities to be constructed.
- Show location of aggregate stockpiles.
- List plant and equipment to be used in the development and operation of the quarry.
- Show the site of the proposed magazine for the storage of explosives.

On no account shall physical works be commenced for development of the quarry until an agreed Quarry Management Plan has been submitted to the Engineer. Thereafter all quarry operation shall be the entire responsibility of the contractor and shall be carried out in terms of the agreed management plan.

3.2 Safety Provisions

The following provisions shall be made in the operation of any quarry for the safety of all employees or persons on site:

- A daily register is to be maintained identifying all personnel who are engaged in or about the quarry.
- All persons engaged in the operation of the quarry shall be trained and have sufficient knowledge of and experience in the type of operation in which they are engaged.
- All persons engaged in the operation of the quarry shall be adequately supervised.
- Approved lighting shall be provided in inside working places where natural lighting is inadequate to provide safe working conditions.
- All personnel engaged in quarry operations shall wear a protective helmet of approved type at all times when on the quarry site.
- All personnel shall wear protective footwear while engaged in quarry operations.
- All employees engaged in operations on a quarry face at a height greater than 1.5 metres above the level of the quarry floor or bench floor shall be attached at all times to a properly secured safety rope by means of a safety belt.
- All persons whose duty it is to attend to moving machinery in or about any quarry shall wear close fitting and close fastened garments. Their hair shall be cut short or securely fixed and confined close to their head.
- All boilers, compressors, engines, gears, crushing and screening equipment and all moving parts of machinery shall be kept in a safe condition. Every flywheel and exposed moving parts of machinery shall be fitted with safety screens or safety fenced as appropriate.
- All elevated platforms, walkways and ladders shall be provided with adequate hand or safety rails or cages.
- Machinery shall not be cleaned manually while it is in motion nor oiled or greased while in motion.

Should any of the above safety measures be ignored or inoperative at any time then the engineer shall direct that quarry operations cease until all safety measures are provided and are in operating order.

3.3 Provision of First Aid

At every quarry there shall be provided the following first aid equipment:

- A suitably constructed stretcher with a warm, dry blanket.
- A first-aid box equipped to a standard acceptable to the Ministry of Health.

The quarry manager shall at least once every working week personally inspect the first-aid equipment to ensure that it complies with the requirements of this specification. Any supplies used from the first-aid box shall be replaced forthwith.

A person trained in first aid to the injured shall be available at the quarry during all operational periods of whatever nature.

3.4 Health Provisions

At every quarry a sufficient number of toilets and urinals shall be provided for the use of employees and shall be properly maintained and kept in a clean condition.

At every quarry a supply of potable water, sufficient for the needs of the persons employed, shall be provided. If persons are employed in places remote from the source of water supply, suitable clean containers of potable water shall be provided for their use.

Suitable facilities for washing shall be provided and maintained in a clean and tidy condition to the satisfaction of the employer, and those facilities shall be conveniently accessible for the use of persons employed in or about the quarry.

3.5 Quarry Manager

A manager who is experienced in all aspects of quarry operation and in particular safety procedures shall control every quarry. The manager shall be personally responsible for ensuring that all safety facilities are available and that safety procedures are followed.

The contractor shall nominate an experienced quarry manager in the submission of the tender for the works. The quarry manager shall have a recognised current "A" grade quarry manager's surface certificate and a recognised current quarry shot firer's certificate.

In the submission of the quarry manager's credentials with the tender documents, the contractor shall ensure that the credentials include certified true copies of the following documents:

- Grade quarry manager's surface certificate
- Quarry shot firer's certificate
- References from previous clients or employers demonstrating experience in:
 - The design and layout of quarries including the layout of benches, faces, access roads, drainage and crushing plant.
 - The methods of working quarry faces with particular reference to face stability and the safety of persons employed in or about the quarry
 - The safety of the public at large
 - The provision for and application of first aid.

The quarry manager's duties shall include:

- daily, within two hours immediately before the commencement of the first working shift of the day in any part of the quarry, inspect every working place and travelling road, and all adjacent places from which danger might arise, and shall forthwith make a true report of the

inspection in a record book kept for the purpose at the quarry. The record book shall be accessible to the engineer and the persons employed in or about the quarry.

- at least once in every 24 hours examine the state of the safety appliances or gear connected with quarrying operations in the quarry and shall record the examination in the record book.
- once in each week carefully examine the buildings, machinery, faces, benches, and all working places used in the quarrying operations, and shall forthwith after every such examination record in writing in the record book his opinion as to their condition and safety and as to any alterations or repairs required to ensure greater safety of the persons employed in the working of the quarry. The manager shall then ensure that any such alterations or repairs are carried out.

3.6 Vegetation

Vegetation shall be stripped from the proposed quarry development area. Before stripping any vegetation, a survey shall be undertaken to determine the presence of any rare plant species. All necessary steps shall be taken to save plants classified as important. Care shall be taken to avoid damage to any vegetation outside the defined quarry area. On no account shall burning of vegetation be permitted.

3.7 Overburden Stripping

Overburden stripped from any proposed quarry area shall be stockpiled clear of the quarry operation to be used for site restoration at the completion of operations. Stockpiles shall be shaped and smoothed to minimise ingress of rainwater.

Surface water runoff from stockpiles shall be intercepted by perimeter drains which shall be discharged to silt retention ponds.

Batters in overburden excavation shall be sloped to ensure they are safe and stable against failure.

The maximum height of any batter in overburden shall be 3 metres. Any higher batter in overburden shall have an intermediate bench at least 3.5 metres in width. Such benches shall be shaped and drained.

3.8 Blasting Operations

Blasting operations shall be conducted in a manner that will not cause danger to life or property.

All explosives shall be stored in purpose built locked magazines on a site within the quarry boundary but remote from blasting operations. Detonators shall be stored in a separate locked magazine but similarly sited.

A blasting operations manual shall be prepared for any quarry and such manual, which shall be maintained by the quarry manager, shall stipulate procedures for at least the following:

- Operation of magazines for the storage of explosives and for the storage of detonators.
- The quantity of explosive that may be removed from a magazine at any one time.
- The procedure for quarry explosive cases.
- Persons allowed to fire shots.
- Explosives to be carried in securely covered containers.
- Tamping of explosives.
- Diameter of drill holes.

- Time when charges are to be fired.
- Detonation delay.
- Firing warnings.
- Blasting shelters.
- Treatment of misfired charges
- Inspection of work site after each detonation by the quarry manager or an approved person appointed in writing by the quarry manager.

A person specially appointed in writing by the quarry manager for the purpose shall be in charge of every magazine and shall have keys to one of the locks. That person shall be responsible for the safe storage of explosives contained therein, for the distribution of explosives therefrom, and for the keeping of accurate records of stocks and issues in a book provided for the purpose. A second person, appointed by the employer shall have keys to the second lock. Both persons shall be present to unlock the magazine and note the removal of stock and ensure both locks are subsequently secured.

- Explosives shall be used in the same order as that in which they were received into the magazine.
- Naked lights shall not be introduced into a magazine or into any working place in a quarry where explosives are temporarily stored.
- Explosives shall not be taken from a magazine in quantities exceeding that required for use during one shift, and any surplus explosives shall be returned to the magazine at the end of that shift.
- No case or carton containing explosives shall be opened in the storage area of any magazine.
- Instruments made solely of wood, brass, or copper shall be used in opening cases or cartons of explosives, and the contractor shall provide and keep suitable instruments for that purpose.
- The preparation of charges and the charging, tamping, and firing of all explosive charges in or about a quarry shall be carried out under the personal supervision of the quarry manager.

3.9 Dust Suppression

Operation of any quarry shall incorporate dust suppression measures. Dust generation during blasting operations shall be minimised. All haul roads shall be regularly dampened by spray bars fitted to water tankers or similar systems in order to minimise dust generation by traffic movements. Crushers, screens and stockpiles shall be dampened by appropriate water sprays to minimise dust generation.

4. Rehabilitation

A realistic Rehabilitation Plan will be developed, and rehabilitation planning shall begin as early as possible in the quarry life cycle in order to be fully effective. Once objectives are set, rehabilitation activities should be defined and performed in order to achieve these goals.

The objectives of a rehabilitation plan should be based upon the specific characteristics of the extraction site and should reflect:

- Legislative requirements
- Health and safety considerations
- Environmental and social characteristics of the quarry and surrounding area
- Biodiversity of area

- Ecosystem services provided within the site's ecological boundaries
- Operating plan for the quarry – technical feasibility of the rehabilitation objectives will be affected by the manner in which the quarry operates
- Status of the quarrying area of existing operating site
- Characteristics of the deposit (geology and hydrology)
- Impacts arising from operation of the site
- Post closure land use plan

Rehabilitation plans should adopt the following structure:

- a. Context
- b. Objectives
- c. Action plans
- d. Prioritised actions and schedule
- e. Monitoring and evaluation
- f. Rehabilitation and post-closure costs
- g. Roles and responsibilities
- h. Compatibility with biodiversity

5. Consent

5.1 Consent Required

In accordance with the Mines and Minerals Act 1996) and any other relevant legislation, any person who engages in quarry development or operations shall first obtain Building Materials Permit for the proposed activity.

5.2 Application for Consent

Permit applications shall be on an approved form and shall be submitted by to the Commissioner. Applications shall be accompanied by such other documents as ECD may require. The Commissioner must not issue or renew any permit unless a copy of the application has been exhibited for a period of not less than 30 days at the headquarters of the area council of the local government council responsible for the land which is the subject of the application.

5.3 Special Conditions

The Commissioner may, by notice served on the applicant, require further information in respect of the application as the Commissioner considers relevant or necessary. The applicant must comply with the notice.

Appendix E: SIRAP2 Code of Conduct and Action Plan for the Prevention of GBV and SAE

CODES OF CONDUCT AND ACTION PLAN FOR IMPLEMENTING ESHS AND OHS STANDARDS, AND PREVENTING GENDER BASED VIOLENCE ON PACIFIC ISLAND COUNTRY TRANSPORT PROJECTS

Background

The purpose of these *Codes of Conduct and Action Plan for Implementing ESHS and OHS Standards, and Preventing Gender Based Violence* is to introduce a set of key definitions, core Codes of Conduct, and guidelines for application on World Bank financed transport projects in Pacific Island Countries (PICs) that:

- i. clearly define obligations on all project staff (including sub-contractors and day workers) with regard to implementing the project’s environmental, social, health and safety (ESHS) and occupational health and safety (OHS) requirements, and;
- ii. help prevent, report and address Gender Based Violence (GBV) within the work site and in its immediate surrounding communities.

The application of these Codes of Conduct will help ensure the project meets its ESHS and OHS objectives, as well as preventing and/or mitigating the risks of GBV on the project and in the local communities.

These Codes of Conduct are to be adopted by all those working on the project—including subcontractors—and are meant to:

- i. create awareness of the ESHS and OHS expectations on the project;
- ii. create common awareness about GBV and:
 - (a) ensure a shared understanding that GBV has no place on the project; and,
 - (b) create a clear system for identifying, responding to, and sanctioning GBV incidents.

Ensuring that all project staff understand the values of the project, understanding expectations for all employees, and acknowledging the consequences for violations of these values, will help to create smoother, more respectful and productive project implementation thereby helping ensure that the project’s development objectives will be achieved.

Definitions

The following definitions apply:

ESHS and General Project

- **Environmental, Social, Health and Safety (ESHS):** an umbrella term covering issues related to the impact of the project on the environment, communities and workers.
- **Occupational Health and Safety (OHS):** Occupational health and safety is concerned with protecting the safety, health and welfare of people engaged in work or employment, and the surrounding communities. The enjoyment of these standards at the highest levels is a basic human right that should be accessible by each worker.
- **Key Documents:**
 - **Project Environmental and Social Management Plan (ESMP):** The safeguards document prepared prior to project approval by the World Bank identifying the activities to be undertaken, key risks (based on ESIA if available), and their mitigation measures.
 - **Contractors Environmental and Social Management Plan (C-ESMP):** the plan prepared by the contractor outlining how they will implement the works activities in accordance with the project's environmental and social management plan (ESMP). As shown in Figure 2, the C-ESMP also contains a number of management plans, in particular, the OHS Management Plan.
 - **Codes of Conduct:** the Codes of Conduct adopted for the project (or individual companies) covering the commitment of the company, and the responsibilities of managers and individuals with regards to ESHS, OHS and GBV.
- **Key Project Actors:**
 - **Consultant:** is as any firm, company, organization or other institution that has been awarded a contract to provide consulting services to the project, and has hired managers and/or employees to conduct this work.
 - **Contractor:** is any firm, company, organization or other institution that has been awarded a contract to conduct infrastructure development works for the project and has hired managers and/or employees to conduct this work. This also includes sub-contractors hired to undertake activities on behalf of the contractor.
 - **Manager:** is any individual offering labor to the contractor or consultant, on or off the work site, under a formal or informal employment contract and in exchange for a salary, with responsibility to control or direct the activities of a contractor's or consultant's team, unit, division or similar, and to supervise and manage a pre-defined number of employees.
 - **Employee:** is any individual offering labor to the contractor or consultant within country on or off the work site, under a formal or informal employment contract or arrangement, typically, but not necessarily (e.g. including unpaid interns and volunteers), in exchange for a salary, with no responsibility to manage or supervise other employees.
- **Grievance Redress Mechanism (GRM):** is the process established by a project to receive and address complaints related to the project—not just GBV but related to any aspect of the project. The GRM needs to: (i) allow for multiple channels to receive complaints; (ii) be readily

accessible, allowing complaints to be made in different ways; and, (iii) have appropriate protocols to handle GBV complaints including empathetic listening and assurance of confidentiality.

- **Work Site:** is the area in which infrastructure development works are being conducted, as part of the project. Consulting assignments are considered to have the areas in which they are active as their work sites.
- **Work Site Surroundings:** is the ‘Project Area of Influence’ which are any area, urban or rural, directly affected by the project, including all human settlements found in it.

GBV

Key definitions: With reference to the focus areas for in Figure 1, there are a number of key definitions for understanding GBV:

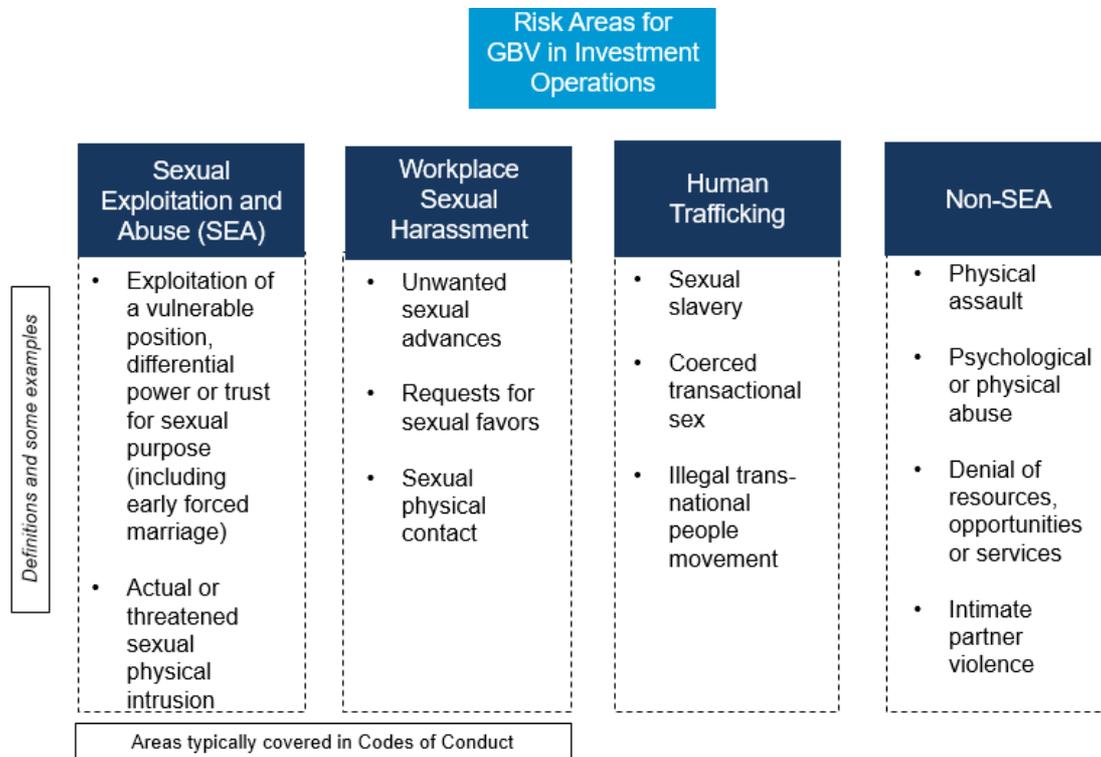


Figure 1: Types of GBV that may be Exacerbated by Investment Operations

Codes of Conduct Focus

These Codes of Conduct specifically focus on the following forms of GBV - Sexual Exploitation and Abuse (SEA) and Sexual Harassment as they represent high risk areas in the context of investment operations.

- **Gender Based Violence (GBV):** is an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (that is, gender) differences between male and female individuals. GBV includes acts that inflict physical, mental, or sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life.
- **Sexual Exploitation and Abuse (SEA):** Sexual exploitation is a facet of GBV that is defined as any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. In the context of World Bank supported projects, SEA occurs against a beneficiary or member of the community.
 - **Sexual abuse** is further defined as the actual or threatened physical intrusion of a sexual nature whether by force or under unequal or coercive conditions.
 - **Child sexual abuse:** is defined by the age of the survivor. It includes different forms of sexual violence, involves either explicit force or coercion or cases in which the survivor cannot consent because of his or her age. Sexual activity with anyone below the age of 18, except in cases of pre-existing marriage, constitutes child sexual abuse. Mistaken belief regarding the age of the child and/or receipt of consent from the child is not a defense.
- **Sexual harassment:** occurs between personnel and staff on the project, and involves any unwelcome sexual advance or unwanted verbal or physical conduct of a sexual nature. (e.g. looking somebody up and down; kissing; whistling and catcalls; in some instances, giving personal gifts). The distinction between the SEA and sexual harassment is important so that agency policies and staff trainings can include specific instruction on the procedures to report each.
 - **Sexual favors:** is a form of sexual harassment and includes making promises of favorable treatment (e.g. promotion) or threats of unfavorable treatment (e.g. loss of job) dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.
- **Child protection (CP):** Is an activity or initiative designed to protect children from any form of harm, particularly arising from child abuse and exploitation.
 - **Child:** is used interchangeably with the term ‘minor’ and refers to a person under the age of 18. This is in accordance with Article 1 of the United Nations Convention on the Rights of the Child.
 - **Child Abuse and Exploitation (CAE):** the physical, sexual or psychological harm of children including using for profit, labor, sexual gratification, or some other personal or financial advantage. This also includes other activities such as using computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any mediums
 - **Grooming:** are behaviors that make it easier for a perpetrator to procure a child for sexual activity. For example, an offender might build a relationship of trust with the child, and then seek to sexualize that relationship (for example by encouraging romantic feelings or exposing the child to sexual concepts through pornography).

- **Online Grooming:** is the act of sending an electronic message to a recipient who the sender believes to be a minor, with the intention of developing a relationship of trust that can be abused by procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily limited to the sender. This includes engaging in online sexual activities, such as messages, videos and photos with sexual content either sent to or procured from a child.

Other definitions: In addressing the issues raised above related to GBV there are a number of considerations which need to be clearly defined:

- **Rape:** non-consensual penetration (however slight) of the vagina, anus or mouth with a penis, other body part, or an object.
- **Consent:** refers to when an adult makes an informed choice to agree freely and voluntarily to do something. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even if national legislation of the country into which the CoC is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense. There is **no** consent when agreement is obtained through:
 - The use of threats, force or other forms of coercion, abduction, fraud, manipulation, deception, or misrepresentation,
 - The use of a threat to withhold a benefit to which the person is already entitled, or,
 - A promise made to the person to provide a benefit.
- **Perpetrator:** the person(s) who commit(s) or threaten(s) to commit an act or acts of GBV.
- **Survivor/Survivors:** the person(s) adversely affected by GBV. Women, men and children can be survivors of GBV.
- **GBV Service Provider:** is an independent organization trusted by the local communities with the skills and resources to provide support to survivors of GBV, as well as training to reduce the risks of GBV.
- **Third-Party Monitor (TPM) or Independent Verification Agent (IVA):** an organization commissioned to independently monitor and report on the effectiveness of the implementation of the GBV activities on the project. TPMs are financed independent of the project; IVAs are financed by the project.
- **Investigation and resolution of GBV allegations:**
 - **GBV Allegation Procedure:** is the prescribed procedure to be followed when reporting incidents of GBV.
 - **Accountability Measures:** are the measures put in place to ensure the confidentiality of survivors and to hold contractors, consultants and the client responsible for instituting a fair system of addressing cases of GBV.
 - **Response Protocol:** are the mechanisms set in place to respond to cases of GBV.
 - **GBV Complaints Team (GCT):** a team established by the project to address GBV issues.

Codes of Conduct

This chapter presents three Codes of Conduct for use:

- i. **Company Code of Conduct:** Commits the company to addressing EHS, OHS and GBV issues;
- ii. **Manager’s Code of Conduct:** Commits managers to implementing the Company Code of Conduct, as well as those signed by individuals; and,
- iii. **Individual Code of Conduct:** Code of Conduct for everyone working on the project, including managers.

Company Code of Conduct

Implementing ESHS and OHS Standards

Preventing Gender Based Violence

The company is committed to ensuring that the project is implemented in such a way which minimizes any negative impacts on the local environment, communities, and its workers. This will be done by respecting the environmental, social, health and safety (ESHS) standards, and ensuring appropriate occupational health and safety (OHS) standards are met. The company is also committed to creating and maintaining an environment where children under the age of 18 will be protected, and where Sexual Exploitation and Abuse (SEA) and sexual harassment have no place. Improper actions towards children, SEA and sexual harassment are acts of Gender Based Violence (GBV) and as such will not be tolerated by any employee, sub-contractors, supplier, associate, or representative of the company.

Therefore, to ensure that all those engaged in the project are aware of this commitment, the company commits to the following core principles and minimum standards of behavior that will apply to all company employees, associates, and representatives, including sub-contractors and suppliers, without exception:

General

1. The company—and therefore all employees, associates, representatives, sub-contractors and suppliers—commits to complying with all relevant national laws, rules and regulations.
2. The company commits to full implementing its ‘Contractors Environmental and Social Management Plan’ (C-ESMP) as approved by the client.
3. The company commits to treating women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. Acts of GBV are in violation of this commitment.
4. The company shall ensure that interactions with local community members are done with respect and non-discrimination.
5. Demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behavior are prohibited among all company employees, associates, and its representatives, including sub-contractors and suppliers.
6. The company will follow all reasonable work instructions (including regarding environmental and social norms).
7. The company will protect and ensure proper use of property (for example, to prohibit theft, carelessness or waste).

Health and Safety

8. The company will ensure that the project’s OHS Management Plan is effectively implemented by company’s staff, as well as sub-contractors and suppliers.
9. The company will ensure that all persons on-site wear prescribed and appropriate personal protective equipment, preventing avoidable accidents, and reporting conditions or practices that pose a safety hazard or threaten the environment.
10. The company will:
 - i. prohibit the use of alcohol during work activities.
 - ii. prohibit the use of narcotics or other substances which can impair faculties at all times.

11. The company will ensure that adequate sanitation facilities are available on site and at any worker accommodations provided to those working on the project.
12. The company will not hire children under the age of 18 for construction work, or allow them on the work site, due to the hazardous nature of construction sites.

Gender Based Violence

13. Acts of GBV constitute gross misconduct and are therefore grounds for sanctions, which may include penalties and/or termination of employment and, if appropriate, referral to the Police for further action.
14. All forms of GBV, are unacceptable, regardless of whether they take place on the work site, the work site surroundings, at worker's camps or within the local community.
15. Sexual harassment of work personnel and staff (e.g. making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature) are acts of GBV and are prohibited.
16. Sexual favors (e.g. making promises of favorable treatment such as promotions, threats of unfavorable treatment such as losing a job, payments in kind or in cash dependent on sexual acts) and any form of humiliating, degrading or exploitative behavior are prohibited.
17. The use of prostitution in any form at any time is strictly prohibited.
18. Sexual contact or activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
19. Unless there is full consent²⁷ by all parties involved in the sexual act, sexual interactions between the company's employees (at any level) and members of the communities surrounding the workplace are prohibited. This includes relationships involving the withholding/promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered "non-consensual" within the scope of this Code.
20. In addition to company sanctions, legal prosecution of those who commit acts of GBV will be pursued if appropriate.
21. All employees, including volunteers and sub-contractors are highly encouraged to report suspected or actual acts of GBV by a fellow worker, whether in the same company or not. Reports must be made in accordance with project's GBV Allegation Procedures.
22. Managers are required to report and act to address suspected or actual acts of GBV as they have a responsibility to uphold company commitments and hold their direct reports responsible.

Implementation

To ensure that the above principles are implemented effectively the company commits to:

23. Ensuring that all managers sign the project's 'Manager's Code of Conduct' detailing their responsibilities for implementing the company's commitments and enforcing the responsibilities in the 'Individual Code of Conduct'.

²⁷ **Consent:** refers to when an adult makes an informed choice to agree freely and voluntarily to do something. There is **no** consent when agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, manipulation, deception, or misrepresentation; the use of a threat to withhold a benefit to which the person is already entitled, or; a promise made to the person to provide a benefit. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even if national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

24. Ensuring that all employees sign the project's 'Individual Code of Conduct' confirming their agreement to comply with ESHS and OHS standards, and not to engage in activities resulting in GBV, child endangerment or abuse, or sexual harassment.
25. Displaying the Company and Individual Codes of Conduct prominently and in clear view at workers' camps, offices, and in public areas of the workspace. Examples of areas include waiting, rest and lobby areas of sites, canteen areas and health clinics.
26. Ensuring that posted and distributed copies of the Company and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
27. Ensuring that an appropriate person is nominated as the company's 'Focal Point' for addressing GBV issues, including representing the company on the GBV Complaints Team (GCT) which is comprised of representatives from the client, contractor(s), the supervision consultant, and local GBV Service Provider.
28. Ensuring that an effective GBV Action Plan is developed in consultation with the GCT which includes as a minimum:
 - i. **GBV Allegation Procedure** to report GBV issues through the project Grievance Redress Mechanism (Section 4.3 Action Plan);
 - ii. **Accountability Measures** to protect confidentiality of all involved (Section 4.4 Action Plan); and,
 - iii. **Response Protocol** applicable to GBV survivors and perpetrators (Section 4.7 Action Plan).
29. Ensuring that the company effectively implements the agreed final GBV Action Plan, providing feedback to the GCT for improvements and updates as appropriate.
30. Ensuring that all employees attend an induction training course prior to commencing work on site to ensure they are familiar with the company's commitments to ESHS and OHS standards, and the project's GBV Codes of Conduct.
31. Ensuring that all employees attend a mandatory training course once a month for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the project's ESHS and OHS standards and the GBV Code of Conduct.

I do hereby acknowledge that I have read the foregoing Company Code of Conduct, and on behalf of the company agree to comply with the standards contained therein. I understand my role and responsibilities to support the project's OHS and ESHS standards, and to prevent and respond to GBV. I understand that any action inconsistent with this Company Code of Conduct or failure to act mandated by this Company Code of Conduct may result in disciplinary action.

Company name: _____

Signature: _____

Printed Name: _____

Title: _____

Date: _____

Manager's Code of Conduct

Implementing ESHS and OHS Standards

Preventing Gender Based Violence

The company is committed to ensuring that the project is implemented in such a way which minimizes any negative impacts on the local environment, communities, and its workers. This will be done by respecting the environmental, social, health and safety (ESHS) standards, and ensuring appropriate occupational health and safety (OHS) standards are met. The company is also committed to creating and maintaining an environment where children under the age of 18 will be protected, and where Sexual Exploitation and Abuse (SEA) and sexual harassment have no place. Improper actions towards children, SEA and sexual harassment are acts of Gender Based Violence (GBV) and as such will not be tolerated by any employee, sub-contractors, supplier, associate, or representative of the company.

Managers at all levels have a responsibility to uphold the company's commitment. Managers need to support and promote the implementation of the Company Code of Conduct. To that end, managers must adhere to this Manager's Code of Conduct and also to sign the Individual Code of Conduct. This commits them to supporting the implementation of the Contractor's Environmental and Social Management Plan (C-ESMP), the OHS Management Plan, and developing systems that facilitate the implementation of the GBV Action Plan.

Managers need to maintain a safe workplace, as well as a GBV-free environment at the workplace and in the local community. Their responsibilities to achieve this include but are not limited to:

Implementation

1. To ensure maximum effectiveness of the Company and Individual Codes of Conduct:
 - i. Prominently displaying the Company and Individual Codes of Conduct in clear view at workers' camps, offices, and in public areas of the workspace. Examples of areas include waiting, rest and lobby areas of sites, canteen areas and health clinics.
 - ii. Ensuring all posted and distributed copies of the Company and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
2. Verbally and in writing explain the Company and Individual Codes of Conduct to all staff.
3. Ensure that:
 - i. All direct reports sign the 'Individual Code of Conduct', including acknowledgment that they have read and agree with the Code of Conduct.
 - ii. Staff lists and signed copies of the Individual Code of Conduct are provided to the OHS Manager, the GBV Complaints Team (GCT), and the client.
 - iii. Participate in training and ensure that staff also participate as outlined below.

- iv. Put in place a mechanism for staff to:
 - (a) report concerns on ESHS or OHS compliance; and,
 - (b) confidentially report GBV incidents through the Grievance Redress Mechanism (GRM)
- v. Staff are encouraged to report suspected or actual ESHS, OHS, GBV issues, emphasizing the staff's responsibility to the Company and the country hosting their employment, and emphasizing the respect for confidentiality.
4. In compliance with applicable laws and to the best of your abilities, prevent perpetrators of sexual exploitation and abuse from being hired, re-hired or deployed. Use background and criminal reference checks for all employees nor ordinarily resident in the country where the works are taking place.
5. Ensure that when engaging in partnership, sub-contractor, supplier or similar agreements, these agreements:
 - i. Incorporate the ESHS, OHS, GBV Codes of Conduct as an attachment.
 - ii. Include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers, to comply with the Individual Codes of Conduct.
 - iii. Expressly state that the failure of those entities or individuals, as appropriate, to ensure compliance with the ESHS and OHS standards, take preventive measures against GBV, to investigate allegations thereof, or to take corrective actions when GBV has occurred, shall not only constitute grounds for sanctions and penalties in accordance with the Individual Codes of Conduct but also termination of agreements to work on or supply the project.
6. Provide support and resources to the GCT to create and disseminate internal sensitization initiatives through the awareness-raising strategy under the GBV Action Plan.
7. Ensure that any GBV complaint warranting Police action is reported to the Police, the client and the World Bank immediately.
8. Report and act in accordance with the agreed response protocol any suspected or actual acts of GBV.
9. Ensure that any major ESHS or OHS incidents are reported to the client and the supervision engineer immediately, non-major issues in accordance with the agreed reporting protocol.
10. Ensure that children under the age of 18 are not present at the construction site or engaged in any hazardous activities.

Training

11. The managers are responsible to:
 - i. Ensure that the OHS Management Plan is implemented, with suitable training required for all staff, including sub-contractors and suppliers; and,
 - ii. Ensure that staff have a suitable understanding of the C-ESMP and are trained as appropriate to implement the C-ESMP requirements.
12. All managers are required to attend an induction manager training course prior to commencing work on site to ensure that they are familiar with their roles and responsibilities in upholding the GBV elements of these Codes of Conduct. This training will be separate from the induction training course required of all employees and will provide managers with the necessary understanding and technical support needed to begin to develop the GBV Action Plan for addressing GBV issues.
13. Managers are required to attend and assist with the project facilitated monthly training courses for all employees. Managers will be required to introduce the trainings and announce the self-evaluations, including collecting satisfaction surveys to evaluate training experiences and provide advice on improving the effectiveness of training.
14. Ensure that time is provided during work hours and that staff prior to commencing work on site attend the mandatory project facilitated induction training on:
 - i. OHS and ESHS; and,
 - ii. GBV required of all employees.
15. During civil works, ensure that staff attend ongoing OHS and ESHS training, as well as the monthly mandatory refresher training course required of all employees to on GBV.

Response

16. Managers will be required to take appropriate actions to address any ESHS or OHS incidents.
17. Regarding GBV:
- i. Provide input to the GBV Allegation Procedures and Response Protocol developed by the GCT as part of the final cleared GBV Action Plan.
 - ii. Once adopted by the Company, managers will uphold the Accountability Measures set forth in the GBV Action Plan to maintain the confidentiality of all employees who report or (allegedly) perpetrate incidences of GBV (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law).
 - iii. If a manager develops concerns or suspicions regarding any form of GBV by one of his/her direct reports, or by an employee working for another contractor on the same work site, s/he is required to report the case using the GRM.
 - iv. Once a sanction has been determined, the relevant manager(s) is/are expected to be personally responsible for ensuring that the measure is effectively enforced, within a maximum timeframe of 14 days from the date on which the decision to sanction was made by the GCT.
 - v. If a Manager has a conflict of interest due to personal or familial relationships with the survivor and/or perpetrator, he/she must notify the Company and the GCT. The Company will be required to appoint another manager without a conflict of interest to respond to complaints.
 - vi. Ensure that any GBV issue warranting Police action is reported to the Police, the client and the World Bank immediately
18. Managers failing address ESHS or OHS incidents or failing to report or comply with the GBV provisions may be subject to disciplinary measures, to be determined and enacted by the cCompany's CEO, Managing Director or equivalent highest-ranking manager. Those measures may include:
- i. Informal warning.
 - ii. Formal warning.
 - iii. Additional Training.
 - iv. Loss of up to one week's salary.
 - v. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
 - vi. Termination of employment.
19. Ultimately, failure to effectively respond to ESHS, OHS, and GBV cases on the work site by the company's managers or CEO may provide grounds for legal actions by authorities.

I do hereby acknowledge that I have read the foregoing Manager's Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, and GBV requirements. I understand that any action inconsistent with this Manager's Code of Conduct or failure to act mandated by this Manager's Code of Conduct may result in disciplinary action.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

Individual Code of Conduct

Implementing ESHS and OHS Standards

Preventing Gender Based Violence

I, _____, acknowledge that adhering to environmental, social, health and safety (ESHS) standards, following the project's occupational health and safety (OHS) requirements, and preventing Gender Based Violence (GBV) is important.

The Company considers that failure to follow ESHS and OHS standards, or to partake in activities constituting GBV—be it on the work site, the work site surroundings, at workers' camps, or the surrounding communities—constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution by the Police of those who commit GBV may be pursued if appropriate.

I agree that while working on the project I will:

- Consent to Police background check.
- Attend and actively partake in training courses related to ESHS, OHS, and GBV as requested by my employer.
- Will wear my personal protective equipment (PPE) at all times when at the work site or engaged in project related activities.
- Take all practical steps to implement the contractor's environmental and social management plan (C-ESMP).
- Implement the OHS Management Plan.
- Adhere to a zero-alcohol policy during work activities, and refrain from the use of narcotics or other substances which can impair faculties at all times.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not sexually exploit or abuse project beneficiaries and members of the surrounding communities.
- Not engage in sexual harassment of work personnel and staff—for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature is prohibited. E.g. looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.
- Not engage in sexual favors—for instance, making promises of favorable treatment (e.g. promotion), threats of unfavorable treatment (e.g. loss of job) or payments in kind or in cash, dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.
- Not use prostitution in any form at any time.
- Not participate in sexual contact or activity with children under the age of 18—including grooming, or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.

- Unless there is the full consent²⁸ by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered “non-consensual” within the scope of this Code.
- Consider reporting through the GRM or to my manager any suspected or actual GBV by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

With regard to children under the age of 18:

- Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
- Not use any computers, mobile phones, video and digital cameras or any other medium to exploit or harass children or to access child pornography (see also “Use of children's images for work related purposes” below).
- Refrain from physical punishment or discipline of children.
- Refrain from hiring children for domestic or other labor below the minimum age of 14 unless national law specifies a higher age, or which places them at significant risk of injury.
- Comply with all relevant local legislation, including labor laws in relation to child labor and World Bank’s safeguard policies on child labor and minimum age.
- Take appropriate caution when photographing or filming children (See Annex 2 for details).

Use of children's images for work related purposes

When photographing or filming a child for work related purposes, I must:

- Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.
- Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film will be used.
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

Sanctions

²⁸ **Consent** is defined as the informed choice underlying an individual’s free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained using threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even if national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

1. Informal warning.
2. Formal warning.
3. Additional Training.
4. Loss of up to one week's salary.
5. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
6. Termination of employment.
7. Report to the Police if warranted.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I will adhere to the occupational health and safety management plan. That I will avoid actions or behaviors that could be construed as GBV. Any such actions will be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, GBV issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to act mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

GBV Action Plan

This GBV Action Plan outlines how the project will put in place the necessary protocols and mechanisms to minimize or eliminate GBV on the project, as well as to address any GBV issues that may arise. The following framework needs to be adapted to reflect the specific situation and implementation arrangements for each project.

The GBV Complaints Team

The project shall establish a ‘GBV Complaints Team’ (GCT). The GCT will include, as appropriate to the project, at least four representatives (‘Focal Points’) as follows:

- a. A safeguards specialist from the client;
- b. The occupational health and safety manager from the contractor²⁹, or someone else tasked with the responsibility for addressing GBV with the time and seniority to devote to the position;
- c. The supervision consultant;
- d. A representative from a client approved service provider with experience in GBV—the ‘GBV Service Provider’ (GSP); and optionally,
- e. Members representing the local community, government, etc.

It will be the duty of the GCT with support from the management of the contractor(s) and consultant(s) to inform workers about the activities and responsibilities of the GCT. To effectively serve on the GCT, members must undergo training by the GBV Service Provider prior to the commencement of their assignment to ensure that they are sensitized on GBV.

The GCT will be required to:

- a. Approve any changes to the **GBV** elements of the **Codes of Conduct** contained in this document, with clearances from the client and the World Bank for any such changes.
- b. Prepare the **GBV Action Plan** reflecting the Codes of Conduct which includes:
 - i. **GBV Allegation Procedures** (See 4.2)
 - ii. **Addressing GBV Complaints** (See 4.3)
 - iii. **Accountability Measures** (See 4.4)
 - iv. An **Awareness raising Strategy** (See 4.6)
 - v. A **Response Protocol** (See 4.7)
- c. Obtain approval of the GBV Action Plan by the Contractor’s management;
- d. Obtain client and World Bank clearances for the GBV Action Plan prior to full mobilization;
- e. Receive and monitor resolutions and sanctions regarding complaints received related to GBV associated with the project; and,
- f. Ensure that GBV statistics in the GRM are up to date and included in the regular project reports.

The GCT shall hold quarterly update meetings to discuss ways to strengthen resources and GBV support for employees and community members.

²⁹ Where there are multiple contractors working on the project, each shall nominate a representative as appropriate.

Making Complaints: GBV Allegation Procedures

All staff, volunteers, consultants and sub-contractors are encouraged to report suspected or actual GBV cases. Managers are required to report suspected or actual GBV cases as they have responsibilities to uphold company commitments and they hold their direct reports accountable for complying with the Individual Code of Conduct.

The project will provide information to employees and the community on how to report cases of GBV Code of Conduct breaches through the Grievance Redress Mechanism (GRM). The GCT will follow up on cases of GBV and Code of Conduct breaches reported through the GRM.

Addressing Complaints about GBV

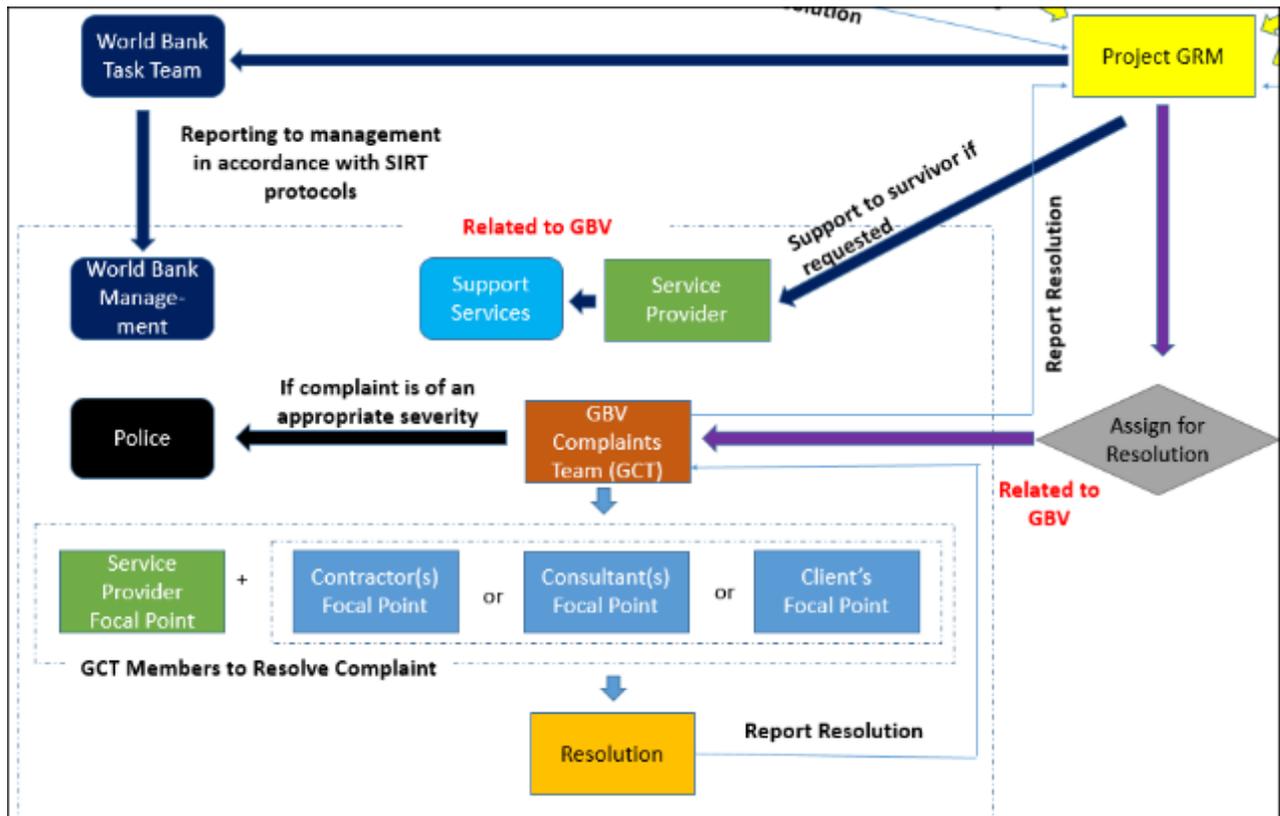
Each project needs to put in place appropriate protocols for addressing GBV complaints. The protocols will vary between projects based on local circumstances, but there are key principles which are required in all projects.

GRM

The project operates a GRM which is managed by a designated GRM operator with the project management unit or, ideally, an entity independent of the project implementation. The GRM must be designed to ensure that:

- i. Complaints can be made through different channels, such as the traditional local practices (e.g. village chiefs), online, phone, in-person, the local GBV Service Provider, the manager(s), or the Police.
- ii. Complaints should be able to be made in different ways such as online, via telephone or mail, or in person;
- iii. Anonymity should be ensured if the complainant so desires it, especially about GBV;

There needs to be a specific workflow for handling GBV complaints. The figure below illustrates the work flow adopted in 2017 for the Vanuatu Aviation Investment Project (VAIP).



If the complaint to the GRM is made by an GBV survivor, or on behalf of a survivor, the complainant will be directly referred to the GBV Service Provider to receive support services (if so desired) while the GCT investigates the complaint in parallel.

The World Bank requires that all complaints regarding GBV must immediately be reported to the World Bank task team by the GRM operator. These complaints may be referred to the World Bank management in accordance with the World Bank’s reporting protocols.

The GRM shall only collect two items of data related to GBV—to be inferred from discussions with the complainant:

- i. The nature of the GBV; and,
- ii. To the best of the knowledge was the perpetrator associated with the project.

Additional information shall be gathered by the GBV Service Provider using their existing survivor support protocols. This information shall be confidential and not part of the GRM process.

The GRM operator will refer complaints related to GBV to the GCT to resolve them. In accordance with the GBV Action Plan, the GCT through the GBV Service Provider and Focal Point(s) will investigate the complaint and ultimately provide the GRM operator with a resolution to the complaint, or the Police if appropriate. The victim’s confidentiality should also be kept in mind when reporting any incidences to the Police.

The GRM operator will, upon resolution, advise the complainant of the outcome, unless it was made anonymously.

GBV Service Provider

The GBV Service Provider is a local organization which has the trust of the local community, experience and ability to support survivors of GBV. They will be identified by the client during project preparation, if necessary with the support of the World Bank.

The client, the contractor(s) and consultant(s) must establish a working relationship with the GBV Service Provider, so that GBV cases can safely be referred to them. The GBV Service Provider will also provide support and guidance to the GBV Focal Points as necessary. The GBV Service Provider will have a representative on the GCT and be involved in resolving complaints related to GBV.

The contract for the GBV Service Provider shall include provision for financing costs around providing the necessary support to survivors.

GBV Complaints Team

The GCT is responsible for ensuring that GBV complaints are properly investigated and that appropriate sanctions are applied for any cases where sanctions are considered to be justified. The GCT is comprised of: (i) the GBV Service Provider; and, (ii) 'Focal Points' from the contractor(s), consultant(s) and client; and optionally, (iii) members of the local community, government, etc.

All the Focal Points on the GCT must be trained and empowered to resolve GBV issues. It is essential that all staff of the GRM and GCT understand the guiding principles and ethical requirement of dealing with survivors of GBV. All reports should be kept confidential and referred immediately to the GBV Service Provider represented on the GCT³⁰.

The GCT shall confirm that all complaints related to GBV have been: (i) referred to the client and the World Bank by the GRM operator; and, (ii) are referred to Police (or other authorities) for investigation if of appropriate severity. In GBV cases warranting Police action; and, (iii) management for further action.

The GCT shall consider all GBV complaints and agree on a plan for resolution. The appropriate Focal Point will be tasked with implementing the plan (i.e. issues with contractor's staff will be for the contractor to resolve; consultant's staff the consultant; and client's staff the client). The Focal Point will advise the GCT on resolution, including referral to the Police if necessary. They will be assisted by the GBV Service Provider as appropriate.

Accountability Measures

All reports of GBV shall be handled in a confidential manner to protect the rights of all involved. The client, contractor and consultant must maintain the confidentiality of employees who notify any acts or

³⁰ Survivors of GBV may need access to Police, justice, health, psychosocial, safe shelter and livelihood services to begin on a path of healing from their experience of violence.

threats of violence, and of any employees accused of engaging in any acts or threats of violence (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law). The contractor and consultant must prohibit discrimination or adverse action against an employee because of survivor's disclosure, experience or perceived experience of GBV (see Annex 1 for examples of actions to maintain accountability).

To ensure that survivors feel confident to disclose their experience of GBV, they can report cases of GBV through multiple channels such as: (i) online, (ii) phone, (iii) in-person, (iv) the local GBV Service Provider, (v) the manager(s), (vi) village councils; or, (vii) the Police. To ensure confidentiality, only the GBV Service Provider will be privy to information regarding the survivor. The GCT will be the primary point of contact for information and follow up regarding the perpetrator.

Monitoring and Evaluation

The GRM is to notify the client and the World Bank immediately of any complaints related to GBV.

The GCT must monitor the follow up of cases that have been reported and maintain all reported cases in a confidential and secure location. Monitoring must collect the number of cases that have been reported and the share of them that are being managed by Police, NGOs etc.

These statistics shall be reported to the GRM and the Supervision Engineer for inclusion in their reporting.

Awareness-raising Strategy

It is important to create an Awareness-raising Strategy with activities aimed to sensitize employees on GBV on the work site and its related risks, provisions of the GBV Codes of Conduct, and GBV Allegation Procedures, Accountability Measures and Response Protocol. The strategy will be accompanied by a timeline, indicating the various sensitization activities through which the strategy will be implemented and the related (expected) delivery dates. Awareness-raising activities should be linked with trainings provided by the GBV Service Provider.

Response Protocol

The GCT will be responsible for developing a written response³¹ protocol to meet the project requirements, in accordance to national laws and protocols. The response protocol must include:

- i. Mechanisms to notify and respond to perpetrators in the workplace;
- ii. The GRM process to ensure competent and confidential response to disclosures of GBV, and;
- iii. A referral pathway to refer survivors to appropriate services (See 4.8 Survivor Support Measures below).

The contractor(s), consultant(s) and client shall encourage notification through the GRM channels from employees and community members about perpetrators in the workplace through awareness raising activities. An employee who discloses a case of sexual harassment in the workplace shall be referred to the GRM for reporting to seek services.

³¹ Develop appropriate protocol for written recording of GBV issues raised in case the notes are subpoenaed. Develop processes for record keeping including activities undertaken by the GCT.

Through the GCT, the companies and client shall oversee the investigation of these grievances, ensuring procedural fairness for the accused, and within the local laws. If an employee has breached the Code of Conduct, the employer will take appropriate action which could include:

- i. Undertake disciplinary action up in accordance with sanctions in the GBV Codes of Conduct (see Section 4.9);
- ii. Report the perpetrator to the Police as per local legal paradigms; and/or
- iii. If feasible, provide or facilitate counselling for the perpetrator.

Survivor Support Measures

It is essential to appropriately respond to the survivor's complaint by respecting the survivor's choices to minimize the potential for re-traumatization and further violence against the survivor.

Any survivor will receive care regardless of whether the perpetrator is associated with the project will receive support/ The support will be provided by the GBV Service Provider—including medical and psychosocial support, emergency accommodation, transport fees necessary to receive services, security including Police protection and livelihood support—by facilitating contact and coordination with these services. See Annex 1 for examples of the types of support which could be considered under the project.

The contract with the GBV Service Provider shall explicitly detail the services to be provided, and how the associated costs shall be financed by the project.

If the survivor is an employee of the contractor(s), consultant(s) or client, to ensure the safety of the survivor, and the workplace in general, the client, contractor or consultant, in consultation with the survivor, will assess the risk of ongoing abuse to the survivor and in the workplace. Reasonable adjustments will be made to the survivor's work schedule and work environment as deemed necessary (see Annex 1 for examples of safety measures). The employer will provide adequate leave to survivors seeking services after experiencing violence (see Annex 1 for details).

Sanctions

In accordance with the Code of Conduct, any employee confirmed as a GBV perpetrator shall be considered for disciplinary measures in line with sanctions and practices as agreed in the Individual Code of Conduct. Potential Sanctions to employees who are perpetrators of GBV include:

- i. Informal warning
- ii. Formal warning
- iii. Additional Training
- iv. Loss of up to one week's salary.
- v. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
- vi. Termination of employment.
- vii. Referral to the Police or other authorities as warranted.

It is important to note that, for each case, disciplinary sanctions are intended to be part of a process that is entirely internal to the employer, is placed under the full control and responsibility of its managers and is conducted in accordance with the applicable national labor legislation.

Such process is expected to be fully independent from any official investigation that competent authorities (e.g. Police) may decide to conduct in relationship to the same case, and in accordance with the applicable national law. Similarly, internal disciplinary measures that the employer's managers may decide to enact are meant to be separate from any charges or sanctions that the official investigation may result into (e.g. monetary fines, detention etc.).

Annex 1 - Potential Procedures for Addressing GBV

Accountability Measures to maintain confidentiality can be achieved through the following actions:

1. Inform all employees that confidentiality of GBV survivors' personal information is of utmost importance.
2. Provide the GCT with training on empathetic and non-judgmental listening.
3. Take disciplinary action, including and up to dismissal, against those who breach survivor's confidentiality (this is unless a breach of confidentiality is necessary to protect the survivor or another person from serious harm, or where required by law).

GBV Allegation Procedures should specify:

1. Who survivors can seek information and assistance from.
2. The process for community members and employees to lodge a complaint through the GRM should there be alleged GBV.
3. The mechanism for how community members and employees can escalate a request for support or notification of violence if the process for reporting is ineffective due to unavailability or non-responsiveness, or if the employee's concern is not resolved.

Financial and Other Supports to survivors can include:

1. No/low interest loans.
2. Salary advances.
3. Direct payment of medical costs.
4. Coverage of legal costs specifically related to the incident
5. Coverage of all medical costs related specifically to the incident.
6. Upfront payments for medical costs to later be recouped from the employee's health insurance.
7. Providing or facilitating access to childcare.
8. Providing security upgrades to the employee's home.
9. Providing safe transportation to access support services or to and from accommodation.

Based on the rights, needs and wishes of the survivor, survivor support measures to ensure the safety of the survivor who is an employee can include³²:

1. Changing the perpetrator or survivor's span of hours or pattern of hours and/or shift patterns.
2. Redesigning or changing the perpetrator or survivor's duties.
3. Changing the survivor's telephone number or email address to avoid harassing contact.
4. Relocating the survivor or perpetrator to another work site/ alternative premises.
5. Providing safe transportation to and from work for a specified period.
6. Supporting the survivor to apply for an Interim Protection Order or referring them to appropriate support.
7. Taking any other appropriate measures including those available under existing provisions for family friendly and flexible work arrangements.

Leave options for survivors that are employees can include:

1. An employee experiencing sexual harassment should be able to request paid special leave to attend medical or psychosocial appointments, legal proceedings, and relocation to safe accommodation among other services that may be needed.

³² It is critical that a survivor centered approach be adopted. The survivor should be fully involved in the decision making. Except for exceptional circumstances the perpetrator should be required to take appropriate actions to accommodate the survivor (e.g. move, change hours, etc.), rather than the survivor changing.

2. An employee who supports a person experiencing sexual harassment may take care givers leave, including but not limited to accompanying them to court or hospital, or to take care of children.
3. Employees who are employed in a casual capacity may request unpaid special leave or unpaid care givers leave to undertake the activities described above.
4. The amount of leave provided will be determine by the individual's situation through consultations with the employee, the management and the GCT where appropriate.

Potential Sanctions to employees who are perpetrators of GBV include:

1. Informal warning
2. Formal warning
3. Additional Training
4. Loss of up to one week's salary.
5. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
6. Termination of employment.

Referral to the Police or other authorities as warranted.

