

Belize

**Climate Resilient and Sustainable Agriculture
Project - P172592**

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

November 13, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Belize (the Borrower) is implementing the Climate Resilient and Sustainable Agriculture Project (CRESAP) (the Project), with the involvement of the Ministry of Agriculture, Food Security and Enterprise (MAFSE) and with the assistance of the Belize Social Investment Fund (BSIF), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank) 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 Bank. The ESCP is a part of the Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
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, as 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 Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Borrower, this ESCP may 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 MAFSE, and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Chief Executive Officer of MAFSE. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank consolidated regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. Regular reporting includes but is not limited to the status of preparation and implementation of E&S documents required under the ESCP, status and performance of climate-smart agriculture (CSA) subprojects (hereafter, CSA Investments), stakeholder engagement activities, and functioning of the Grievance Mechanisms (GMs).</p> <p>Each Participating Financial Intermediary (PFI) shall submit reports on ESHS performance to the MAFSE, through BSIF, to be thereafter consolidated as part of the regular Project reporting. The MAFSE, through BSIF, shall suggest E&S templates that PFIs may uniformly adopt to ensure streamlined consolidation of reporting.</p> <p>Contractors for any civil works implemented under subcomponent 2.3 shall provide monthly monitoring and compliance reports.</p>	<p>Biannual consolidated Project reports shall be sent to the Bank not later than forty-five (45) days after the end of each six-month period, starting from the Project Effective Date. Mid-term and completion reports shall also be submitted, as required by the Bank, throughout Project implementation.</p>	MAFSE, BSIF
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the communities, workers, or the public, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. 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.</p> <p>Subsequently, as per the Bank’s request, prepare a report on the incident or accident and propose measures to prevent its recurrence.</p>	<p>Notify the Bank no later than forty-eight (48) hours after learning of the incident or accident.</p> <p>A subsequent report shall be provided within a timeframe acceptable to the Bank, as requested.</p>	MAFSE, BSIF
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE		MAFSE, BSIF

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>a. To facilitate the carrying out of the Project, the Borrower, through MAFSE, shall sign a Subsidiary Agreement with BSIF which will hold the project implementation unit (PIU). MAFSE shall assign one (1) environmental and social focal point, with qualifications and experience satisfactory to the Bank, and thereafter maintained throughout Project implementation. The BSIF PIU shall include, <i>inter alia</i>, one (1) fulltime environmental and social staff. The BSIF E&S staff shall work in close coordination with the E&S focal point in MAFSE.</p> <p>b. Adequate resources shall be allocated to support management of ESHS risks of the Project including the implementation of the SEP and the Project GM, ESF training to contractors, PFIs, PIU staff, and MAFSE staff.</p>	<p>a. MAFSE has designated one of its staff members as the E&S focal point for the Project. The MAFSE focal point and BSIF organizational structure shall function throughout Project implementation.</p> <p>b. Resources shall be maintained throughout Project implementation.</p>	
<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT AND MANAGEMENT PLANS</p> <p>a. Adopt and implement the Environmental and Social Management Framework (ESMF) covering all the components /subcomponents of the Project. Screen and assess the potential E&S risks and impacts of the proposed CSA activities, in accordance with the ESMF.</p> <p>b. Adopt the final approved Social Assessment (SA) in a manner acceptable to the Bank. Incorporate the findings and actions in the CSA Investment design, review, and implementation.</p> <p>c. Conduct E&S screening and assessment for all CSA Investments following the process detailed in the Project ESMF. Subsequently prepare, disclose, adopt, and implement CSA Investment-specific Environmental and Social Management Plans (ESMPs), where required, based on the findings of the screening and assessment. The ESMPs shall include following plans based on the findings of the screening or assessment:</p> <ul style="list-style-type: none"> • Waste Management Plan • Pollution Management Plan • Integrated Pest Management Plan • Stormwater Sedimentation and Erosion Control Plan • Community Health and Safety Plan • Biodiversity Management Plan 	<p>a. A Draft ESMF was prepared, disclosed, and consulted before the Project Appraisal. Such final version of the ESMF shall be finalized and disclosed no later than January 31, 2024 and be implemented throughout Project implementation.</p> <p>b. Implement the final SA throughout Project implementation.</p> <p>c. Plans or instruments shall be prepared, disclosed, consulted, and adopted before CSA Investment approval and carried out throughout Project implementation as outlined in the ESMF. No activities that may cause material E&S risks and impacts shall be initiated before the finalization of ESMPs.</p>	<p>MAFSE, BSIF</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> • Emergency Preparedness and Response Plan • Traffic and Road Safety Management Plan • Security Plan <p>d. Ensure that the E&S risks, impacts, and mitigation measures identified in the ESMF are incorporated into the Project Operations Manual.</p>	<p>d. Before finalization of the Project Operations Manual, based on an acceptable timeline agreed with the Bank.</p>	
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Develop and implement procedures for managing contractors and subcontractors for subcomponent 2.3, including, inter alia, by:</p> <ul style="list-style-type: none"> • Ensuring that the findings detailed in the ESMPs mentioned in action 1.2 above and in the LMP are incorporated into the bidding documents. • Ensuring that relevant requirements on E&S management are included in contracts and subcontracts (reflecting ESSs and ESCP). • Requiring the preparation of a Contractor ESMP that is costed, with required resources to mitigate E&S risks. • Monitoring contractor commitments and compliance. • Ensuring a separate Grievance Mechanism and Code of Conduct for workers. • Ensuring contractors provide details on contractor’s oversight on ESHS performance. • Ensuring contractors prepare monthly reports on ESHS performance. 	<p>The E&S actions shall be included in bidding documents prior to initiating the bidding process. Maintain procedures and supervise consultants and contractors throughout Project implementation.</p>	<p>MAFSE, BSIF</p>
1.4	<p>CONTINGENT EMERGENCY RESPONSE</p> <p>a. Ensure that the Contingent Emergency Response (CER) Operations Manual (CERC Manual) incorporates the E&S management arrangements and requirements detailed in the ESMF, in a manner consistent with the ESSs, including the preparation of any required E&S instruments for the activities to be conducted under the CERC Component of the Project (Component 4).</p> <p>b. Prepare, adopt, and disclose all the E&S instruments that may be required for CERC activities of the Project in accordance with the process outlined in the ESMF, the CERC Manual, and the ESSs, and thereafter implement the</p>	<p>a. The adoption of the CERC Manual, in form and substance acceptable to the Bank, is a withdrawal condition under Section B.1.(c) of Schedule 2 to the Loan Agreement for the Project.</p> <p>b. The E&S instruments shall be submitted for the Bank’s review and no objection,</p>	<p>MAFSE, BSIF and any other agency assigned to implement the CERC activities</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	measures and actions required under said instruments, within the timeframes specified in said instruments.	and thereafter adopted before the carrying out of any CERC activity that requires the preparation of these instruments. Once adopted, these instruments will be implemented in accordance with their terms.
1.5	<p>TECHNICAL ASSISTANCE</p> <p>Technical Assistance terms of reference, plans, studies, training material, and reports shall incorporate E&S requirements and shall be reviewed by the PIU, and subsequently submitted for the Bank’s review and no objection.</p>	Prior to the commencement of any Technical Assistance activity. Implement throughout the duration of the activity.
1.6	<p>ACTIVITIES INELIGIBLE FOR FINANCING</p> <p>Ensure that the types of activities listed below, and detailed in the ESMF, are not financed under the Project:</p> <ul style="list-style-type: none"> • Any activity where no E&S screening was done. • Any activity that may cause significant adverse E&S risks; long term, permanent and/or irreversible adverse impacts; and/or may give rise to significant social conflict. • Any activity that may pose risks to natural habitats, critical habitats, ecologically sensitive areas, legally protected and/or internationally recognized areas of high biodiversity value. • Any activity that may have a high probability of causing serious adverse effects to human health and/or the environment not related to COVID-19 treatment. • The purchase and/or use of pesticides included in the Food and Agriculture Organization’s (FAO) highly hazardous pesticides (HHP) identification tool. • The purchase and/or use of any pesticide classified as a prohibited use pesticide by the Belize Pesticide Control Board (PCB). • Any activity that would cause damage or destruction of tangible and intangible cultural heritage 	Ineligible activities shall be identified and excluded from financing during the assessment process conducted under action 1.2. above.
ESS 2: LABOR AND WORKING CONDITIONS		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>a. The Project shall be carried out in accordance with the applicable requirements of ESS2. To this end, MAFSE shall adopt and implement the approved Labour 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 relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms,</p> <p>b. Prepare and adopt a Code of Conduct for Project workers as part of LMP, that shall also apply to any security personnel involved in the Project as indicated in action 4.4 below. The Code of Conduct shall include guidelines for all Project workers to ensure that ESS2 requirements are met, including measures to prevent and respond to sexual exploitation and abuse (SEA), and sexual harassment (SH), as part of the LMP.</p>	<p>a. Implement the final LMP throughout Project implementation.</p> <p>b. Same timeframe as above.</p>	MAFSE, BSIF
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Operate the GM for Project workers, as described in the LMP and consistent with ESS2. MAFSE shall monitor implementation of the GM of other implementing agencies including Contractors and PFIs.</p>	Operate and maintain the GM throughout Project implementation.	MAFSE, BSIF
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY MEASURES</p> <p>Prepare, adopt, and implement occupational, health and safety measures described in the ESMF and in action 4.1 below, including any emergency preparedness and response measures to be developed as part of the CSA Investment ESMPs.</p>	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Prepare, adopt, and implement CSA Investment Waste Management Plans, where applicable, to manage agricultural, hazardous, and non-hazardous waste as part of the ESMPs to be prepared under action 1.2 above and as described in the ESMF.</p>	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	<p>POLLUTION MANAGEMENT PLAN</p> <p>Prepare, adopt, and implement CSA Investment Pollution Management Plans, where applicable, to manage air, soil, water, and noise pollution as part of the ESMPs to be prepared under action 1.2 above and as described in the ESMF.</p>	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF
3.3	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Prepare, adopt, and implement CSA Investment resource efficiency and pollution prevention and management measures as set out in the ESMF, including Stormwater, Sediment, and Erosion Control Plans to mitigate stormwater contamination, sedimentation, and erosion from irrigation, drainage, and construction activities, and include these measures as part of the ESMPs to be prepared under action 1.2 above and as described in the ESMF.</p>	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF
3.4	<p>INTEGRATED PEST MANAGEMENT PLAN</p> <p>a. Prepare, adopt, and implement CSA Investment Integrated Pest Management Plans as part of the ESMF under action 1,2(a) to ensure that farm operations integrate ecologically sound strategies for the purchase, use, storage, and disposal of pesticides and/or insecticides. Include these measures as part of the Matching Grant Operations Manual and where required, as part of ESMPs to be prepared under action 1.2 above and as described in the ESMF.</p> <p>b. All CSA Investment Applications that include pesticide financing shall follow an Integrated Pest Management (IPM) approach as described in the ESMF and Matching Grant Operations Manual. This shall include, inter alia, (i) screening pesticides against FAO’s highly hazardous pesticides (HHP) identification tool to exclude HHPs purchase and use from financing; (ii) excluding from financing the purchase and use of any pesticides classified as a prohibited use pesticide by the Belize Pesticide Control Board (PCB); and (iii) providing training and capacity development to PFIs and Beneficiaries on IPM approaches.</p> <p>c. Maintain a list of Matching Grant Beneficiaries using synthetic pesticides to</p>	<p>a. Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.</p> <p>b. Prior to approving any activity that includes the financing of pesticides or insecticides.</p> <p>c. Throughout the implementation of activities with pesticide financing.</p>	MAFSE, BSIF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	provide additional monitoring and support, including by conducting regular site visits, to ensure proper implementation of risk mitigation measures related to pesticide purchase, storage, use and disposal. Introduce corrective actions, where required, to improve ESHS performance.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Prepare, adopt, and implement CSA Investment Community Health and Safety Plans, where applicable, with measures and action to manage specific risks and impacts to the community arising from Project activities, including in relation to behaviour of Project workers and any risks of labour influx, and include these measures in the ESMPs to be developed under action 1.2 above and as described in the ESMF.	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF
4.2	EMERGENCY MANAGEMENT Prepare, adopt, and implement emergency preparedness and response measures through Emergency Preparedness and Response Plans, where applicable, as part of the ESMPs to be prepared under action 1.2 above and as described in the ESMF.	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF
4.3	TRAFFIC AND ROAD SAFETY Prepare, adopt, and implement CSA Investment Traffic and Road Safety Management Plans, where applicable, to be prepared under action 1.2 above and as described in the ESMF.	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF
4.4	SECURITY MANAGEMENT Prepare, adopt, and implement CSA Investment Security Plans, where applicable, as part of the ESMPs to be prepared under action 1.2 above and as described in the ESMF.	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF
4.5	GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION Project workers including PIU, contractors and subcontractors shall be required to sign the Project code of conduct which stipulates clear prohibitions against any form of discrimination including GBV and SEA as detailed in the LMP.	Before the commencement of relevant CSA Investments. Implement throughout the Project period.	MAFSE, BSIF
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT POLICY FRAMEWORK a. Adopt, and implement the Resettlement Policy Framework (RPF) for the	a. Implement the approved RPF throughout	MAFSE, BSIF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Project, consistent with ESS5.</p> <p>b. Implement the Voluntary Land Donation (VLD) protocol detailed in the RPF.</p>	<p>Project implementation.</p> <p>b. Implement the VLD throughout Project implementation.</p>	
5.2	<p>RESETTLEMENT PLANS</p> <p>Prepare, disclose, consult, adopt, and implement abbreviated resettlement action plans (ARAPs) in accordance with ESS5 and consistent with the requirements of the Resettlement Policy Framework (RPF) that has been prepared for the Project, and thereafter adopt and implement the respective ARAPs before carrying out the associated activities. ARAPs shall cover voluntary land donation, land acquisition, resettlement, and/or livelihood impacts, in a manner acceptable to the Bank.</p>	<p>ARAPs shall be submitted to the Bank for no objection and implemented, including compensation of Project Affected Persons (PAPs), prior to commencing associated CSA Investments. Implement ARAPs throughout Project implementation.</p>	<p>MAFSE, BSIF</p>
5.3	<p>GRIEVANCE MECHANISM</p> <p>Ensure that the project-level GM described in the SEP shall cover grievances for individuals, households or businesses affected by land acquisition, voluntary land donation or any restrictions on land use.</p>	<p>Same timeframe as for the preparation and operationalization of the project-level GM in the SEP, under action 10.2.</p>	<p>MAFSE, BSIF</p>
5.4	<p>MONITORING AND REPORTING</p> <p>Provide regular monitoring and reporting on land acquisition and resettlement activities as part of the overall Project reporting.</p>	<p>To be prepared and submitted to the Bank as part of the regular Project reporting requirements under action A.</p>	<p>MAFSE, BSIF</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>a. Ensure that CSA Investments with limited scope shall include screening of biodiversity risks, while activities with a wider scope shall include site-specific biodiversity assessments. Where applicable, biodiversity baselines shall be determined following the process outlined in the ESMF.</p> <p>b. Prepare, adopt, and implement CSA Investment biodiversity management plans (BMPs), where applicable, as part of the ESMPs in accordance with the ESMF under action 1.2 above.</p>	<p>a. Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.</p> <p>b. BMPs shall be submitted to the Bank for no objection and shall be in place prior to commencing associated CSA</p>	<p>MAFSE, BSIF</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Investments. Implement BMPs throughout Project implementation.	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLANNING FRAMEWORK Adopt and implement the approved Indigenous Peoples Planning Framework (IPPF) in accordance with ESS7.	Implement the final IPPF throughout Project implementation.	MAFSE, BSIF
7.2	INDIGENOUS PEOPLES PLAN Prepare, consult, disclose, adopt, and implement Indigenous Peoples Plans (IPPs) consistent with the requirements of the Indigenous Peoples Planning Framework (IPPF) that has been prepared for the Project and ESS7.	IPP shall be prepared, disclosed, and consulted before the commencement of relevant CSA Investments. Implement throughout Project implementation.	MAFSE, BSIF
7.3	GRIEVANCE MECHANISM The Project level GM described in the SEP shall cover grievances of indigenous people in accordance with ESS7.	Same timeframe as for the preparation and operationalization of the Project-level GM in the SEP, under action 10.2.	MAFSE, BSIF
7.4	MONITORING AND REPORTING Ensure that monitoring and reporting on IPPs are conducted separately or as part of regular reporting for CSA Investments that require the preparation of an IPP.	To be prepared and submitted to the Bank as part of the regular Project reporting requirements under action A.	MAFSE, BSIF
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Prepare, disclose, consult, adopt, and implement a chance finds procedure as described in the ESMF. Works contracts will include a standard chance finds clause consistent with the ESMF.	Same timeframe as for the preparation and implementation of the ESMPs, under action 1.2.	MAFSE, BSIF
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) a. PFIs without an existing ESMS shall prepare, disclose, adopt, and maintain an ESMS, acceptable to the Bank, to manage impacts associated with CSA Investments to be financed by the Bank.	a. PFIs without an ESMS to prepare and adopt the ESMS prior to entering into Participation Agreements with Beneficiaries. PFIs to maintain and operate the ESMSs throughout Project implementation. This condition shall be included in the Matching Grant	MAFSE, BSIF, PFIs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>b. PFIs with an existing ESMS shall review and update their ESMS, acceptable to the Bank, to manage impacts associated with CSA Investments to be financed by the Bank.</p> <p>c. MAFSE/BSIF shall adopt the approved ESMS guideline to guide PFIs in developing their own ESMSs.</p> <p>d. Summaries of the ESMSs shall be disclosed through the PFIs websites, if they exist, and on websites of BSIF/MAFSE and the Bank.</p>	<p>Operations Manual.</p> <p>b. PFIs with an ESMS to update the ESMS prior to entering into Participation Agreements with Beneficiaries. PFIs to maintain and operate the ESMSs throughout Project implementation. This condition shall be included in the Matching Grant Operations Manual.</p> <p>c. MAFSE/BSIF to implement the adopted and approved ESMS guideline throughout Project implementation.</p> <p>d. Prior to PFIs enter into Participation Agreements with Beneficiaries.</p>	
9.2	<p>PFI ORGANIZATIONAL CAPACITY Each PFI shall establish and maintain an organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities.</p>	Before the PFI enters into Participation Agreements with Beneficiaries. Maintain throughout Project implementation.	MAFSE, BSIF, PFIs
9.3	<p>SENIOR MANAGEMENT REPRESENTATIVE Each PFI shall designate a senior management representative to have overall accountability for E&S performance of PFI CSA Investments.</p>	Before the PFI enters into Participation Agreements with Beneficiaries. Maintain throughout Project implementation.	MAFSE, BSIF, PFIs
9.4	<p>REPORTING BY PARTICIPATING FINANCIAL INTERMEDIARIES Each PFI to submit regular reports to BSIF and MAFSE on ESHS performance of CSA Investments, including on the implementation of the ESMS and the E&S status and performance of PFI CSA Investments.</p>	Prepare and submit reports as described in action A above, following the first disbursement of Project funds to Beneficiaries and continued throughout Project implementation.	MAFSE, BSIF, PFIs
9.5	<p>HUMAN RESOURCES MANAGEMENT Each PFI shall prepare and adopt relevant aspects of ESS2, including written labor management procedures (LMP), including a GM to raise and address workplace concerns, occupational health and safety aspects, terms of employment and non-discrimination and equal opportunity.</p>	Before the PFI enters into Participation Agreements with Beneficiaries. Maintain throughout Project implementation.	MAFSE, BSIF, PFIs
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION</p> <p>Adopt and implement the final Stakeholder Engagement Plan (SEP) to identify stakeholders and outline effective strategies of collaboration among stakeholders of the Project, in accordance with the requirements of ESS10. Update and redisclose the SEP based on the results of the Social Assessment and other updates to the SEP.</p>	The final SEP was prepared, disclosed, consulted, updated and finalized. Implement the final SEP throughout Project implementation.	MAFSE, BSIF
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Prepare, adopt, maintain, and operate a Project GM, as described in the SEP, which shall also cover the grievances related to land acquisition and livelihood impacts. It will also be culturally specific and cover concerns of indigenous People as well.</p>	The GM shall be operational and maintained throughout Project implementation.	MAFSE, BSIF
10.3	<p>MONITORING AND REPORTING</p> <p>Ensure implementation, monitoring, and reporting on the Project GM.</p>	Monitoring reports shall be prepared and submitted to the Bank as part of the regular Project reporting requirements under action A above.	MAFSE, BSIF
CAPACITY SUPPORT (TRAINING)			
CS1	<p>The following capacity development and training activities, acceptable to the Bank, shall be carried out to enhance the capacity of MAFSE and BSIF PIU to address E&S risks. Adequate resources shall be allocated from the Project to implement the capacity building training, as detailed in the ESMF budget.</p> <ul style="list-style-type: none"> • MAFSE, and BSIF PIU, on Bank Environmental and Social Standards. • Training to MAFSE, and BSIF PIU, on preparation/implementation of ESF instruments (SEP, ESCP, ESMF, RPF, LMP, IPPF, etc.). • Grievance Mechanism, including a database. • Emergency Response Planning for CSA Investments. • Integrated Pest Management Approaches 	Implement training throughout Project implementation.	MAFSE, BSIF
CS2	Training shall be provided to Project workers on occupational health and safety, including Emergency preparedness and response, Code of Conduct, and on relevant aspects of environment and social compliance (i.e., ESMF, LMP, RPF,	Prior to implementation of Project activities and continued on a routine basis throughout Project implementation based on an agreed-	MAFSE, BSIF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	GM, GBV etc.).	upon training plan.	
CS3	Capacity development and training activities shall be carried out to enhance the capacity of the PFIs to address E&S risks as per the developed ESMS.	Throughout Project implementation.	MAFSE, BSIF
CS4	Prepare and deliver technical and awareness trainings on safe E&S practices to Beneficiaries.	Ongoing throughout Project implementation.	MAFSE, BSIF