


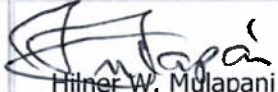




**ZAMBIA - TANZANIA INTERCONNECTOR PROJECT
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**



Prepared By	Date	Reviewed By	Date	Approved By	Date
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1. The Republic of Zambia (GRZ) (the Recipient) through the Ministry of Energy (MoE) (the Borrower) will implement the Regional Energy Transmission, Trade and Decarbonization Project (the Project), with the involvement of the ZESCO Limited as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Borrower 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 Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, 1as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Borrower, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the borrower through ZESCO Limited and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and ZESCO Limited. ZESCO Limited shall promptly disclose the updated ESCP.



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A.	REGULAR REPORTING		
	Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).	Submit six-monthly reports to the Association throughout Project implementation. Submit each report to the Association no later than 10 days after the end of each reporting period.	ZESCO Ltd
B.	INCIDENTS AND ACCIDENTS		
	Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injuries. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate. Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide subsequent report to the Association within a timeframe acceptable to the Association	ZESCO Ltd
C.	CONTRACTORS' MONTHLY REPORTS		
	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.	Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.	ZESCO Ltd
D.	NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS		
	Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor's obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of	ZESCO Ltd



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>with such contractor; and, in the event of any such referral, notify the Association of:</p> <ul style="list-style-type: none"> i. the DAAB’s decision on such referral; ii. the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; iii. any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and iv. the resulting emergency arbitration order and/or full arbitration order, if any. 	<p>Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE		
	<ul style="list-style-type: none"> i. ZESCO is to establish and maintain a PIU with qualified staff and resources to support management of ESHS risks and impacts of the Project including a full time Project Coordinator, one Environmental Specialist, one Social Specialist, one Wayleave Officer and one Occupational Health and Safety Specialist. ii. Contractors will be required to have an Environmental and Social Specialist and a Health & Safety Specialist on site. 	<ul style="list-style-type: none"> i. ZESCO to establish and maintain a PIU as set out in the Financing Agreement. ZESCO to hire or appoint the Environmental Specialist, Health and Safety Specialist, Wayleave Officer and the Social Specialist before the Project Effectiveness Date, and thereafter maintain these positions throughout Project implementation. ii. During the tendering process but onboarding no later than 30 days after contract signing. 	ZESCO Ltd
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS		
	<ul style="list-style-type: none"> i. Update, 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 Component B1of the project consistent with the relevant ESSs. 	<ul style="list-style-type: none"> i. The updated ESIA and ESMP shall be prepared, disclosed, consulted and submitted to the Bank for review and clearance before the commencement of the procurement process for the respective subproject. 	ZESCO Ltd



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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 ESIs.	ii. Adopt the ESIA/ESMP before launching the bidding process for the respective Project activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.	
1.3	MANAGEMENT OF CONTRACTORS		
	Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S and 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 ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	ZESCO Ltd
1.4	TECHNICAL ASSISTANCE		
	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, ESIs, BMPs, CHMPs are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs 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.	Throughout Project implementation.	ZESCO Ltd
1.5	SUPERVISION CONSULTANT		
	Hire a supervision consultant to carry out the supervision of project implementation, including adherence to all aspects of the Project Operations Manual. The supervision consultant should have the capacity to supervise adherence to the ESCP and other ESF instruments, with a focus on SEA/SH and OHS aspects	Hire the Supervision consultant prior to the commencement of civil works. Supervision consultant prepares and submits monthly reports throughout Project implementation	ZESCO Ltd



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.6	CRISIS AND EMERGENCY RISK COMMUNICATION		
	Develop an Emergency Preparedness and Response Plan (EPRP). Ensure compliance to the EPRP provisions and report appropriately to relevant stakeholders.	Throughout Project Implementation	ZESCO Ltd
1.7	PERMITS, CONSENTS, AUTHORISATION		
	Secure relevant permits, consent and authorizations applicable to the project and subprojects activities from relevant national authorities and agencies. Comply or cause to comply, as appropriately with conditions, established in these permits, consents and authorizations throughout project implementation.	Throughout Project Implementation	ZESCO Ltd
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES		
	Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), 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.	Adopt the LMP prior to Project Appraisal and thereafter Implement the LMP throughout Project implementation.	ZESCO Ltd
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS		
	Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish worker grievance mechanisms prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	ZESCO Ltd
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN		
	Adopt 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.	Adopt the WMP prior to the commencement of project activities and thereafter implement the WMP throughout Project implementation.	ZESCO Ltd



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT		
	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 CESMPs to be prepared under actions 1.2 and 1.3 above.	Same timeframe as for the adoption and implementation of the ESMP.	ZESCO Ltd
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY		
	Incorporate measures to manage traffic and road safety risks, as required, in the ESIA – ESMPs, CESMPs to be prepared under action 1.2 and 1.3 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.	Same timeframe as for the adoption and implementation of the ESIA – ESMPs and CESMPs as per action 1.2. above	ZESCO Ltd
4.2	COMMUNITY HEALTH AND SAFETY		
	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 such as COVID-19, exposure to contaminants and pollution from hazardous materials, construction and operational hazards including traffic and road safety, infrastructure and equipment design and safety, Electric and Magnetic Fields (EMF), safety of services, ecosystem services, and include mitigation measures in the ESMPs to be prepared in accordance with the ESIA.	Same timeframe as for the adoption and implementation of the ESMPs.	ZESCO Ltd
4.3	SEA AND SH RISKS		
	Adopt and implement a SEA/SH Action Plan prepared as part of the ESIA, to assess and manage the Project's risks of SEA and SH.	Adopt the SEA/SH Action Plan and implement as per action 1.2 above.	ZESCO Ltd



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT		
<p>5.2 RESETTLEMENT PLANS</p> <p>i. Prepare, adopt and implement a resettlement action plan (RAP) for each activity under the Project related to involuntary resettlement, including physical and/or economic displacement, and restrictions on land use that requires such RAP, consistent with ESS5.</p> <p>ii. Hire technical expertise for RAP preparation for sub-projects.</p> <p>iii. Hire an independent entity to conduct audit of RAP(s)</p>	<p>i. Adopt and implement the respective RAP and ensure that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and where applicable, moving allowances have been provided.</p> <p>ii. After sub-project screening.</p> <p>iii. After RAP completion</p>	<p>ZESCO Ltd</p>
<p>5.3 GRIEVANCE MECHANISM</p> <p>Establish and operate a grievance mechanism, as described in the SEP and in the RAP and consistent with ESSs.</p>	<p>Adopt and implement GRM in the same timeframe as the adoption and implementation of the RAP in 5.1 and the SEP in 10.2.</p>	<p>ZESCO Ltd</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES		
<p>6.1 BIODIVERSITY RISKS AND IMPACTS</p> <p>Where significant risk and adverse impacts on biodiversity have been identified that cannot be avoided, minimized then adopt, and implement a BMP as part of an ESIA or ESMP consistent with ESS6.</p>	<p>Same timeframe as for the adoption and implementation of the ESMPs as per action 1.2. above</p>	<p>ZESCO Ltd</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES		
<p>This standard will not apply to the project</p>		
ESS 8: CULTURAL HERITAGE		
<p>8.1 CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>If required, adopt and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMP, in accordance with the guidelines of the ESIA prepared for the Project and, consistent with ESS8.</p>	<p>Same timeframe as for the adoption and implementation of the ESMPs as per action 1.2. above</p>	<p>ZESCO Ltd</p>



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8.2	CHANCE FINDS		
	Describe and implement the chance finds procedures as part of the ESMP of the Project.	Same timeframe as for the adoption and implementation of the ESMPs as per action 1.2. above	ZESCO Ltd
ESS 9: FINANCIAL INTERMEDIARIES			
This standard will not apply to the project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION		
	Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Adopt and disclose the SEP prior to appraisal, and thereafter implement the SEP throughout Project implementation	ZESCO Ltd
10.2	PROJECT GRIEVANCE MECHANISM		
	Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	Establish the grievance mechanism prior to Project Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.	ZESCO Ltd
CAPACITY SUPPORT			
CS1	Training that may be required for PIU staff, communities and relevant stakeholders on: <ul style="list-style-type: none"> stakeholder mapping and engagement specific aspects of environmental and social assessment community health and safety. 	Within 3 months after Project Effective Date and thereafter undertake refresher trainings on a quarterly basis.	ZESCO Ltd



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • Environmental and Social Framework • ESIA and ESMP development, clearance, and implementation • 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 risks • Project specific LMP and codes of conduct • Root Cause Analysis • ESHS management related to Comp 1.3 matching grant program • Grievance management and resolution process • Resettlement and livelihoods restoration. 		
<p>CS2 Project worker OHS training on:</p> <ul style="list-style-type: none"> • Health Safety Management Plan • Emergency Response Plans • Road Safety • Root Cause Analysis • Construction site induction training • Code of Conduct for Workers • OHS risk assessment • SEA/SH awareness, prevention, and response • Labor and working conditions, including employer compliance with national labor laws, and combatting of child labor and forced/trafficked labor and • Specific training for specific OHS risks • Functioning of the grievance mechanisms 	<p>During the Contractors' mobilization phase and thereafter undertake refresher trainings monthly throughout project implementation.</p>	<p>ZESCO Ltd</p>