

**Solomon Islands
Agriculture and Rural Transformation Project
(P173043)**

Revised

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

18 July 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Solomon Islands government (hereinafter the **Recipient**) is implementing the Solomon Islands Agriculture and Rural Transformation Project (P173043) (**the Project**), with the involvement of the Ministry of Agriculture and Livestock (MAL), as set out in the Financing Agreement. The [International Bank for Reconstruction and Development (**the Association**)] has agreed to provide financing (P173043) for the Project, as set out in the referred agreement(s). This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient 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 Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient, through MAL, agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, MAL. MAL 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 Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities,, (e.g. Environmental and Social Management Framework (ESMF), Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP)) required under the ESCP, stakeholder engagement activities and grievances log, Agri-business Producer Organizations (ABPOs) (as defined in the Financing Agreement for the Project) and/ contractor’s ESHS implementation, ESHS incidents, functioning of the grievance mechanism(s).</p>	<p>Six-monthly throughout Project implementation.</p>	<p>MAL</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple 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, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association] no later than 48 hours after learning of the incident or accident.</p> <p>Minor incidents shall be reflected in the six-monthly reports to the Association required to be delivered throughout Project implementation. Major issues and/or severe incidents shall be reported to the Association within 24 hours of their occurrence.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	<p>MAL</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require (via inclusion in ESHS specifications for bidding documents) the contractor to notify MAL of any incident or accident related to the Project, which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public, or workers.</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the Association.</p>	<p>Serious and severe incidents to be reported to the Permanent Secretary (technical) at MAL or her/his alternate and the Association within 24 hours of their occurrence throughout Project implementation. Minor incidents shall be reflected in the monthly reports to be delivered to the Association throughout Project implementation and shared with the Association monthly.</p>	MAL
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish maintain a Project Management Unit (PMU) in MAL, with qualified staff and resources to support management of ESHS risks and impacts of the Project including,</p> <ul style="list-style-type: none"> - Recruit and retain two full time local Environmental, Social, Health and Safety, and Community Engagement Consultants (or Environment and Social Consultants), with terms of reference acceptable to the Association, including one consultant for environmental risk management and another consultant for social risk management. Depending on the availability of appropriately qualified local staff, MAL may instead recruit one full time local environmental and social risk management consultant and one part time international environmental and social risk management consultant. Appoint one Focal Point for environmental risk management and one Focal Point for social risk management in MAL. 	<p>Environmental, Social, Health and Safety, and Community Engagement Consultants to be recruited within six months after the effective date of the Financing Agreement for the Project (Effective Date) and maintained throughout Project implementation</p> <p>E&S Focal Points have been appointed by MAL from August 2020, and shall be maintained throughout Project implementation.</p>	MAL including MAL Headquarter (HQ) in Honiara and the Provincial MAL (or the Provincial Project Teams) in the targeted provinces which are part of the one National Ministry (or the MAL structure ¹).
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS		MAL

¹ To coordinate project activities at the provincial and community level, a Provincial Project Team (PPT) will be set up in each Project Province. The PPT will collaborate with the PMU, with the PMU managing daily implementation and management of the project and PPTs managing coordination at a provincial level. The PPT will also serve as interface and focal point for mainstreaming project activities with provincial authorities' development plans and investments. See details in the Appraisal ESRS and PAD.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>1. Screen proposed project activities using the environmental and social screening processes outlined in the ESMF to confirm environmental and social risks and the instruments required.</p> <p>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>3. Adopt and implement any Environmental Code of Practice (ECOP) or other E&S instruments required for the respective Project/subproject activities based on the environmental and social screening or assessment process, following the ESMF and other relevant Good International Industry Practice (GIIP) including the WBG EHS guidelines for Crop Production, Livestock Production, Poultry Production and Processing, and Resource efficiency with the focus on sustainability, all in a manner acceptable to the Association.</p>	<p>1. E&S screening reports have been approved by the E&S Consultants or provincial MAL before the carrying out the relevant Project activities, and thereafter throughout the carrying out of such activities.</p> <p>2. Adopt the ESMF no later than project effective date, and thereafter implement the ESMF throughout Project implementation.</p> <p>3. Adopt the Environmental Code of Practice (ECOP) or other E&S instruments at the subproject-level before carrying out the relevant Project activities, and thereafter throughout the carrying out of such activities.</p>	
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>Before launching the procurement process for the relevant Project activities, and thereafter throughout the carrying out of such activities.</p> <p>Supervise contractors throughout Project implementation.</p>	MAL
1.4	<p>TECHNICAL ASSISTANCE (PROJECT LEVEL)</p> <p>Update, adopt and implement the following set of prepared and disclosed E&S instruments as required for Project purposes (e.g., if further updates are required by the Association):</p> <ol style="list-style-type: none"> 1. ESMF; 2. LMP; and 3. SEP. 	<p>Throughout Project implementation.</p> <p>ESMF, LMP, and SEP (each dated 4 February 2022) have been prepared, disclosed and adopted and shall be implemented in accordance with the respective terms of each such instrument throughout Project implementation.</p>	MAL

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>-Screen each sub-project following the ESMF procedures. Include ECOP and/or Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) requirement in bidding documents via preparation of ESHS specifications for bidding documents)</p> <p>-Prepare, disclose, and implement the subproject instruments required by the ESMF based on the screening process. Subproject instruments include, but are not limited to:</p> <ul style="list-style-type: none"> • ECOP for agriculture and livestock production or processing or small infrastructures. • Pest Management Plan; • ESMP as required by ESMF screening procedures; • Operational management plans to address specific project risks as required (Waste Management Plans, Operational Management Plans for smallstock slaughter slabs); • ESIA as required by ESMF screening procedures; • SEP; and • LMP. <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project, including outputs of TA activities, are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> <p>Update, adopt, and implement the heritage chance finds procedure described in the ESMF developed for the Project. Chance finds procedure to be included in ESHS specification for works contracts</p> <p>Adopt, implement and report that the construction sites are cleared of UXOs; a chance finds procedure for handling the UXOs shall be the responsibility of the contractor.</p>	<p>Location-specific and sub-project specific ESMPs and other instruments shall be prepared and approved by MAL/Provincial MAL before submission to the Association for review and no-objection before the approval of the subproject and commencement of any subproject activities.</p> <p>-heritage and UXO Chance Finds Procedures to be updated, adopted and implemented, as necessary, throughout Project implementation.</p>	
<p>1.5 CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>Ensure that the Contingent Emergency Response Component (CERC) Manual as specified by the Financing Agreement for the Project includes a description of the ESHS assessment and management arrangements [including, if applicable, a CERC-ESMF Addendum referred to in the CERC Manual for the implementation of Component 4</p>	<p>a) The adoption of the CERC Manual, the Emergency Action Plan, if applicable, other instruments, as relevant in form and substance acceptable to the Association is a withdrawal condition under Schedule 2</p>	<p>MAL</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>(Contingent Emergency Response Component) of the Project, in accordance with the ESSs.)</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under Component 4 (CERC component) of the Project, in accordance with the with the CERC Manual, if applicable, CERC-ESMF Addendum and/or Emergency Action Plan and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p>	<p>of the Financing agreement for the Project.</p> <p>b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. The E&S management plans or instruments shall be prepared, disclosed, consulted, and thereafter adopted before the carrying out of the relevant Project activities under Component 4 (Contingent Emergency Response Component) of the Project.</p> <p>Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	
1.6	<p>EXCLUSIONS</p> <p>Exclude the activities listed in Table 7.4 of the ESMF as ineligible for financing under the Project.</p>	<p>These exclusions shall be applied as part of the E&S screening process conducted under Action 1.2 above.</p>	MAL
1.7	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the LMP, into the ESHS specifications of the procurement documents with contractors.</p> <p>Ensure that the contractors comply with the ESHS specifications of their respective contracts.</p>	<p>During contract negotiations and the preparation of procurement documents throughout Project implementation.</p> <p>Monitor and supervise contractors throughout Project implementation.</p>	MAL
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p>	<p>LMP (dated 24 May 2021) has been prepared, disclosed and adopted, and thereafter implement the LMP throughout Project implementation.</p>	MAL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.		
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p> <p>Establish proportionate rules, to be included in the ESHS specifications of the bidding or contractual document to ensure that all contracted workers, community workers (e.g., members of the ABPOs, farmers, women-led farmers, and other project beneficiaries who are engaged in community labor whether paid or unpaid) are briefed or taught by the contractor about (a) their rights to express grievances; (b) where to address a grievance in the first instance; (c) what action they can expect as of right when a grievance is expressed; and (d) that they are adequately protected against sanctions or recriminations.</p>	Review and adopt, monitor, document and update the grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MAL
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY MEASURES</p> <p>Prepare, adopt, and implement occupational, health, and safety (OHS) measures including compliance with the World Bank Group Environmental, Health and Safety Guidelines (EHSGs), GIIP and national legislation at the subproject level. All vehicles and particularly boats shall comply with safety standard and be accompanied by safety equipment and training according to the national requirements.</p>	Before the carrying out the relevant Project activities, and thereafter throughout the carrying out of such activities in the form of subproject ESMP and/or signing code of conduct in the LMP Annex 1.	MAL
a	For project related travel via boat, safety equipment (including life jackets, epirb, radio phone.etc.) must be continuously available.	Throughout Project implementation.	MAL.
b	<p>OCCUPATIONAL HEALTH AND SAFETY MEASURES FOR DIRECT WORKERS</p> <p>Update, adopt, and implement the OHS measures for the direct workers (e.g., staff assigned by MAL, Consultant service providers such as E&S consultants and Young Professionals) outlined in the LMP. Risks (such as road safety, security, avoidance of infection) associated with travel to and work at remote sites shall be a vital focus of the OHS measures.</p>	Within six months after the Effective Date (allowing time for the OHS measures to reflect concerns of Project staff).	MAL.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
c	<p>OCCUPATIONAL HEALTH AND SAFETY MEASURES FOR CONTRACTED WORKERS</p> <p>Update, adopt, and implement OHS measures for contracted workers in the LMP through the ESHS Specifications to be included in the contract documentation.</p>	<p>ESHS specifications to be included in all contract documents for works and services entered into during the Project implementation period.</p>	MAL.
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p> <p>Implement pollution prevention and management measures specified in the ECOP/ESMP for each subproject/location in compliance with The Safety at Work (Pesticide) Regulations 1982 and GIIP, including the following provisions:</p> <ul style="list-style-type: none"> • Require the use of renewable energy technologies wherever appropriate, including for water pumping in preference to diesel pumps; • Require farmers to attend training on safe use and disposal of agriculture chemicals, solid non-biodegradable waste, and animal effluents as a standard element of extension packages; and • Avoid or minimize air, water, and land pollution and noise pollution from civil works through control of works, dust prevention measures, proper management of hazardous and non-hazardous site wastes and surplus materials, to be specified in the ESHS Specification. 	<p>Adopt the WMP no later than project effective date and thereafter implement the WMP throughout Project implementation].</p> <p>Throughout project implementation</p>	MAL
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures Including measures to manage wastes and other types of hazardous and non-hazardous wastes including compliance with ESHGs, GIIP and local legislation as described in the ESMF.</p>	Throughout project implementation	MAL
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ECOP/ESMP.</p>	Throughout project implementation	MAL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities and include these measures into the ECOP/ESMP and following the ESMF in a manner acceptable to the Association.</p>	Throughout project implementation	MAL
a	<p>COMMUNITY HEALTH AND SAFETY/PREVENTION OF INFECTIOUS DISEASE TRANSMISSION</p> <p>Organize Health Awareness Training to project beneficiaries at all sites. The Health Awareness Training shall include (1) avoidance of water-borne diseases; (2) avoidance of vector-borne diseases; (3) avoidance of sexually transmitted diseases; and (4) preventing transmission of COVID-19.</p>	Throughout project implementation	MAL
b	<p>Prepare and implement a COVID-19 safety procedure to manage the risk of COVID-19 transmission.</p>	Within 30 days after the Effective Date.	MAL
4.3	<p>SEA AND SH RISKS</p> <p>Support the existing formation and/or strengthening of Women and Children’s Committee structure with specific activity to identify and support victims of gender-based violence.</p>	Throughout project implementation	MAL
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>LAND ACQUISITION AND RESTRICTIONS ON LAND-USE AUDIT</p> <p>Conduct an audit to ensure that any land acquisition and restrictions on land-use related to the Project is consistent with the requirements of ESS 5.</p> <p>Any land access arrangements will be undertaken in accordance with ESS5.</p>	<p>The Audit shall be completed no later than the approval of the Project restructuring [INSERT DATE HERE]. Any gap filling measures identified in the Audit shall be included in the Resettlement Action Plan (RAP).</p> <p>Throughout project implementation.</p>	MAL
5.2	<p>RESETTLEMENT PLANS</p> <p>Adopt and implement a resettlement action plan (RAP) under the Project to be included as part of the ESMF and consistent with ESS5.</p>	<p>Adopt RAP prior to commencing project works on Tenaru site. No land acquisition/ land-use restricting activities will be carried out in any other site under this Project.</p>	MAL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Regular monitoring of the Tenaru RAP shall take place on a monthly basis after the clearance of the RAP with progress or status of actions reported to the association on a quarterly basis for the next 2 years or until the Tenaru RAP is fully implemented. The Tenaru RAP is to be implemented throughout Project implementation.	
5.3	VOLUNTARY LAND DONATION No VLD activities shall be conducted without prior approval by the Bank.	Throughout Project implementation.	MAL
5.4	GRIEVANCE MECHANISM The grievance mechanism (GM) to address resettlement related complaints should be described in the ARAP and SEP.	Throughout Project implementation.	MAL
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Apply the IFC Good Practice Note on Improving Animal Welfare in Livestock (p13), the animal welfare biodiversity or supply chain choice includes animal welfare, food safety, quality, human health, and the environment. Implement the exclusion criteria in the ESMF to exclude such activities that involve any significant risks on biodiversity, animal welfare, land conversion, or legally protected natural resources. Apply the slaughtering hygiene, health, and safety standards required under the FAO guidelines. Adopt and implement the ECOP or other instruments required for the respective Project/subproject activities based on the environmental and social screening or assessment process, following the ESMF and other relevant GIIP to minimize biodiversity impacts associated with land clearing, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6.	Throughout Project implementation.	MAL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [
7.3	GRIEVANCE MECHANISM Review and adopt, monitor and document the existing Grievance Mechanism aligning with elements of ESS7 as the majority of the national population is indigenous.	Review and adopt, monitor, document and update the Grievance Mechanism throughout Project Implementation.	MAL.
7.4	COMMUNITY CONSULTATION: Ensure that community consultations shall be facilitated and documented by the project with the support of two environmental and social consultants aligning with ESS7 requirements. Ensure that community consultations shall be facilitated with special measures considering any linguistic differences among the local population and using audio and/or visual material such as a simple leaflet to present the project and E&S aspects to the local people.	Throughout Project implementation.	MAL.
ESS 8: CULTURAL HERITAGE			
8.1	Not Relevant		
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESMF of the Project.	Describe the chance find procedures in the ESMF. Implement the procedures throughout Project implementation, if required.	MAL
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	SEP (dated 24 May 2021) has been prepared, disclosed and adopted and shall be implemented on its terms and thereafter implement the SEP throughout Project implementation.]	MAL
10.2	PROJECT GRIEVANCE MECHANISM	Establish the grievance mechanism, thereafter review, monitor, document, maintain and operate the mechanism throughout Project implementation.]	MAL

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, as described in the SEP. to be implemented promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>		
CAPACITY SUPPORT			
CS1	<p>CAPACITY BUILDING PLAN</p> <p>Prepare, update, and implement the capacity building plan for E&S risk management as described in the ESMF, with the following outcomes:</p> <ul style="list-style-type: none"> • All project staff familiar with all E&S instruments • Grievance mechanism established and operating effectively • E&S, risk management measures, integrated into sub-project designs • Contractors and suppliers understand and can implement their E&S obligations (e.g., through ESHS specifications) • Improved environmental health, safety, and sanitation to the project staff and beneficiaries 	Throughout Project implementation.	MAL.
CS2	<p>TRAINING</p> <p>Training to be provided to targeted groups:</p> <ul style="list-style-type: none"> -Provide Training of project staff on the understanding of E&S risk management instruments, with refresher courses as needed. -Provide Training to contractors, suppliers, and project beneficiaries before site-specific Project activities and throughout Project implementation as needed, including but not limited to management of E&S risks, labour management and OH&S, resource efficiency and pollution management, community health and safety, biodiversity conservation and sustainable management of living natural resources and grievance mechanisms. 	Within six months after the Effective Date and throughout Project implementation.	MAL.