

**THE GOVERNMENT OF THE REPUBLIC OF
ZAMBIA (GRZ)/ ZESCO LIMITED**

**ZAMBIA - TANZANIA INTERCONNECTOR
PROJECT**

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

Negotiated Version

November 26, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of the Republic of Zambia (the Recipient) will implement the Zambia – Tanzania Interconnector Project (ZTIP) (the Project), with the involvement of the ZESCO Limited as set out in the Financing Agreement (the Agreement). The International Development Association (the Association) has agreed to provide financing for the Project, as set out in Agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and ZESCO Limited, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the ZESCO Limited agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and ZESCO Limited Representative specified in the Agreement or Managing Director of ZESCO Limited. ZESCO Limited shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT		
<p>A. ORGANIZATIONAL STRUCTURE</p> <p>a. Establish and maintain a Project Implementation Unit (PIU), with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including an environmental specialist, a social specialist, a health and safety specialist, gender and gender-based violence specialist, and a wayleave officer.</p> <p>b. Enter into collaboration arrangements with the Supervising Engineer, and Contractors, who will be required to have requisite expertise on site such as an Environmental Specialist, a Social Specialist, a Health and Safety Specialist, a Gender Specialist, and a Biodiversity Specialist to manage E&S risks and impacts of the Project.</p>	<p>a. ZESCO will maintain the existing PIU staff, who include the following qualified E&S staff namely Chief Environmental and Social Analyst, Environmental Specialist, Social Specialist, Wayleave Officer, and a Health and Safety Specialist, prior to project effectiveness. Additionally, a Gender-Based Violence Specialist shall be appointed to the E&S staff of the PIU within 3 months after Project effectiveness. The above E&S specialists shall be maintained throughout Project implementation.</p> <p>b. During the tendering process but onboarding no later than 30 days after contract signing.</p>	<p>ZESCO Limited</p>
<p>B. CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the capacity building plan on training that may be required for PIU staff, communities and relevant stakeholders on, but not limited to the following:</p> <ul style="list-style-type: none"> • Stakeholder mapping and engagement • Specific aspects of environmental and social assessment • Community health and safety. • BMP and CHMP development, clearance, and implementation • Training on the Health & Safety Management Plan for the project areas and its effective implementation • Mitigation of SEA/SH and GBV risks • Project specific LMP and codes of conduct • ESIRT reporting, Root Cause Analysis • Grievance management and resolution process • Resettlement and livelihoods restoration. 	<p>Required capacity building and training to commence within 3 months after project effectiveness, and continue throughout Project implementation, with refresher trainings undertaken on a quarterly basis where applicable.</p>	<p>ZESCO Limited</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBILITY
C.	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through [monthly] contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. 	<p>Submit semestral reports as required to the Association throughout Project implementation, commencing after project effectiveness date. The PIU shall submit quarterly reports to the Association.</p>	ZESCO Limited
D.	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit monthly reports to the Association as annexes to the reports to be submitted under action C above.</p>	ZESCO Limited

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
E.	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Association of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	ZESCO Limited
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>i. Adopt and implement an updated Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for the construction of the Transmission Lines, construction and upgrades of substations planned under the Project consistent with the relevant ESSs.</p> <p>ii. ZESCO is to adopt and implement the project Environmental and Social Impact Assessment (ESIAs), Environmental and Social Management Plans (ESMPs) as set out in the ESIAs.</p>	<p>i. Implement the ESIA and ESMP throughout Project implementation.</p> <p>ii. Incorporate the ESMP as part of the respective bidding documents and implement the ESMP throughout Project implementation.</p>	ZESCO Limited

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2 MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments including but not limited to Occupational Health and Safety (OHS) instruments, Contractors Environmental Social Management Plans (C-ESMPs), the Labor Management Procedures, and code of conduct with SEA/SH provisions, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p>	<p>i. As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts to be provided to the Association upon request.</p> <p>ii. Contractor to develop the C-ESMP within 30 days of contract effectiveness. C-ESMP to be approved by ZESCO and Supervising Engineer and adopted and implemented.</p>	<p>ZESCO Limited</p>
<p>1.3 TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, ESIA's, BMPs, CHMPs, GRMs, GBVMPs are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the World Bank Environmental and Social Framework (ESF), and include downstream impacts, in accordance with the Association's guidance on TA. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	<p>ZESCO Limited</p>
<p>1.4 CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>This will not be applicable to the Project</p>		
<p>1.5 ASSOCIATED FACILITIES</p> <p>This will not be applicable to the Project</p>	<p>N/A</p>	<p>N/A</p>
<p>1.6 USE OF BORROWER/RECIPIENT'S ENVIRONMENTAL AND SOCIAL FRAMEWORK</p>	<p>N/A</p>	<p>N/A</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The use of all or part of the Borrower's E&S Framework (BESF) may be proposed to manage the risks and impacts of a project. In such cases, the ESCP reflects the use of the BESF, set outs relevant additional measures, and specifies the Borrower's obligation to notify the Bank of any change in the BESF that may have an impact on E&S risk management for the Project. For this Project, this shall not apply.		
1.7	COMMON APPROACH This will not be applicable to the Project.	N/A	N/A
1.8	ACTIVITIES SUBJECT TO RETROACTIVE FINANCING All project activities being done to facilitate Project readiness (inter alia recruitment of Owners Engineer, procurement of Project vehicles) and due diligence conducted, and measures set out in the ESCP to meet the requirements of the ESSs	Throughout Project implementation.	ZESCO Limited
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Adopt and implement the Labor Management Procedure (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct including provisions relating to Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), forced labor, child labor, and grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	Implement the LMP throughout Project implementation.	ZESCO Limited
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with Clients OHS Management Plan.	The OHS plan will be prepared prior to the start of project activities and will be submitted to the Bank for non-objection. Then it will be implemented throughout Project implementation.	ZESCO Limited

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish worker grievance mechanisms prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	ZESCO Limited
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Prepare and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes (including construction waste, insulating oils and fuels etc.), consistent with ESS3. The WMP is to form part of the ESIA's ESMP.</p>	Implement the WMP throughout Project implementation.	ZESCO Limited
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures including water management, raw material extraction, hazardous materials management, pesticide and herbicide management, feasible emergency response and prevention, borrow pit management plans in the project's ESIA, ESMP and C-ESMPs to be prepared under actions 1.1 and 1.2 above.</p>	<p>Resource efficiency and pollution prevention and management measures incorporated into the ESIA and ESMP. These will be incorporated in the C-ESMP which shall be developed by the Contractor within 30 days of contract effectiveness.</p> <p>The ESMP and C-ESMP shall be implemented throughout Project implementation.</p>	ZESCO Limited
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks, as required, in the ESIA – ESMPs, CESMPs to be prepared under action 1.1 and 1.2 above. Ensure that contractors include in their proposals, bidding documents and CESMPs the costs and effective measures for the management of road traffic and road safety for the transportation of materials, equipment and other ancillaries to, within and from the project sites.</p>	Same timeframe as for the adoption and implementation of the ESIA – ESMPs and CESMPs as per action 1.2. above	ZESCO Limited
4.2	<p>COMMUNITY HEALTH AND SAFETY</p>	Same timeframe as for the adoption and implementation of the ESMPs.	ZESCO Limited

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, risks of labor influx, GBV/SEA/SH, exposure to transmission of disease outbreaks, exposure to contaminants and pollution from hazardous materials, construction and operational hazards including traffic and road safety, infrastructure and equipment design and safety, safety of services, ecosystem services, and include mitigation measures in the ESMPs to be prepared in accordance with the ESIA.		
4.3	SEA AND SH RISKS		
	Prepare and implement a SEA/SH Action Plan and GBV Action Plan prepared as part of the ESMP, to assess and manage the Project's risks of SEA, SH, and GBV.	Prepare a SEA/SH Action plan and GBV Action Plan prior to the start of activities and submitted to the Bank for non-objection; and thereafter implement the plan throughout Project implementation period.	ZESCO Limited
4.4	SECURITY MANAGEMENT	N/A	N/A
	This will not be applicable to the Project		
4.5	DAM SAFETY (FOR ANNEX A ESS4)		
	This will not be applicable to the Project	N/A	N/A
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT PLANS		
	Update and implement an updated resettlement action plan (RAP) for the Project consistent with ESS5.	Update and implement updated RAP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced persons have been resettled and where applicable, moving allowances have been provided.	ZESCO Limited
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS		
			ZESCO Limited

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Update the Biodiversity Management Plan (BMP) as part of the ESMP in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS6	Submit to the Bank for its non-objection the BMP three months prior to the start of any civil works. Adopt the revised BMP before the commencement of project activities, and thereafter implement the plan throughout Project implementation	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
This standard will not apply to the project			
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Prepare and implement a Cultural Heritage Management Plan (CHMP) as part of the C-ESMP in consultation with the National Heritage Conservation Commission, and in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8.	Contractor to develop a CHMP as part of the C-ESMP within 30 days of contract effectiveness, prior to the commencement of project activities, and thereafter implement the CHMP throughout Project implementation	ZESCO Limited
8.2	CHANCE FINDS Describe and implement the chance finds procedures as part of the ESMP of the Project.	Implement the procedures throughout Project implementation.	ZESCO Limited
ESS 9: FINANCIAL INTERMEDIARIES			
This standard will not apply to the project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Implement the SEP prior to Project Appraisal and thereafter implement the SEP throughout Project implementation.	ZESCO Limited

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>Establish the grievance mechanism prior to Project Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>ZESCO Limited</p>
<p>INDICATORS FOR IMPLEMENTATION READINESS</p> <p>The following actions are indicators for implementation readiness:</p> <p>A – Organizational Structure</p> <p>1.1: Environmental and Social Assessment and/or Plans</p> <p>2.1: Labour Management Procedures</p> <p>2.2: Occupational Health and Safety Management Plans,</p> <p>2.3: Grievance Mechanism for Project Workers</p> <p>4.3: SEA and SH Risks</p> <p>5.1: Resettlement Action Plan</p> <p>10: Stakeholder Engagement and Information Disclosure</p>			