Company and logo

Plant name

Environmental Social and Health Management Plan

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# Introduction

Short introduction about company, project and consultant compiling ESHMP.

# Plant description

General Plant description and aspect relevant to ESHMP.

# Roles and responsibilities

List all responsible parties, namely, and describe the responsibilities of each of them, especially relating to ESHMP.

(All roles and responsibilities should be here, such as the Investor, site manager and HS specialist, and Env Specialist).

# Permits and Approvals

List all necessary Environmental, Social, and Health & Safety permits/approvals of the plant and their validity date.

# Environmental and Social Procedures

This section outlines the overall procedures associated with the implementation and monitoring of the ESMP.

## Environmental and social compliance inspections

Provide short description as to the frequency and extend of internal and external compliance inspections.

## Incident and accident investigation

The detailed steps and content of the incident & accident investigation process must be described in the ESMP. Describe who, how and when will investigate and report to. Short and to the point.

## Control of hazardous materials

A detailed method statement as to the use of all hazardous materials and attached copies of MSDS sheets for all hazardous materials on site.

## Control of possible heritage impacts

A process that describes aspects to a chance find, who to contact, how and how not to proceed etc.

## Water management

Provide rules and guidelines for monitoring.

## Waste management

Provide rules and guidelines for monitoring.

## Wastewater management

Only provide management aspects if a septic tank is in place, or water from toilet and basin flows away in French drain. If chemical toilet is provided and water for washing of hands etc is provided via plastic container this section can be removed. this section is closely related to point 6.8 sanitation requirements

## Soil erosion management

Provide rules and guidelines for monitoring, and the management of erosion. All sites will have the potential for erosion especially with sheet flow off the panels from rain. How this will be dealt with must be explained succinctly.

## Dust control

Provide rules and guidelines for monitoring.

## Noise control

Provide rules and guidelines for monitoring.

## Equipment maintenance

Provide rules and guidelines for monitoring.

## Protection of flora and fauna

Provide rules and guidelines for monitoring.

## Rehabilitation of disturbed areas

Describe process for the rehabilitation of disturbed areas, and monitoring.

# Health and Safety Procedures

This section outlines the overall procedures associated with the implementation and monitoring of the ESMP.

## Permits and Isolations

This Procedure outlines the minimum mandatory requirements which shall be adhered to at all times with respect to Permit to Work.

A Permit to Work System is a critical control for the management of Significant Injury risks. Breaches of the PTW process will result in disciplinary action. Any potential PTW system failure or unintentional breach shall be investigated as a Significant Potential Incident.

## Incident and accident investigation

The detailed steps and content of the incident & accident investigation process must be described and recorded in the relevant logs.

## Covid-19

This Procedure outlines the minimum mandatory requirements which shall be adhered to at all times with respect to management of Covid-19. At a minimum the KFW “Interim Guidance: COVID-19 Response and Preparedness Process” can be utilised.

## Vehicles and Driving

This section outlines the minimum mandatory requirements which shall be adhered to at all times with respect to the management of Vehicles and Driving on the Project.

This standard does not apply to personnel commuting to and from their place of residence in a privately owned vehicle.

## Electrical Safety

This section outlines the minimum mandatory requirements which shall be adhered to at all times with respect to the management of Electrical Safety on the Project.

Electrical works shall also comply with the Permit to Work and Isolations Procedure.

## Mobile Plant, Equipment and Tools

This section outlines the minimum mandatory requirements which shall be adhered to at all times with respect to the management of Mobile Plant, Equipment and Tools on the Project.

## Workplace Health Monitoring

This section outlines the minimum mandatory requirements for monitoring workplace health. The Project’s Health Monitoring Procedure includes monitoring programs for:

* Dusts, including crystalline silica;
* Noise and vibration;
* Welding fume;
* Diesel fume; and
* Heat exposure.
* Fatigue Management

Preliminary monitoring of these hazards will be conducted at the start of the construction phase. Results will be compared against the Occupational Exposure Limits (OEL) or equivalent to determine the level of risk that can impact the health and the workforce. Monitoring methodology, locations, frequencies, and parameters will be established following these preliminary reviews.

## Water, Food and Hygiene

This section outlines the minimum mandatory requirements to ensure the quality and hygienic supply of food and potable water to the work site and accommodation.

## Hazardous Materials Management

This section outlines the minimum mandatory requirements which shall be adhered to at all times with respect to safe handling and use of hazardous materials. Noise

This section outlines the minimum mandatory requirements which shall be adhered to at all times with respect to managing occupational noise exposures during construction and operation. Emergency Response

Project emergency response measures are in compliance with the requirements set out in the Crisis and Emergency Management Standard.

# Grievance Mechanism

The main purpose of developing a Grievance Redress Mechanism (GRM) is to provide an effective and systematic procedure in responding to queries, feedbacks and complaints from beneficiary & affected communities, other key stakeholders, the general public, and workers (including workers of subcontractors). The GRM intends to provide clarity and predictability on how complaints will be received, assessed, and resolved, as well as monitored. Specific activities are described for each of these steps.

It must be noted that the Grievance Redress Mechanism does not limit the right of a complaining party to submit the case to the court of law just at the first or at any stage of a grievance process.

## General public grievance mechanism

### Contact details

Grievances can be submitted to the nominated Contact Person:

Name Surname

Position

Department

Company

Address

Telephone Number

Email

## Workers Grievance Mechanism

## Roles and responsibilities

This Section presents a review of the responsibilities and allocated resources for implementation of the Grievances.

## Monitoring and reporting

How will all grievance be captured, responded to and reported on?

# Stakeholder Identification and Analysis

## Approach and Methodology

The identification of stakeholders in relation to the project was carried out based on the following criteria:

* **Impact**: the implementation of the Project may significantly affect a certain social group (stakeholders);
* **Influence**: the social group is able to significantly influence the process of project implementation;
* **Partnership**: there are opportunities for building partnerships between the Implementing organisations and the given social group; and
* **Interest**: a social group or individuals not necessarily directly affected by the project may (or may not) show interest in it.

Stakeholder engagement requires the identification of stakeholders considering the above criteria and the definition of appropriate methods for engagement with them.

## Stakeholder Categories and Groups

The Project stakeholders have been grouped into the following two major categories:

* **Internal stakeholders** representing the organisations that undertake the Project and those who work within them such as management, staff, owners, shareholders, as well as contractors and subcontractors involved in the Project implementation and benefiting from it (investors and shareholders); and
* **External stakeholders** representing the groups or individuals that are not part of the organisations implementing the Project but are affected in some way by the decisions and actions of such organisations.

Table 8‑1: Internal stakeholders are:

| **Stakeholders** | **Interests / Role/Mandate** |
| --- | --- |
|  |  |
|  |  |
|  |  |

**External stakeholders**: In order to ensure effective and meaningful engagement, the Project’s external stakeholders have been clustered into the following groups:

* Potentially affected parties/facilities (if any);
* Potentially vulnerable groups (if any);
* Non-commercial organisations (Non-Governmental Organisations (NGOs), mass media, academia etc.).
* State authorities;
* Regional/Community authorities;

Table 8‑2: Stakeholder groups and summary of their interests/relation to the Project

| **Stakeholders** | **Interests / Role** | **Engagement Tool** |
| --- | --- | --- |
| ***Potentially affected parties/facilities*** | |  |
|  |  |  |
|  |  |  |
| ***Potentially vulnerable Groups*** | |  |
|  |  |  |
| ***Non-commercial organisations*** | |  |
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| ***State authorities*** | |  |
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| ***Regional/Community Authorities*** | |  |
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# Adaptive Management

ESHMP is a “living document” and will be revised if new circumstances arise to manage them in a correct manner.

# Compilation of The Environmental and Social Management and Monitoring Plan

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| E&S Aspect/Receptor | Potential Impact/ Negative Impact | Mitigation and/or compensation measures; Management Action | Responsibility for implementation (company and personnel) | Frequency of implementation | Monitoring Action, Procedure/Type of Management | Frequency of monitoring | Responsibility for monitoring (company and personnel) |
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# Compilation of The Health and Safety Management and Monitoring Plan

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| --- | --- | --- | --- | --- | --- | --- | --- |
| H&S Aspect/Receptor | Potential Impact/ Negative Impact | Mitigation and/or compensation measures; Management Action | Responsibility for implementation (company and personnel) | Frequency of implementation | Monitoring Action, Procedure/Type of Management | Frequency of monitoring | Responsibility for monitoring (company and personnel) |
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# Public Grievance Form

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| --- | --- | --- | --- | --- |
| **Reference No:** |  | | | |
| **Full Name** |  | | | |
| **Contact Information**  **Please mark how you wish to be contacted (mail, telephone, e-mail).** | * **By Post: Please provide mailing address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** * **By Telephone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** * **By E-mail \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | | | |
| **Preferred Language for communication** | * **Language 1 (specify)** * **Language 2 (specify)** | | | |
|  |  | | | |
| **Description of Incident or Grievance:** | | | What happened? Where did it happen? Who did it happen to? What is the result of the problem? | |
|  | | | | |
| **Date of Incident/Grievance** | |  | | |
|  | | * **One time incident/grievance (date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_)** * **Happened more than once (how many times? \_\_\_\_\_)** * **On-going (currently experiencing problem)** | | |
|  |  | | | |
| **What would you like to see happen to resolve the problem?** | | | |  |
| Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Please return this form to:**  [name], Health and Safety Manager, or Community Liaison Officer [company name],  Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Tel.: \_\_\_\_\_\_\_\_\_ or E-mail: \_\_\_\_\_\_\_\_\_ | | | | |