



**Accelerating Sustainable and Clean Energy Access
Transformation Program**

**Standard Environmental and Social
Management Plan (ESMP)**

Template for Solar Mini-Grid Projects

ANNEXES:

Annex 1: Waste Management Plan (WMP)

Annex 2: Occupational Health and Safety Plan (OHSP)

**Annex 3: Sexual Exploitation and Abuse/ Sexual Harassment
(SEA/SH) Action Plan**

December 2025

INTRODUCTION TO THE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP) TEMPLATE – ANNEXES

Background

Environmental and Social Management Plan (ESMP) template has been created for the purpose of facilitating the assessment of environmental and social impact factors and the development of adequate mitigation strategies for prospective mini-grid project developers and operators for new countries joining Accelerating Sustainable and Clean Energy Access Transformation (ASCENT) Multi-Programmatic Approach (MPA). This is contained in a separate report (VOLUME-1)

Instructions:

This VOLUME-2 provides ANNEXES containing the following: Waste Management Plan, Health and Safety Management Plan, and Sexual Exploitation & Abuse (SEA), Sexual Harassment (SH) and GBV Action Plan. The Annexes should be read and used in conjunction with VOLUME-1 Report.

Annex 1: Waste Management Plan (WMP)

1.0 Introduction

This document is a Specialist Environmental Procedure intended to guide activities relating to Waste Management activities during installation of the Mini-Grids.

1.2 Purpose of the Waste Management Plan

The Borrower shall strive to achieve accepted Good International Industry Practice and the national waste handling requirements throughout the implementation of the Project. To achieve this, mechanisms to minimize waste generation and disposal of waste will be undertaken in a responsible manner and in accordance with the National Environment/ Waste Management Regulations [mention the applicable national waste management laws and regulations] and in line with ESS3, General EHSGs, and EHSGs for Electric Power Distribution and Storage.

1.5 Scope of the WMP

The scope of WMP includes actions to be undertaken by the Borrower for the management of waste materials generated by the project and its associated activities. The plan contains provisions for disposal, re-use or recycling of all wastes including solid, liquid and hazardous waste. The WMP is set to ensure that the contractor puts measures in place for waste source separation and collection at selected points for proper disposal at a designated site.

The following waste streams are the subject of this plan.

1. Sewage (Human refuse).
2. Food waste.
3. Packaging wastes (Paper, card boards, wood plastic and similar packaging materials)
4. Plastics (hard and soft).
5. Scrap metal/wood (off-cuts).
6. Medical waste (From first aid administering).
7. Hazardous waste (solvents, paints, car service – oil filters and gaskets. etc).
8. Excavation wastes (earth, overburden).
9. Electrical and electronic waste (end-of-life solar PV cells batteries, fluorescent bulbs).

1.6 Responsibility

The Borrower will be responsible for overall management of all types of waste generated during the course of project activities. The Borrower will lead all the necessary planning, and ensuring provision of materials, equipment, tools and training required for appropriate management of waste.

2.0 Legal requirements/guidelines

The management of waste on this project shall be guided by the respective National Environmental Laws and guidelines on Waste management [please list the laws and regulations] and the World Bank's ESS3 on Pollution Prevention and Control.

3.0 Potential impacts

Potential impacts associated with generating, storing, handling, transporting, treating and disposing of wastes include:

- Environmental impacts on site associated with poor handling and storage of wastes on site (for example, dust, surface or water pollution).
- Impacts to workers' health and safety associated with handling and storage of wastes, particularly hazardous wastes and poor housekeeping practices in general at all project sites.
- Environmental/health and safety impacts should waste be dumped in transit.
- Environmental/health and safety impacts associated with using facilities for treatment / disposal of waste operated by third parties that are not capable of treating the types or quantities of waste sent.

4.0 Waste Management Actions/ measures

The starting point for waste management actions will be segregation at source. The entire waste management chain process will be anchored on active separation of wastes at point of generation. The essence of waste segregation at source is to enable re-use, recycling and the choice for the most appropriate disposal technology should the first two fail.

Separation of wastes at source further reduces chances of cross contamination of waste streams by hazardous wastes hence making it safer for both the waste management stream and the receiving environment. The following waste management measures should be undertaken by the Contractor/s following the waste management hierarchy:

- ❖ All waste from the site is dealt with in accordance with the National regulations and policies laid out in Section 4.0. This is to ensure that materials will be handled efficiently to minimize wastage and that all waste arising from site will be managed appropriately.
- ❖ Waste management awareness and sensitization programs are put in place to drive the waste minimization culture on the Project.
- ❖ Each waste stream is identified and appropriate source separation, collection, storage and disposal measures provided in accordance to the WMP to comply with the project's approved ESMP.
- ❖ The contractor will ensure, so far as is reasonably practicable, that waste produced during construction is re-used, recycled or recovered.

- ❖ Only when all other routes are exhausted will waste be sent to landfill.
- ❖ Targets for re-use and recycling will be recorded at the start of the project and monthly progress towards this monitored.
- ❖ A defined waste management area will be set up on site with individual containers provided for wood, concrete, metal, general and recyclable waste.
- ❖ Contracted waste transporters are used and ensure that they are licensed and permitted in line with the National Environmental requirements [mention the applicable law].
- ❖ The procedures detailed in the Waste Management Plan should be brought to the notice of all subcontractors, employees and subcontractors' employees.
- ❖ All recycling containers will be clearly labeled. Containers shall be located in close proximity to the construction waste generating activity in which recyclables/salvageable materials will be placed.

Temporary Waste Storage and Segregation: On-site short term waste storage facilities will be provided as a secure, short term store for all waste streams generated on site prior to them being collected by relevant waste carriers for final disposal.

4.1 Waste management actions/ measures for different waste streams

a) Human Waste

The Contractor/s shall provide workers with gender segregated mobile toilets, using a ratio of 1 toilet to 20 workers, or in accordance with the guidance from the Ministry in charge of public health [mention the Ministry]. The mobile toilets shall be cleaned regularly. The generated sewage shall be disposed of at the nearest Sewerage works in the Urban areas.

b) Food Waste

Food waste is basically food that is not eaten. Though not assessed as significant, this waste is expected to be generated from leftovers of food by the workers. Workers will be encouraged to reduce food waste as much as possible. The leftovers shall be given to members of the community that so wish to use them as animal (pigs) feeds or compost.

c) Paper, card boards and similar packaging materials

This type of waste is expected to be generated from office stationery, and associated electronic equipment packaging (Cardboard) and any other type of packaging that will be used made of paper or cardboards. This waste will be collected by the gangs and brought to site office waste management area for further management. This waste will be sold to other companies for recycling or re-use.

d) Plastics

Very minimal plastics are expected to be generated. These are not directly from the electricity construction materials but rather from food packaging for example soda and water bottles. The

Contractor/s will collect all plastics generated at the site offices until substantial amounts are raised and transported to a recycling facility that shall be identified within the course of project implementation.

e) Scrap metal (off-cuts)

Off-cut material is expected to be generated from the conductors . The Contractor/s will utilize all off-cut material in constructing that is re-used in other projects.

f) Medical waste (From first aid ministering) and other Hazardous waste

Minimal medical waste is expected to be generated from first aid administering. This is expected from plasters and cotton material that are used for wound / cut dressing, used and expired drugs among others. The Contractor/s will identify and engage a licensed medical waste handler during the course of project implementation. Other Hazardous waste, including broken PV panels, used batteries, shall be disposed of in accordance with best industrial practices.

5.0 Implementation and monitoring

The key roles and responsibilities in the implementation of the WMP as well as monitoring all activities of the Contractor's WMP and their responsibilities are set out in table below:

Table 1: Waste Management Plan Implementation Activities

Activity/Action	Responsibility	Timeframe / Period
Overall implementation and supervision of WMP	Project Manager, Contractor	Throughout the period of project implementation
Site/field implementation of WMP	Foreman, Contractor, Safeguards team	Throughout project implementation
Education and awareness to both workers and members of the community	Contractor safeguards team	Monthly for workers Every sensitization meeting held with the community
Reporting (part of the ESMP reporting for the project)	Contractor	Monthly
Monitoring and compliance	Local Authorities and the Client (PIU)	Frequency to be determined by the responsible parties Continuous throughout the project

5.1 Waste Management and Implementation Monitoring Plan

This plan shall be implemented and monitored using the framework as set out in the ESMP document to which it is appended. Of specific importance shall be the commitment of management to facilitate its implementation and workers adhering to basic principles of waste and sanitation management.

Awareness shall form a strong component of this plan. Using appropriate approaches for all shall be guided on the proper use of facilities at the camp and on work sites.

Table 2: Waste Management Plan Matrix *[Please populate and complete this table Summarising Site-Specific Measures presented under Section 4.0]*

Activities	Potential E&S Issues and Risks	Proposed Mitigation Measures	Responsibilities	Timeline	Budget
Mini-Grids Installation and operation - waste management plan					
Waste minimization, reuse and recycling					
Transportation, delivery and storage of batteries, solar PVs, and other construction materials and supplies.					
Waste segregation, packaging, color coding and labeling.					
Onsite collection and transportation.					
Waste storage.					
Onsite waste treatment and disposal.					
Waste transportation to and disposal at offsite treatment and disposal facilities.					
Emergency events	- Spillage. - Occupational exposure to chemicals. - Exposure to EMF. - Accidental releases of hazardous substances to the environment. - Failure of solid waste and wastewater treatment facilities. - Fire. - Other emergent events.	Emergency response plan			
<i>[To be expanded as may be needed].</i>					

6.0 Periodic Review and update of the WMP

As project activities progress, the WMP should be reviewed and updated on an annual basis or when need arises where new waste and recovered material streams arise. The contractor will:

- (a) review the plan;
- (b) record the types and quantities of waste produced;
- (c) record the types and quantities of waste that have been:
 - i. re-used (and whether this was on or off site);
 - ii. recycled (and whether this was on or off site);
 - iii. sent for another form of recovery (and whether this was on or off site);
 - iv. sent to landfill; or
 - v. otherwise disposed of; and
- (d) update the plan to reflect the progress of the project.

Annex 2: Occupational Health and Safety Plan (OHSP)

I. EXECUTIVE SUMMARY

Project identification

Project	
Location	
Client	
Objectives of the project	
Scope of the project	The project consists of the construction, of [provide finer details as per the design].
Objectives of the Plan	The objective of this Health and Safety Plan is to ensure that all possible provisions are taken to address the potential HAZARD of the project on Health and Safety of workers on site as well as the surrounding community. Furthermore, the OHSMP: ✓ Outlines project background and the activities that will be undertaken during project implementation as well as it's anticipated the occupational health and safety hazard. ✓ Reviews Country's OHS National Policy, Legal and Administrative Framework. ✓ Provide Risk Assessment. ✓ Describes available preventive and mitigation measures. ✓ Provides a list of emergency situations and preparedness response. ✓ Defines performance measurement and monitoring program including parameters to be followed, responsibility of implementation and Supervision.

II. BACKGROUND INFORMATION

1.0 Project summary

The Government of [name of borrower] has received financing from the World Bank (WB) towards the cost of installation of solar mini grids under the ASCENT Project. The project has the following components:

[list the project components based on design].

All materials supplied in the frame of this project will be newly manufactured, of best quality and sized for working under the conditions specified and withstanding to the variations of temperature and atmospheric conditions arising under working conditions.

[For detailed project description and activities, including implementation schedule, please refer to Section 2 of the ESMP]

III. HEALTH AND SAFETY REGULATORY AND LEGAL COMPLIANCE

[Fill out this Table with the Relevant and Applicable OHS Policies and Laws]

Table 1: Summary of Applicable OHS Policies, Laws and Regulations

Reference and title of text	Applicability/ Information	Main Requirement	Compliance	Recommended action plan

IV. OCCUPATIONAL HEALTH RISKS ASSESSMENT AND SAFE WORK METHOD STATEMENT

4.1 Risk Assessment

This section aims to give details and explanation the type and range of risks likely to result from the different project's activities, measuring its likelihood and severity. The specific purpose of this section is to:

- identify and assess the range of potential risks;
- explain the ways in which the project activities might affect the environment human health and safety;

[Please undertake Project-specific Risk Assessment and Develop a Risk Matrix, as guided below, considering the project activities to be implemented. The Matrix should be customized to the respective Projects]

- ✓ Determine routine activities and ad hoc activities in normal operation, abnormal working situations and emergency / accident situations.
- ✓ Identify the hazards and risks generated by the company's operations and existing actions to control these risks; Using the professional risk analysis guide and taking into account the following factors:
 - Human resources (Behavior, skills, training, awareness, number of people in relation to the workload, etc.).
 - Material resources (Infrastructure, production equipment, means of transport).
 - Raw materials and consumables including energy, water, compressed air... The workplace (Design of workspaces, processes, facilities and machinery / equipment as well as the relational aspect and leadership style, etc.).
 - Operating procedures and organization of work.
 - Regulations applicable if any.
- ✓ Identify hazards and risks from outside the workplace that may have a negative impact on the health and safety of those present in the workplace, as well as existing control actions.

The following table relates the identified risks for each project activity and should be used to rank the risks according to the available control provision and mitigation measures, for the specified subproject.

Table 2: OHS Risk Matrix for installation of Mini-Grids

N°	Activity	Risk	Damages (consequence of Risk)	Affected person	Prevention measures	Mitigation measures	Risk Assessment		
							Severity	Likelihood	Impact
1	During activities	Bite / Sting of insects	Infection	All the project team	Awareness of wearing long-sleeved clothing, Available vaccination	Provide First Aid Kit and trained aider	x	x	x
2		Exposure to tropical diseases such as malaria, typhoid	Infection	All the project team	Awareness of tropical diseases and means of prevention Awareness of wearing long-sleeved clothing, Available vaccination	Provide First Aid Kit and trained aider Immediate Hospitalization	x	x	x
3		Exposure to climatic condition (heat and humidity)	Fatigue, Embarrassment	All the project team	Awareness of wearing long-sleeved clothing, Wearing sun hat	Provide First Aid Kit and trained aider Immediate Hospitalization	x	x	x
4		Fire	Injury / Burn	All the project team	Awareness to avoid using fire in work place, Avoid storing and transportation of flammable products	Communication means available Firefighting device available and continuously checked List of emergency contact available	x	x	x

						Emergency plan			
5		Traffic accident	Injury / Fatality	Project team / Workers Third party	Start-check of the vehicle (tire, brake), Ensure valid inspection certificate, Hire skilled driver, Awareness regarding the respect of traffic rules and the wear of safety belt, Organize trips (time, road, weather conditions ...), Respect of the authorized load,	Communication means available List of emergency contact available Emergency plan	x	x	x
6		Lack of hygiene	Infection / disease	Project team / Workers	Awareness regarding hygiene of hand, cloths and foods, Provide appropriate mobile toilet on warehouse and ensure to keep it clean, Provision of water and soap for hand washing, provide antibacterial products in the housing site, Ensure continuous cleaning of the housing site and the management of waste, Provide safe drinking water	Provide First Aid Kit and trained first aider	x	x	x
7		Constraining posture	Fatigue, Embarrassment	Workers	Awareness regarding the proper manner of handling		x	x	x

8		Conflict and aggression by owners or other person on team member during work	Injury	Project team / Workers	-Inform in advance the local authority of the work to facilitate entry to private properties, Awareness to be in group, Awareness to respect and preserve private properties, Recruit workers locally	Inform authority Provide First Aid Kit and trained first aider	x	x	x
9		Sexually transmissible Infection / Disease	Infection / disease	Project team / Workers / Third party	-Awareness regarding the Sexually Transmissible Infection / Disease - All worker should provide medical certificate to witness the cleanliness of Sexually transmissible Infection / Disease	Provide First Aid Kit and trained first aider	x	x	x
10		Infectious disease	contagious illness	Project team / Workers	All worker should provide medical certificate to witness the cleanliness of infectious diseases	Provide First Aid Kit and trained first aider	x	x	x
1	Warehousing plants and materials	Falling object	Injury	Project team / Workers	Start check of the delivery (no unexpected collapse), Use proper handling tool, Respect of the authorized charge, Storage organization and storage height limitation, Not personnel under moving charge, install protections to hold stored objects	Availability and use of PPE (helmet), Provide First Aid Kit and trained first aider	x	x	x

2		Constraining posture	Fatigue, Embarrassment	Workers	Awareness regarding the proper manner of handling	Provide break time for relieve	x	x	x
3		Contact with sharp object	Injury	Workers	Use of gloves and safety shoes	Provide First Aid Kit and trained first aider	x	x	x
4		Falling from height	Injury	Workers	Assistance and supervision by a supervisor, Storage organization and storage height limitation,	Provide First Aid Kit and presence of trained first aider	x	x	x
5		Collision between person and tool of handling (crane, truck, forklift)	Injury	Project team / Workers	Assistance and supervision by a supervisor, Certified crane, slings and competent operator, Clear visibility for operator (crane, truck, forklift),	Availability and use of PPE (helmet), Provide First Aid Kit and trained first aider	x	x	x
1		Falling object	Injury / Fatality	Third person	Secure the delivery by proper device and continuous check during the trip		x	x	x
2		Truck reversal	Injury / Fatality	Third person / Driver	Respect of the authorized load and the traffic rules		x	x	x

3	Plants and materials transportation	Collision truck with third party road user	Injury / Fatality	Third party / Driver	Start-check of the vehicle / truck (tire, brake), Valid inspection certificate, skilled driver, Awareness regarding the respect of traffic rules and the wear of safety belt, Organize trips (time, road, weather conditions ...), Respect of the authorized load, Use of marking device in case of huge delivery (such as metallic structure, container)	Communication mean available List of emergency contact available Emergency plan	x	x	x
4		Collision between person and tool of handling (crane, truck, forklift)	Injury	Workers	Assistance and supervision by a supervisor, Certified crane, slings and competent operator, Clear visibility for operator (crane, truck, forklift),	Availability and use of PPE (helmet), Provide First Aid Kit and trained first aider	x	x	x
1	Excavation	Shock of the worker's foot	Injury	Workers	Availability of proper tools Awareness regarding safe manner	Availability and use of appropriate PPE (gloves, safety shoes), Provide First Aid Kit and trained first aider	x	x	x
2		Noise (in case of Drilling hammer use)	Ear fatigue, Injury	Workers	Availability of proper tools Awareness regarding safe manner	Availability and use of appropriate PPE (Ear plug, gloves, safety shoes), Provide First Aid Kit and trained first aider	x	x	x

3		Fall of persons in the hole or trench	Injury	Third party / Workers	-Signaling and markup, -limiting the time between excavation and pole erection	Provide First Aid Kit and trained first aider	x	x	x
4		Third-party traffic accident (in case the work is near to the roadside)	Injury / Fatality	Workers	-Signaling and markup (cone and ribbon, man with flag, "man at work" sign	Communication mean available List of emergency contact available Emergency plan	x	x	x
5		Collision between person and tool of handling (crane, truck, forklift)	Injury	Workers	Assistance and supervision by a supervisor, Certified crane, slings and competent operator, Clear visibility for operator (crane, truck, forklift),	Availability and use of PPE (helmet), Provide First Aid Kit and trained first aider	x	x	x
6		Shock of third-party person	Injury	Third party person	Prohibit entry of third-party person to the field of activity	Provide First Aid Kit and trained first aider	x	x	x
7		Collision between person and tool of handling (crane, truck, forklift)	Injury	Workers	Assistance and supervision by a supervisor, Certified crane, slings and competent operator, Clear visibility for operator (crane, truck, forklift),	-Availability and use of PPE (helmet), -Provide First Aid Kit and trained first aider	x	x	x
8		Third-party traffic accident (in case the work is near to the roadside)	Injury / Fatality	Workers	Signaling and markup (cone and ribbon, man with flag, "man at work" sign	Emergency plan	x	x	x

1	Conductors and cables pulling, stringing and sagging, Service connection	Falling object (tools, equipment)	Injury	Workers	-Prohibit activities under and in the vicinity the line under construction, -Start check and regular check of the pulling tools, -Provide to the lineman proper device for keeping and handling its working tools, -Supervision of the activity by a skilled supervisor	-Availability and use of PPE (helmet), -Provide First Aid Kit and trained first aider	x	x	x
2		Constraining posture	Fatigue, Embarrassment	Workers	Awareness regarding the proper manner of handling	Provide break time for relieve	x	x	x
3		Contact with sharp object	Injury	Workers	Use of gloves and safety shoes	Provide First Aid Kit and presence of trained first aider	x	x	x
4		Falling from height	Injury	Lineman	-Skilled person, -Availability of proper climbing tools, -Availability of proper lifeline tools (harness, anti-fall device), -Start and regular check of these tools, -Presence of skilled supervisor	Provide First Aid Kit and presence of trained first aider	x	x	x
5		Lightning on conductor	Injury / Fatality	Lineman	-Prohibit work under bad weather conditions -Earthing the conductor	- Communication mean available - List of emergency contact available -Emergency plan	x	x	x

6		Electrical shock due to contact with existing energized power line	Injury / Fatality	Lineman	-Work field examination, -Necessary precaution (safety instruction application), -Ask utility services assistance -Power switch off and (safety instruction application) -Earthing the conductor	- Communication mean available - List of emergency contact available -Emergency plan	x	x	x
7		Shock of third-party person	Injury	Third party person	-Prohibit entry of third-party person to the field of activity, -Presence of skilled supervisor	Provide First Aid Kit and trained first aider	x	x	x
8		Collision between person and tool of handling (crane, truck, forklift)	Injury	Workers	Assistance and supervision by a supervisor, Certified crane, slings and competent operator, Clear visibility for operator (crane, truck, forklift),	-Availability and use of PPE (helmet), -Provide First Aid Kit and trained first aider	x	x	x
9		Third-party traffic accident (in case the work is near to the roadside)	Injury / Fatality	Workers	Signaling and markup (cone and ribbon, man with flag, "man at work" sign	- Communication mean available - List of emergency contact available -Emergency plan	x	x	x

4.2 Safety Work Method Statement and Hazard Control

4.2.1 Site Rules

- All personnel shall undergo safety induction training.
- Appropriate Personal Protection Equipment shall always be worn.
- Every accident and near miss event must be reported to the Site Manager immediately.
- Any person found to be interfering with or misusing fixtures, fittings or equipment provided in the interest of health, safety and welfare shall be excluded from site.
- Smoking will only be permitted in designated areas.
- Visitors must report to Security and will be allowed entry at Site Manager's entrance. Whilst on site visitors must wear the appropriate PPE.
- Vehicle drivers must wear the appropriate PPE (when outside vehicle). Vehicles are not to be reversed at the front of the building unless under the control of an authorized banksman.
- Vehicle drivers must remain with their vehicle during loading / unloading.
- Safety signs and notices must be followed.
- The public must be protected from hazards associated with project work.
- No alcohol or illegal drugs are to be brought onto the site.
- No person who is under the influence of alcohol or drugs is allowed on site.
- Offensive or inappropriate language and provocative gestures are not allowed.
- No gambling, threatening or violent behavior.
- No personnel shall indulge in fighting, horseplay or practical jokes within the site or its perimeter.
- Mobile toilets and washrooms must be kept in a clean and hygienic state after use.
- Rubbish must not be allowed to accumulate; work areas are to be kept tidy.
- Combustible materials are to be removed on a regular basis and disposed of in an appropriate manner.
- Permission must be obtained from the Site Manager prior to any work on site.
- All site personnel, for their own safety and for the safety of others, are required to fully comply with their employer's statement of safe working method.
- No person shall operate equipment unless trained and authorized.
- No one may enter an excavation greater than four feet deep unless authorized by the Competent Person/ Foreman.
- Excavations must be sloped or shored properly. Safe means of access and egress from excavations must be maintained.
- Ladders and scaffolds shall be solidly constructed, in good working condition, and inspected prior to use. No one may use defective ladders or scaffolds.
- Fall protection or fall arrest systems must be in place when working at elevations greater than six

feet for temporary working surfaces and four feet for fixed platforms.

- The Supervisor must select safety belts, harnesses and lanyards. The user must inspect the equipment prior to use. No defective personal fall-protection equipment shall be used.
- Hand and portable power tools must be inspected prior to use. Defective tools and equipment shall not be used.
- Electrical cords shall be kept out of walkways and puddles unless protected and rated for the service.
- All incidents, no matter how minor, must be reported immediately to the Supervisor.
- All personnel shall be familiar with the Site Emergency Response Plan.

4.2.2 Site Amenities

- Drinking water will be provided on site for all workers.
- All workers are to have good hygiene standards and clean up after themselves.
- Daily collect all wastes from the site work and dispose in the temporary waste bins at the warehouse and site to be managed by the approved collector.

4.2.3 Site Security

The Contractor will, so far as reasonably practicable, secure the site by:

- Securing / fencing off project sites and installations.
- Deploying security guards to protect project equipment.
- The use of armed security guards must be informed by a Security Risk Assessment and situations which warrants their use.
- Armed security guards shall be hired and used in line with ESS4 (para 24-27).

4.2.4 Site Signage

At a minimum, the Contractor will display the following signs on the entrance to the site:

- Contractor's name, contact details and after-hours telephone number.
- the location of the site office.
- All safety signage will be clearly visible from outside the workplace, the work area where the construction project is being undertaken.

4.2.5 Fire

In case a gasoline powered generator and/or air compressor will be used at the site to power the various power tools and for heavy machines, there is a risk of fire during refueling of this generator, particularly if fuel is spilled in the process. To prevent ignition of this fuel, the generator will be staged and operated outside, away from all ignition sources. Smoking will be prohibited within 30 meters of the generator and fuel storage area. The gasoline will be stored in a safety can and will be bonded to the generator during transfer of fuel. The generator will be grounded to a conducting rod driven into the ground if

such grounding is recommended by the manufacturer. A portable dry chemical fire extinguisher and sorbent pads will be staged at the jobsite in the event of fuel spillage or fire.

4.2.6 Personal Protective Equipment

The Contractor will provide the personal protective equipment (PPE) to workers at the workplace and the visitors.

At a minimum, each worker and visitors has to wear (depending on nature of risk exposure):

- Hard hat.
- Safety shoes (leather work boots with steel toe) or over boot.
- Safety Gloves (leather work gloves or insulated gloves) if needs.
- Work cloths/ High visibility jacket.

The person providing the PPE must ensure that the PPE is:

- suitable for the nature of the work and any hazard associated with the work.
- a suitable size and fit and reasonably comfortable for the worker who is to use or wear it.
- maintained, repaired or replaced so that it continues to minimize risk to the worker who uses it, including by:
 - ensuring it is clean and hygienic.
 - ensuring it is in good working order.
 - ensuring it is used or worn by the worker, so far as is reasonably practicable. The

person supplying the PPE must also:

- provide workers with information, training and instruction in the proper use, wearing, storage and maintenance of PPE.
- ensure that any other person at the workplace (such as home owners, clients or inspectors) is appropriately provided with PPE to wear as required.
- Workers must:
 - follow all instructions to wear and use PPE
 - take reasonable care of PPE.

5.0 Health and Safety Management and Monitoring Program

5.1 Performance Measurement and Monitoring

The Occupational Health and Safety Monitoring Provisions are:

- Monitoring of objectives and indicators, site visit (observation and investigation);
- Regulation survey and compliance;
- Control of non-conformities and initiation of improvement actions;

- Analysis of incidents / accidents;

5.2 Monitoring Program

This section aims to define an action plan to reach the Occupational Health and Safety objectives.

These objectives are to avoid as much as possible the occurrence of risk, mitigate the consequence in case of happening as well as to ensure the preparedness to respond to emergency situation.

The management and monitoring program contains indicators to follow up the achievement of the objectives.

Each action is planned over the project duration and has a responsibility center for implementation and are quoted within the project budget. The draft Health and Safety Monitoring Plan is presented in the Table below. [This should be customized to individual subprojects, based on design and site baseline characteristics].

Table 4 Health and Safety Monitoring Plan

Policy Focus	Risk	Objective	Indicator	Target	Action Plan	Resp.	Timing	Budget
Compliance to legal requirements	-	Comply with all legal requirement Applicable/ Permits	Rate of conformity	100%	Identify and Review of applicable rules and ensure conformity	Project Manager Health and Safety Manager	End of xxxx	Included in the project budget
	Lack of hygiene	Avoid possible Infection and disease coming from lack of hygiene	Number of affected person	0	-Awareness regarding hygiene of hand, cloths and foods, - Provide appropriate mobile toilet on warehouse, on site and ensure to keep it clean, -Provision of water and soap for hand washing, provide antibacterial products for cleaning, -Ensure continuous cleaning of the housing site and the management of waste, - Provide safe drinking water	Construction Engineer Health and Safety Manager	During all the construction phase	“

Policy Focus	Risk	Objective	Indicator	Target	Action Plan	Resp.	Timing	Budget
Prevent injury and ill health	Falling object	Avoid falling object accident	Number of falling object accident / incident	0	Ensure start and bi-monthly check of the pulling and lifting devices	Health and Safety Manager	Ensure start and bi-monthly during all the	“
							construction phase	
	Falling from Height	Avoid falling from height accident	Number of falling object accident / incident	0	Ensure start and bi-monthly check of lifeline devices (harness)	Health and Safety Manager	Ensure start and bi-monthly during all the construction phase	“
	Fire risk in the warehouse and site	Avoid fire damage			Weed Control Action	Health and Safety Manager	Monthly	“
	All Risk	Improve risk awareness	-Rate of first induction attendance -Rate of awareness attendance	100% 80%	-First induction for all workers -Awareness campaign	Health and Safety Manager	Before start work Quarterly	“

Policy Focus	Risk	Objective	Indicator	Target	Action Plan	Resp.	Timing	Budget
Mitigate the impact of risk occurring	All risks	Mitigation of incidents impacts	Availability of EPP	100%	Provide enough EPP with spare quantity	Health and Safety Manager	During all the construction phase	“
	Risk of fire	Mitigation of the fire impact	Availability of operational fire extinguisher and other provision	100%	Provide enough fire extinguisher and regularly check and other provision	Health and Safety Manager	During all the construction phase	“
	Risk related to emergency situation	Ensure Emergency response preparedness	-Number of mock test -Rate of awareness attendance	100% 60% 80%	-First induction for all workers -Awareness campaign	Health and Safety Manager	At any time for new comers or visitors Quarterly	“

6.6 Incident Reporting, Accident Investigation and Analysis

The prompt reporting and thorough analysis of all accidents, incidents, near miss incidents and dangerous occurrences provides an important performance indicator. All incidents (including Near Misses) related to construction activities must be recorded. The incidents shall be notified, reported, and investigated such as:

- Incidents related to personal injury requiring more treatment than a First Aid (FA);
- Environmental releases in excess of the quantities defined in the Spill Contingency Procedure;
- Property Damage of any magnitude;
- Near Misses with high potential severity (e.g. involving cranes and heavy equipment).

It is the duty of Subcontractor to notify the Contractor and/or Resident Engineer of any incident immediately.

6.6.1 Incident Reporting

If the *[responsible party in the implementing agency]* becomes aware of a serious incident in connection with the project, which may have significant adverse effects on the environment, the affected communities, the public, or workers, it should notify the World Bank within 48 hours of becoming aware of such incident. A fatality is automatically classified as a serious incident, as are incidents of forced or child labor, abuses of community members by project workers (including gender-based violence incidents), violent community protests, or kidnappings, lost time injury requiring 3 or more days off work, occurrence of a disease in excess of normal expectancy of number of cases, displacement without due process of compensation, unexpected impacts on heritage resources, unexpected impacts on biodiversity resources, environmental pollution incident, and any other incident or accident that may have a significant adverse effect on the environment, the affected communities, the public, or the workers, irrespective of whether harm had occurred on that occasion.

Preliminary Reporting means conveying detailed information about the incident in a written and structured manner within 48 hours.

Incident Investigation means investigating the incident in a structured manner to find the root causes and to identify preventive and corrective measures. The investigation shall take place within 10 business days from the date of the accident. The preliminary report shall include at least the following information:

- Location, date and time of the incident;
- Brief description of what happened;
- Initial assessment of the incident severity (Severe, Serious, Moderate, Indicative/ Minor).
- The report shall be made available to Site Manager/Project Manager, the Resident Engineer and CLIENT.
- Unsafe Acts/Unsafe Conditions shall be investigated only if they have a very high potential severity.

6.6.2 Investigation and Analysis

In all other areas, the SM shall form the investigation team in case of Major incidents. The Investigation Report shall include at least the following information:

- Incident details;
- Incident severity assessment;
- Incident analysis;
- Incident investigation findings;
- Incident cause identification (with related preventive and corrective measures).

The report shall be made available to the WB, Client/Borrower, RE, Contractor Head Office (according to internal procedures), and relevant Subcontractors. The report shall be compiled following the WB – ESIRT Forms (Environmental and Social Incidents Reporting Tool).

The project shall review all Major and Medium incident reports for ensuring that all preventive and corrective measures are carried out. The Client through RE shall follow up on the implementation of preventive and corrective measures for all incidents.

The PIU shall keep an up-to-date register of all incident reports and the related preventive and corrective measures.

V. OHS IMPLEMENTATION BUDGET

The OHS Plan shall be implemented as part of the overall project ESMP.

Annex 3: Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Action Plan

The SEA/SH Action Plan for projects with civil works such as installation of Mini-Grids elaborates on a range of potential mitigation measures for works that were assessed to be at Moderate SEA/SH risk. The following template corresponds to Moderate SEA/SH risk.

This Action Plan templates below are aligned with the recommendations of the [ESF Good Practice Note on Addressing SEA/SH in IPF Involving Major Civil Works](#) (Civil Works GPN). To strengthen monitoring reporting, the Action Plan integrates recommended standardized indicators. Reporting on progress on implementation of these actions should be included in project's E&S reports.

The actions described in this sample action plan **should provide a starting point to consider appropriate mitigation of SEA/SH risks and associated budget and responsibility constraints** – they are not a comprehensive list. Decisions about necessary actions should be informed by the project context and design and SEA/SH risk. ESS1 requires Borrowers to utilize “means that are appropriate to the nature and scale of the project and proportionate to the level of...risk” (ESS1, paragraph 2). In addition, each mitigation action includes sample intermediary steps to implement this mitigation action are listed to facilitate planning and budgeting, but are project-specific and will require adaptation.

Key mitigation measures of the SEA/SH Action Plan should be integrated in the relevant E&S instruments and documents (LMP, SEP and Grievance Mechanisms SOP, etc.)

SEA/SH Action Plan sample – Moderate SEA/SH risk**Project Name:****Project P code:****Country:****Date of SEA/SH Action Plan:****SEA/SH risk level: Moderate****Brief description of main drivers of risks, including component-specific risks:**

Mitigation actions	Responsible for action [Clearly indicate lead agency/ies), and contributing party/ies]	Timeline for action	Budget	Indicators	Responsible for monitoring and reporting [Clearly indicate lead agency/ies), and contributing party/ies]
RISK ASSESSMENT					
- Carry out an assessment of the project's underlying SEA/SH risks as part of the project social assessment and ensure SEA/SH risks are adequately reflected in all E&S project documentation (i.e., Project ESMF/P, C-ESMP, LMP, SEP, etc.). <i>Sample intermediary steps to implement this mitigation action are listed here to facilitate planning and budgeting and may include:</i> - Integrate assessment of SEA/SH risks in TOR of social assessment (or of stand-alone SEA/SH assessment), including mapping of GBV service providers (see below), assessment of existing behavioral standards on SEA/SH,	IA, SEA/SH assessment consultant			SEA/SH risks integrated in E&S assessment report (Y/N)	IA, SEA/SH assessment consultant

mandatory reporting requirements, etc. - o Train teams carrying out assessment as needed, including on safety and ethical considerations related to GBV data collection - o Carry out assessment - o Plan for and update assessment as part of stakeholder engagement during project implementation					
• Carry out consultations with women and girls and other groups at risks, including on SEA/SH, as part of the project SEP to keep them informed about the project, get their feedback on project design and safeguard issues, knowledge and efficacy of mitigation measures, etc.^[1] - o Identify groups particularly at risks of SEA/SH as part of the SEP - o Establish methodology and approaches to consult with the most vulnerable - o Carry out consultations in a safe and enabling manner, with facilitator of the same sex and with the right expertise and culturally sensitive approaches	IA, consultant mobilized to carry out the SEP			• # women and girls involved in sex-specific consultations/total number of community members consulted with (SEP) or # of focus groups carried out with women only (SEP) • # of CSOs advocating for women and girls, children, LGBTQI, disability rights consulted	IA, consultant mobilized to carry out the SEP

• Develop SEA/SH Action Plan - o Based on the assessment of SEA/SH risks, develop SEA/SH Action Plan, with key indicators, estimated budget, timelines for implementation and monitoring indicators and reflect it in the project ESMF/P - o Integrate responsibilities and expectations related to SEA/SH in all contracts, including those related to E&S and incident reporting and in the C-ESMP - o Define timelines and processes to update the SEA/SH actions plans throughout implementation, based on emerging risks and the evolution of the project - o Update regularly and as needed the SEA/SH action plan	IA, SEA/SH assessment consultant			• An SEA/SH action plan has been developed (Y/N) • Action plan is regularly updated (Y/N)	IA
BEHAVIORAL STANDARDS					
• Develop an Accountability and Response Framework - o Document in one place the steps for handling, reviewing, verifying and investigating allegations, including timeframe, and responsibilities for each stage of the process, reporting	IA			• Project has a SEA/SH Prevention and Response Action Plan (Y/N) • Project has an Accountability and Response Framework as part of the ESMP (Y/N)	IA

requirements, and specific provisions for child survivors. - o Ensure coherence with GM and referral protocols/GBV service mapping - o Reflect in the Ops Manual - o Ensure that accountability and response framework is reflected as needed in bidding documents, offers and contracts - o Update the accountability and response framework based on lessons learned from incident response and other feedbacks.					
Establish mandatorily enforceable codes of conduct for each category of project workers - o Develop proportional project-specific codes of conduct - o Integrate requirements on CoC in all contracts (see dedicated action) - o Roll-out codes of conduct to ensure they are in place before workers start project-related activities (i.e. have workers sign them individually or as part of training, ensuring that they are aware/trained and that CoC are enforceable)	IA, all project consultants and contractors			• Behavioral standards or CoC which addresses SEA/SH is in place (Y/N) • # training sessions carried out for project actors about Behavioral standards or CoC	IA, supervising engineer, all project consultants and contractors

• Train project workers on expected behaviors and prohibitions related to SEA/SH, GM and support services, ways to file a complaint, etc. - o Identify proportional training/sensitization solutions for each category of project workers - o Ensure that requirement and expectations on training are included in contracts with consultants/contractors - o Mobilize expertise to ensure that project related training is of quality, rights-centered, etc. - integrate training of workers in responsibilities of GBV actor to be recruited for TA - o Training all project workers before they start activities (solutions proportional to risk level) - o Conduct refresher- or on-the-job training/awareness as part of workers and civil servants ongoing training	All project consultants and contractors, GBV service provider if relevant			• # of project actors trained on CoC / total # of project actors active in reporting period • # training session carried out for project actors • GM coordinator has been trained in the survivor centered approach (Y/N)	Supervising engineer, all project consultants and contractors, GBV service providers (if relevant)
GRIEVANCE MECHANISM AND INCIDENT RESPONSE					
• Map GBV service providers in all areas of project implementation - o Consult what mapping exists in country	IA, SEA/SH assessment consultant			• Localized referral protocols available for all areas of project implementation (Y/N,	IA

- o Develop TOR and methodology for mapping, including quality assessment (include in TOR for SEA/SH/social assessment) - o Carry out mapping - o Integrate gap filling GBV service provision in the TOR of GBV service provider as needed - o Develop localized referral protocols, to be integrated in the project Accountability and Response Framework. - o Update referral pathways regularly, as needed				disaggregated by region)	
• Establish SEA/SH pathways in GMs (community-based and for workers) and capacity to safely and ethically receive and respond to SEA/SH cases - o Develop survivor-centered SOPs to receive and response to SEA/SH complaints - o Develop intake forms, referral protocols, information sharing tools, etc. - o Develop training plans for all stakeholders involved in management of SEA/SH complaints - o Carry out GM training plans	IA			• SEA/SH sensitive SOPs in place as part of broader GM SOPs • # of SEA/SH cases received by the project, (disaggregated by age, sex, form of violence reported, status/open/closed, etc.);	IA

- o Mobilize expertise as needed to provide TA to operationalization and training related to SEA/SH GM (include in TOR of GBV actor, if relevant). - o Roll out SEA/SH sensitive GM - o Reflect key elements of the GM in the Accountability and Response Framework and Ops Manual					
• Respond to SEA/SH incidents reported to the project in line with a survivor-centered approach - o Offer referral to GBV services based on mapping and referral protocols - o Verify and take action, prioritizing survivors' rights and wishes - o Identify and implement corrective actions	IA, GBV service providers (if relevant), all project consultants and contractors			% of SEA/SH cases where survivors were connected to services (disaggregated by services)	IA
• Raise community awareness on SEA/SH, standards of conduct, GM and GBV services available: - o Develop plan for mobilization, depending on project timelines and risk level - o Integrate responsibility in TOR of actor raising awareness on broader GM or of GBV actor to be mobilized for SEA/SH TA	IA, GBV service provider			• # of community members targeted by awareness raising (disaggregated by sex) •	IA

o Develop and review awareness materials, messages, IEC, etc. regularly, based on community's feedbacks, consultations and evolving understanding of risks					
MOBILIZATION OF TECHNICAL EXPERTISE					
• Clearly define the SEA/SH requirements and expectations, including on CoC, in bid documents and contracts: - o Include requirements on CoC, workers training, SEA/SH reporting, etc. in the bidding documents, based on project action plan and risk level (key elements already on ICB SPD). - o Explain SEA/SH requirements to bidders. - o Assess SEA/SH risk mitigation proposal as part of bidding evaluation - o SEA/SH requirements reflected in C-ESMP and part of offer evaluation, including of contractor's Accountability and Response Framework. - o Requirements on SEA/SH in contracts of consultants with	IA (social specialists and procurement)			• SEA/SH requirements and expectations are clearly defined in the bid documents (Y/N) • SEA/SH requirements and expectations are clearly defined in the procurement documents (Y/N)	IA

escalation clauses for non-compliance. o SEA/SH costs clearly reflected in contracts (i.e. line items in bill of quantities for clearly defined SEA/SH activities (such as preparation of relevant plans, or specified provisional sums for activities that cannot be defined in advance, such as for implementation of relevant plan/s, etc.)					
o				•	
o				•	
• Train all project stakeholders on project approach to SEA/SH risk management	IA				
M&E					
• Undertake regular M&E of progress on SEA/SH prevention and response activities, including reassessment of risks as appropriate. - o Integrate advancement of SEA/SH action plan implementation in E&S reporting (all stakeholders) and reports on ESCP implementation (IA) - o Update the ESCP and/or the relevant E&S management tools to incorporate necessary corrective and preventive actions.	IA, contractors, consultants (including GBV actor), supervising engineer.			• Protocol for M&E of the project is in place (Y/N) • E&S instruments are updated throughout the life span of the project (Y/N)	IA

^[1] This activity can put women and girls at risk, when not planned and implemented accordingly. It is imperative that consultations are prepared and rolled out in line with basic safeguarding measures, enable referrals of participants disclosing experiences of violence, that stakeholders responsible for data collection are trained and experienced in facilitated such consultations and that no individual data on GBV experiences is collected. For further information, consult Annex 2 of the SEA/SH GPN for civil works.