

Environmental and Social Impact Assessment Report



Prepared by EKEH Consultancy Services

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Revision History

Revision #	Date	Description	Name
1	19/08/2025	ESIA version 1 review	Jahreth Limarii, PROPER E&S officer
2	23/09/2025	ESIA v2	Ernest Kolly
3	21/11/25	ESIA v3	Ernest Kolly
4	12/12/25	ESIA v4	Ernest Kolly
5	31/01/2026	ESIA v4 updates and edits	Malakai Kaufusi, E&S Specialist

Acronyms

AP	Affected Person(s)
CESMP	Contractor's Environmental and Social Management Plan
CLO	Community Liaison Officer
EHS	Environment, Health and Safety
EHSO	Environment Health & Safety Officer
EHSM	Emergency Health & Safety Manager
EM	Emergency Manager
EMT	Emergency Management Team
E&S	Environmental & Social
ESCP	Erosion and Sediment Control Plan
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards (World Bank)
GBV	Gender-Based Violence
GRM	Grievance Redress Mechanism
HCC	Honiara City Council
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immune Deficiency Syndrome
IDA	International Development Association
IFC	International Finance Corporation
LARP	Land Acquisition and Resettlement Plan
LMP	Labor Management Procedure
MFMR	Ministry of Fisheries and Marine Resources
MID	Ministry of Infrastructure Development
MPG	Malaita Provincial Government
NCR	Non-Compliance Report
OHS	Occupational Health and Safety
PAC / CAC	(Complaints) Appeals Panel / Community Advisory Committee
PMU	Project Management Unit
PPE	Personal Protective Equipment
PS	Permanent Secretary
SB PROPER	Pacific Regional Oceanscape for Economic Resilience
SEA/SH	Sexual Exploitation and Abuse / Sexual Harassment
SEP	Stakeholder Engagement Plan
SIG	Solomon Islands Government
SIMA	Solomon Islands Maritime Authority
STIs	Sexually Transmitted Infections
SWMP	Solid Waste Management Plan
TMP	Traffic Management Plan
UXO	Unexploded Ordnance
W-GRM	Worker Grievance Redress Mechanism
WoMP / WMP	Worker Management Plan
WB	World Bank

Project Information

Project Information	
Contract Reference:	SB -MFMR 411135 CS -CQS
Contract Number:	N/A
Contract Name:	Consultancy Services for the Site Investigation, Design, Procurement and Construction Supervision of the Ministry of Fisheries and Marine Resources Office in Auki, Malaita Province.
Province:	Malaita
Country:	Solomon Islands
Contractor's Name:	FMC Pacific (SI) LTD
Employer's Name and Address:	Ministry of Fisheries and Marine Resources
Supervision Engineer:	Rick Bagby, Bennett Pitakia, Saleshe Kumar

Executive Summary

This Environmental and Social Impact Assessment (ESIA) covers the construction of the Auki Fisheries Office in Malaita Province. The project is classified as having a Moderate Risk rating under the World Bank Environmental and Social Framework (ESF). Key findings indicate that while the project is localized, its proximity to Auki Primary School and the Auki Magistrate Court requires stringent management of noise, dust, and traffic.

This project applies to the Mitigation Hierarchy (Avoid, Minimize, Mitigate, Offset). No physical or economic displacement is anticipated, and impacts on critical habitats are nil. Key ES management instruments include a Labor Management Procedure (LMP), a Stakeholder Engagement Plan (SEP), and a Traffic Management Plan (TMP).

The main purpose of this Environmental and Social Impact Assessment (ESIA) report generally is to describe and assess the likely environmental and social impacts and effects that the new MFMR development project will bring about on surrounding areas and institutions. Based on the environmental and social risk assessment conducted at the project site, listed below are the potential environmental and social risks and impacts that are anticipated from the MFMR office complex development Project.

The potential environmental and social impacts were identified based on the project activities. The key environmental and social impacts identified are –

- Air Pollution including dust
- Noise and Vibration impacts
- Hazardous Material and Disposal Impacts
- Erosion and Sediment impacts
- Solid Waste
- Socio-economic impacts
- Traffic management due to mobilisation of heavy machineries along the Auki Road (pedestrians and travelling passengers' safety)
- Community, Health & Safety Impacts – including diseases such as Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS) and Sexually Transmitted Infection (STIs).
- Issues related to Gender Based Violence (GBV), Human Trafficking, Sexual Abuse and Exploitation.

Most of the environmental and social risks though are ranked Low, medium to high can be mitigated and so can be described as mainly negligible and insignificant, with little threats to the local environment. It neither has short term nor long term impacts associated with the operations, while the impacts are mostly reversible. However, the proposed development is within very close proximity to certain key national geographic features such as Malaita Provincial Government Main Administration Office complex, Auki Magistrate Court Office complex, and financial institutions and business houses and infrastructures in Auki, Malaita Province.

As such, an environmental management plan (EMP) is included as part of this document to properly and systematically address the anticipated negative impacts of the project. Regardless, it has been predicted that the environmental and social consequences of the project are mostly local, temporary and insignificant. Aspects of the project location and local environmental settings play a significant part in mitigating the magnitude of the anticipated impacts. In any case, the area is subject to human heavy perturbations, with no known ecologically sensitive zones or biodiversity of conservation values. This report also helps to determine if preemptive measures to avoid the significant impacts should be initiated at the outset.

1.0 Introduction

The Ministry of Fisheries and Marine Resources (MFMR) is responsible for the management and development of fisheries in the Solomon Islands. MFMR is responsible for the issuance of the fishing licenses, ensuring compliance and monitoring of all fishery related activities within the country's territory and participating and implementation of the country's commitment to regional and international for a and treaties relating to fisheries and marine resources.

The Solomon Islands Government (SIG) has received funding from the World bank IDA to participate in the Pacific islands Regional Oceanscape Program second phase for Economic Resilience (SB PROPER).

Malaita Province being the most populated province in the Solomon Islands has been identified as one of the recipients for the SB PROPER phase 2 project. The proposed development is to construct a new office complex of the MFMR Malaita Province office based at the capital, Auki. One of the main objectives of the SB PROPER is to strengthen regional collaboration and national capacity for the management and sustainable development of the oceanic and costal fisheries sector in the Solomon Islands. It is based on this premise that the construction of the new office complex for MPG MFMR – Auki branch is warranted.

1.1 Purpose of the ESIA

The purpose of this Environmental and Social Impact Assessment (ESIA) is to describe the potential environmental and social risks associated with the proposed development and recommend management and monitoring procedures to mitigate the risks during the project's construction and implementation phases. This ESIA will ensure that appropriate environmental and social management practices are followed during the project's construction phase.

This ESIA has been formulated using the IFC PS 1 – performance standards (IFC 2012) as the guideline framework to adapt to determine the environmental and social risks associated with the proposed development project. (IFC, International Finance Corporation, World Bank Group, 2012).

1.2 Scope of the ESIA

This ESIA relates to the environment, social, health and safety effects associated with the proposed development of the MFMR – Auki Branch Office complex in Malaita Province. The ESIA envisages to mitigate the potential environmental and social impacts associated with the development project as discussed in detail in section 2.1 and 3 of this report.

1.3 Project Site/Activity Location

The proposed site is Parcel 171-001-0276 which has been allocated by the Malaita Provincial Government for the construction of the MFMR – Malaita Province Office complex in Auki. Auki is the headquarter of Malaita Province. Auki Town is located 66 miles of Honiara City, approximately 30 minutes by flight and 2hours by fast craft. The proposed site is sloping and covered in light vegetation requiring clearing and site works (levelling, fencing, water storage, on-site sanitation, hard standing for pedestrian and vehicle access and parking for one or two vehicles). It is understood that power and piped water supplies pass the site although this would need to be validated and connection details integrated into the design.

Figure 1: View of Auki Town from Honiara.

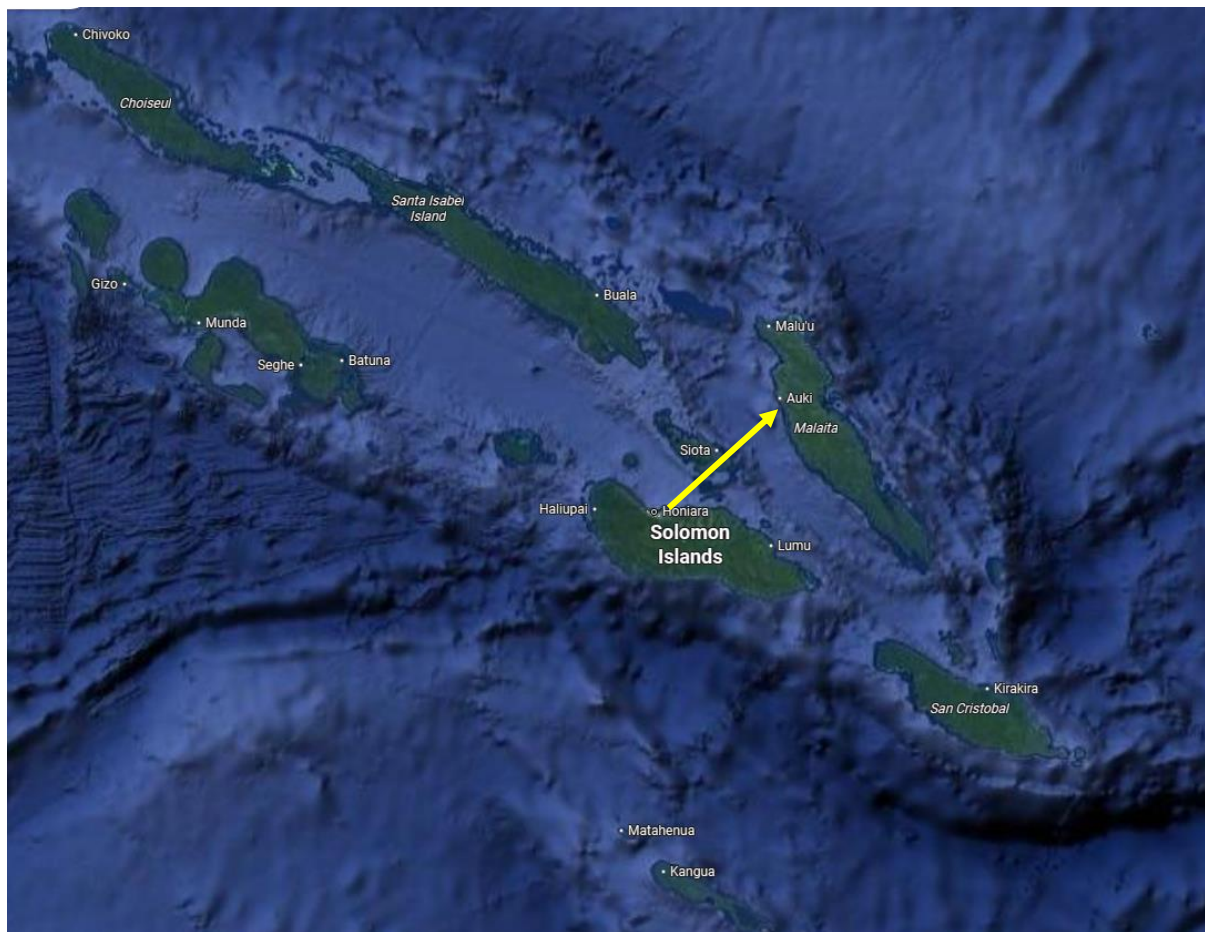
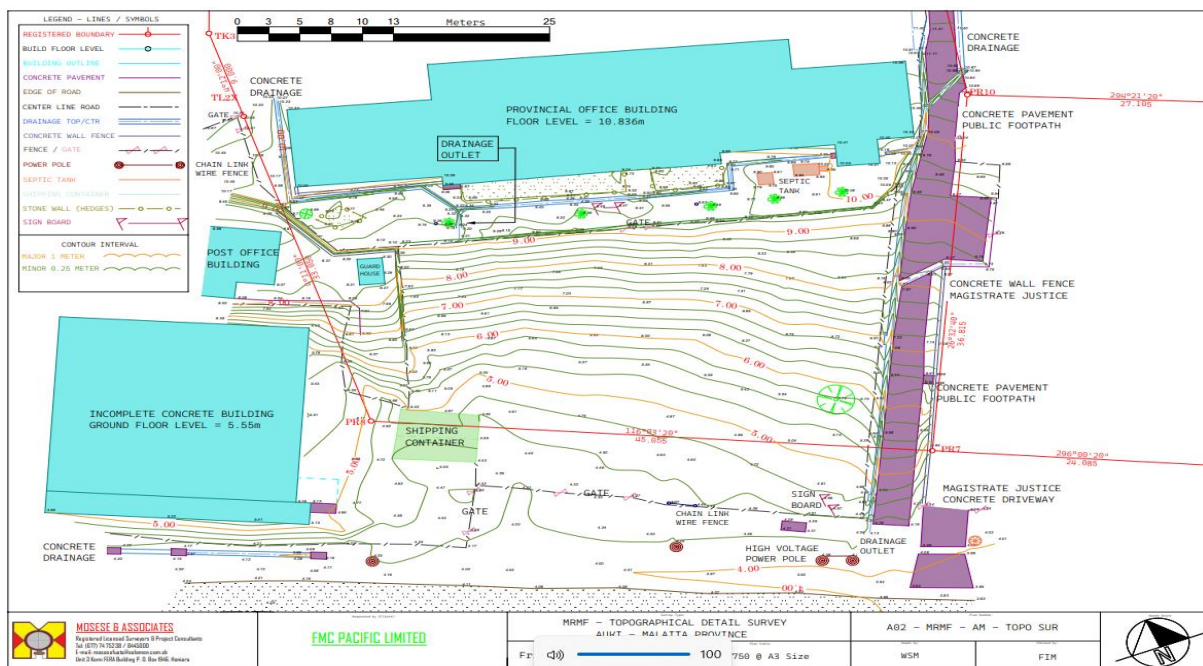


Figure 2: Location & distance of the proposed MFMR office from the wharf.



Figure 3: Site/topographic plan of the proposed MFMR Auki Office



Source: (Associates, 2025)

2.0 Project Description

The proposed development is to construct a two-storey building with possible elevated floor structure to account for the sloping site that respond to the indicative requirements. This is to house the Ministry of Fisheries and Marine Resources – Auki Office Complex, Malaita Province. The proposed site is parcel 171 -001 – 0276 which has been allocated by the Malaita Provincial Government.

The proposed building construction is comprised of a ground floor and 1st floor building. The construction type is mostly reinforced concrete structure which are foundation, beams, floor and floor slab. Reinforced concrete block walls with cement render finish. Steel I Beam columns and roof frames, Colourbond roofing sheets. Internal partitions will be mixture of gyprock and FC sheeting.

All floor finishes will be of ceramic tiles and vinyl tiles. Internal & external wall finishes are of specified paint colours

External construction will include a guard house constructed with reinforced concrete block wall, covered with fitted with all plumbing and electrical services. Covered with roofing sheets, paint finish with plumbing and electrical services. In addition to the guard house is a leaf hut services house for staff and visitors.

External works includes reinforced concrete carparking, reinforced concrete drainage and reinforced concrete retaining wall at the back and frontage of the building.

Electrical services to be supplied from Solomon Power and water supply from Solomon Water.

Waste water to be disposed to septic and soak pts as there is no municipal waste water collection system currently in Auki. The MFMR intends to acquire a small strip of land located between the proposed project site and the main road, adjacent to the footpath leading to the existing Malaita Provincial

Assembly. MFMR has liaised with the Malaita Provincial Government and the Fisheries Office in Auki to survey the area and prepare the land title (refer fig 4 below). The strip of land is required to accommodate the water and sewer pipelines for the project. MFMR is now awaiting the Provincial Government to issue the offer letter which will then be forwarded to the Commissioner of Lands to finalise the title. The Malaita Provincial Government has expressed its appreciation and support for the project.

Figure 4: Site map showing the strip of land to be acquired for the construction of the MFMR Office



3.0 Policy, Legal & Regulatory Framework

Solomon Islands is a signatory to several international agreements with environmental and conservation implications as well as for the protection, promotion and safeguarding of cultural heritage and traditional knowledge.

Safeguards are formal requirements set out in the legal documentation for a project and identified in the bidding documents. The Environmental and Social Risk Management Plan is conducted to provide an overview of the statutory requirements of potential environmental and social impacts of the project. The ESMP have been developed with due respect to relevant legal requirements Nationally and as per the World Bank Policies and requirements.

3.1 National Legislation

Construction of the project must comply with a range of national legislation, regulations, strategies and policies in order to provide for the management of environmental effects. If there are possible changes or new regulations, guidelines or standards apply, the developer will review and amend this Framework and other ESMPs as required. Any changes will be subject to review by the Project Management Unit (MFMR) and Project Engineer, and potentially require the approval of the Project Engineer and SIG as per the management of change procedure.

The following legislation will be continually reviewed to ensure that proposed work practices are following the legislative requirements of the Solomon Islands Government (SIG).

- Solomon Islands Environment Act 1998;
- Solomon Islands Environment Regulation 2008;
- Solomon Islands Environmental Health Act 1980;
- Solomon Islands Environmental Health (Public Health Act 1970) Regulations;
- Solomon Islands Explosive Act 1968;
- Solomon Islands Roads Act 1996;
- Solomon Islands Traffic Act (Revised Edition, 2009);
- Solomon Islands Labour Act (Revised Edition 1996);
- Solomon Islands Provincial Government Act 1997;
- Solomon Islands Public Health Ordinance 1970;
- Solomon Islands River Water Ordinance 1969;
- Solomon Islands River Waters Act 1964;
- Solomon Islands Safety at Work Act 1982;
- Solomon Islands Workmen's Compensation Act (Revised Edition 1996);
- Solomon Islands Unfair Dismissal Act (Revised Edition 1996);
- Ministry of Infrastructure Development National Safeguard Protocol

3.2 World Bank Environmental and Social Framework (ESF)

The Project is subject to the World Bank Environmental and Social Framework (2018), which requires the application of ten Environmental and Social Standards (ESS) to identify and manage risks. Specifically, this assessment follows the requirements of ESS1 (Assessment and Management of Environmental and Social Risks and Impacts) to establish a mitigation hierarchy that prioritizes the avoidance of impacts over minimization and compensation. In accordance with ESS1 (Para. 26), the Project also adopts the World Bank Group General Environmental, Health, and Safety (EHS) Guidelines (2007) as the technical benchmark for pollution prevention and community health standards.

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts.
- ESS2: Labor and Working Conditions (including OHS and Worker Grievance Mechanisms).
- ESS3: Resource Efficiency and Pollution Prevention and Management.
- ESS4: Community Health and Safety (including SEA/SH risks).
- ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement.
- ESS8: Cultural Heritage (Chance Finds Procedure).
- ESS10: Stakeholder Engagement and Information Disclosure.

The Project Manager and EHS Site Supervisor are ultimately responsible for the implementation of the ESIA.

4.0 Baseline Environment and Social Context

The proposed site is located on a sloppy area and covered in light vegetation requiring clearing and site works (levelling, fencing, water storage, on site sanitation, hard standing for pedestrian and vehicle access and parking for one or two vehicles). It is understood that water and power had already passed the site.

The proposed development site is a heavily impacted site, as there are existing offices and business houses located on the surrounding of the proposed development site. The closest recreational area, sports field is located just approximately 20 – 30 meters on the rear part from the site.

There are offices and shops located close and on the surrounding of the vicinity of the proposed development site. The Malaita Provincial Government main administration office is located approximately 3 meters adjacent from the proposed development site. Likewise, the Auki Magistrate Court office is located approximately 5 meters from the site. The main Auki Road is located adjacent to the proposed site, approximately 2 meters. Auki business houses and shops are located approximately 10 -15 meters from the site. The main fuel depot is located approximately 50 meters from the site.

Auki primary school is located approximately 20 -30 meters from the proposed development site.

Auki market is located approximately 100 meters from the site. Auki wharf is located approximately 150 -200 meters from the site. Solomon Telekom office is located approximately 60 meters from the site and the Bank of South Pacific Auki branch is located approximately 50 – 60 meters from the proposed development.

4.1 Sensitive Receptors

Sensitive receptors are those areas where the occupants are more susceptible to the adverse effects of exposure to contaminants, pollutants and other adverse substances that the project activities may generate. Sensitive receptors generally include, but are not limited to, the natural environment, hospitals, schools, day care facilities, elderly housing and convalescent facilities. However, within the proposed development site, there are no conservation areas. A list of the sensitive receptors and the potential impacts are listed in table 1 below.

Table 1: Sensitive Receptors

Communities	Auki Town Business Communities
Schools	Auki Primary School & Malaita Technical Institute
Fuel Depot	Aekema Fuel Depot
Private Properties	Auki Private Business Houses
Water Sources	Auki coastal Environment
Offices	Malaita Provincial Government Administration office & Auki Magistrate Courts Office.

5.0 Alternative Analysis

Consideration of alternatives is an important step in designing projects well in advance of implementation or construction phase, not least to address environmental issues.

1. **"No Project" Alternative:** This was rejected as the current facilities are structurally unsafe and inadequate for the Ministry's service delivery mandate in Malaita.
2. **Refurbishment of Existing Office:** This was deemed non-viable due to the extensive structural decay of existing assets, making new construction more cost-effective and safer.
3. **Site Selection (Parcel 171-001-0276):** This site was selected because it is already government-allocated land within an institutional zone, thereby avoiding any involuntary physical displacement and utilizing existing road and utility infrastructure.

6.0 Cumulative Impact Assessment

Table 2: List of cumulative impacts at the construction sites

Activity / Parameter	Potential Impacts
Solid Waste Generation	▪ Materials spill on road network from haulage trucks causing traffic hazard. ▪ Soil and water pollution from waste leachate. ▪ Increased burden on Malaita landfill sites. ▪ Public health impacts from poorly stored waste.
Hazardous Substances and Materials	▪ Water and soil pollution from spilled or improperly stored fuel or oil products ▪ Changes to river water and soil pH level from concrete wastewater or slurry ▪ Contamination of ground water from concrete wastewater
Noise	▪ Increased noise levels along haulage route during transportation of materials ▪ Sustained increased noise levels at work sites ▪ Noise disruption to village life if works occur outside normal working hours ▪ Increased noise levels in area surrounding construction laydown and aggregate extraction/processing sites.
Erosion and Sediment Control	▪ Erosion of exposed soil and subbase materials on steep sections during periods of heavy rain during road resurfacing. ▪ Sedimentation run off into river systems from exposed soil and subbase materials during heavy rain events. ▪ Run off from stockpiles into river systems.
Dust and Odors	▪ Dust generation along from heavy trucks hauling aggregate, particularly near communities and other sensitive receptors. ▪ Dust generation in immediate vicinity of aggregate extraction and processing. ▪ Dust generation during grading and compacting of subbase materials during g works.

Traffic	▪ High traffic volumes along haulage routes, particularly through communities and near sensitive receptors. ▪ Damage to bridge infrastructure from heavy machinery and haulage trucks. ▪ Risk to pedestrians while crossing bridges during times of haulage or upgrading works. ▪ Road obstructions to regular traffic from construction waste spillage or poor management of materials and equipment. ▪ Further degradation of road surfaces (sealed and unsealed) during haulage of aggregates. ▪ Increased traffic pressure at Auki Port and in Auki town for any imported aggregates and equipment landed at the Port. ▪ Upgrading activities will cause disruption to traffic flow and create safety risks for pedestrian and vehicular traffic.
Wastewater Discharges	▪ Uncontrolled sewage or grey water (from staff facilities) or wash water (from construction activities) may lead to increase of nutrients impacting the quality of the river system. ▪ Accidental release of hazardous substances, solid waste or other waste materials could also pollute the river systems or other surface waters. ▪ Wash water from equipment may contain hydrocarbons which can have detrimental effect on aquatic life and water quality.
Aggregate Supply	▪ Aggregate source and expected total volume of aggregate for the works have not yet been identified. ▪ Noise and dust impact on local communities at extraction site. ▪ For river gravel extraction there is the risk of riverbank erosion from use of heavy machinery and water quality impacts from any hydrocarbon leaks or spills from use of equipment near or in the river. ▪ Short term depletion of available river gravels from excessive extraction or extraction in conjunction with other infrastructure projects (such as private logging road construction). ▪ Noise, dust and traffic impacts along haulage routes, particularly through villages and past schools. ▪ Delays and impacts of project implementation if correct resource owner is not properly identified and negotiated with for Malaita aggregate sources. ▪ Access to extraction sites may be controlled by several different landowners which may impact of ease of access to quarry or river extraction site. ▪ Riverbeds may contain UXO.
Biosecurity	▪ Item (aggregates, materials, equipment) imported from overseas may harbour species invasive to the Solomon Islands which could threaten biodiversity, food security or the farming/agricultural industry. ▪ Domestic biosecurity threats from GAS being transported from infected areas of Guadalcanal to Malaita from contaminated aggregates or machinery causing food security risks.

Road Safety	▪ Improvement of road surface will lead to increased traffic speeds through villages and past other sensitive receptors. ▪ General road safety awareness is low on Malaita further increasing the risk of accidents on completion of works.
Land and Resource Use	□ Temporary use of the road reserve for construction purposes might be required. This could lead to loss of access to road reserve land and/or loss of assets within the road reserve for encroaching communities or individuals. Loss of assets could involve partial loss of food bearing plants or temporary relocation of garden market stalls.
Pedestrian Safety	▪ Risk to pedestrians on completion of upgrading works due to increased traffic volume and speed. Risk is particularly high for children around schools and women using the road to walk to and from the river to wash clothes. ▪ Pedestrian safety risk exists on bridges where there is no footpath as vehicles take up the full width of the bridge pushing pedestrians to climb onto the bridge rails.
Community Health and Safety	▪ Increased risk of transmission of communicable diseases (Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome (HIV/AIDS), sexually transmitted diseases (STD), etc) with the introduction of overseas or regional workers. ▪ Increased income within the communities and introduction of new young male construction workers to the island can lead to increases in the instances of GBV within the family and workplace. It can also lead to an increased risk of Sexual Exploitation and Abuse (SEA) (including Human Trafficking) of women to the foreign project workers for financial benefit. ▪ Other impacts related to the influx of labour are: risk of social conflict, increased risk of illicit behaviour and local inflation of prices.
Economic Activity	□ Roadside businesses and market vendors may be impacted from the general impacts of construction related activities (limited access of businesses and potentially temporary relocation or garden market stalls from road reserve) and haulage (noise, dust and traffic).

7.0 Environmental and Social Risk Assessment

7.1 Risk Assessment

A Risk Assessment is being carried out to identify the risks or potential impacts and Mitigation Measures deduced in Table 4, Section 7.1.

The following tasks were undertaken to analyze and evaluate risks and identify potential impacts (potential impacts and mitigation measures are outlined in Section 7.1, Table 4):

- Identify all activities associated in the construction phases of the new MFMR office complex in Auki and delivery of materials from the wharf to the construction sites (access road).
- Assess the likely impact of the activity on the environment, health, and safety of workers,

- and social/cultural aspects of the Project setting;
- Determine the possible consequences if each impact were to occur;
- Assess the likelihood of each impact occurring in the absence of any controls;
- Consider the severity of impact/s;
- Determine a risk level based on a 5 X 5 risk assessment matrix.
- Document current and future mitigation measures that need to be implemented to bring the level of risk down to an acceptable standard, and;
- Re-evaluate to determine the residual risks once the mitigation measures have been implemented.

The 5 X 5 Risk Assessment Matrix in Table 3 below is used as a reference to assess the potential impacts of the construction of the MFMR office building. Table 4 shows the levels of identified risks to biological, physical, social and built environment, scored with relevant risk ratings.

Table 3: 5 x 5 Risk Assessment Matrix

Likelihood	Consequences				
	Insignificant Negligible impacts to a minimal area of low environmental or social significance, managed by internal control procedures	Minor Minor or minimal short-term impacts to the environment and social areas	Moderate Significant impacts to the wider environment or social areas, where short-term restoration works are needed	Major Major, persistent and/or extensive impacts to the environment or social areas where longer term remediation is required (> 6 months)	Catastrophic Catastrophic and irreversible environmental damage to social areas or environment
A. Almost certain Very high likelihood the risk will occur (>75%)	Moderate	High	Extreme	Extreme	Extreme
B. Likely High likelihood the risk will occur (51-75%)	Moderate	High	High	Extreme	Extreme
C. Possible Medium likelihood the risk will occur (21 - 50%)	Low	Moderate	High	High	Extreme
D. Unlikely Low likelihood the risk will occur (5 - 20%)	Low	Moderate	Moderate	High	High

E. Rare Very low likelihood the risk will occur (<5%)	Low	Low	Low	Moderate	Moderate
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Table 4: Screening Table showing the various risk ratings posed by the project

	Environment Impacts						Comments on impacts to social and Environment
Key Indicators		Impacts Ratings					
	Low	Moderate	High	Extreme	Effect (L/S/NE/ P)	+++/-	
Siltation and sedimentation			✓		L	---	During construction and decommissioning Phases due to surface run-offs & potential erosion
Sea grass depletion	✓				NE		Not applicable to the site
Reef Fish quantity	✓				NE		Not applicable to the site
Loss of genetic material	✓				NE		Not applicable to the site
Marine Mammal habitat area	✓				NE		Not applicable to the site
Marine flora and fauna habitat loss	✓				NE		Not applicable to the site
Detrimental impacts to aquatic Fauna	✓				NE		Not applicable to the site
Detrimental impacts to aquatic Flora	✓				NE		Not applicable to the site.
Ecosystem services	✓				NE		The site is already a heavily impacted site
Forest Degradation	✓				NE		Not applicable to the site
Loss of Commercial log species	✓				NE		Not applicable to the site.
Water Catchment area	✓				NE		No applicable to the site.
Surface fresh water Quality (Include lakes, streams and	✓				NE		Streams/ rivers are far away like the Kwaibala River to the southern part of the site and buffered by

rivers)							vegetations.
Ground water quality	✓				NE		Not applicable for this development.
Ground water quantity	✓				NE		Not applicable for this development.
Atmospheric water quality	✓				NE		Not applicable for this development.
Mangrove quality	✓				NE		Not applicable to the site.
Terrestrial Flora quantity	✓				NE		Not applicable to the site
Acid leaching soil			✓		L	---	In the long-term acid leaching may happen and can weaken the soil structure due to soil exposure to rainfall and sunlight over-time.
Terrestrial fauna quantity		✓			S	---	Minor.
Wet land quality	✓				NE		Not applicable to the site.
Water Course	✓				NE		Not applicable to the site
Surface fresh water quality	✓				NE		Not applicable to the site
Surface fresh water quantity	✓				NE		Not applicable to the site
Impacts to landscape and landform		✓			S	---	This is already an impacted & degraded habitat due to its location within close proximity to the existing Malaita Provincial Government office complexes. There would be some minor effects.
Impacts to soil quality		✓			S	---	Minor and is short term
Impacts from soil erosion		✓			S	---	This may happen due to acid leaching of the soil. However, will be short term as there would be proper erosion control measures applied.

Soil degradation	✓				NE		An already degraded environment due to Its close proximity to the MPG Office complexes.
Poor air quality		✓			S		During construction phase due to use of mechanized machines that use fossil fuels such diesel, oil etc. However, this is localized and minor effects.
Persistence Organic Pollutant (POP's) presence in environment	✓				NE		Not applicable for this development.
Poor pesticide Management	✓				NE		Not applicable for this development.
Other Chemicals	✓				NE		Not applicable for this development.
Oil spillage		✓			S	---	Can occur due to accident or company carelessness during the construction phase.
Effluent waste impact	✓				NE		Not applicable for this development.
Poor waste management		✓			S	---	Solid waste such as plastics bottles, cans etc. can be an issue if poorly managed during the construction phase of the project.
Waste Collection system	✓				NE		Not applicable for this development
Flash flooding	✓				NE		Not applicable
Runoffs			✓		L	---	Minor effect due to bare soil exposure to rainfall but there will be proper mitigation measures in-place.
Loss of forest carbon stock	✓				NE		Not applicable for this site
Sea level Rise	✓				NE		Not applicable for this

							site
Coastal Erosion	✓				NE		Not applicable for this site
Landslide	✓				NE		Not applicable for this site
Denudation	✓				NE		Not applicable for this site
Change of hydrology	✓				NE		Not applicable for this site
Geo hazards			✓		L	---	Impacts is high due to country's location at the Pacific Ring of fire
Bird Strike	✓				NE		Not applicable for this site
Lightning strike			✓		L	---	This can happen especially as it involves electricity.
Electromagnetic radiation	✓				NE		Not applicable for this development
Buffer	✓				NE		Not applicable for this development
Genetic modified materials	✓				NE		Not applicable for this site
Ambient noise			✓		S	---	Ambient Noise will increase during construction from heavy machineries used.
Ambient Light	✓				NE		Not applicable for this development
Social, Cultural & Economic Impacts							
Taboo sites	✓				NE		No Tambo sites as this is a heavily impacted site.
Archaeological sites	✓				NE		No Tambo sites as this is an impacted sited.
Livelihood	✓		✓		S	---	This can happen but on a minimal scale
Community relation		✓			S	---	Can occur if people wander to the site without knowing construction of the office complex is going on in the area.

Tribal and family Conflict	✓				NE		The land on which the office complex will be built is an alienated land owned by the MPG.
Negative impacts on local Communities	✓	✓			NE		This can occur but on a minimal scale and is manageable.
Positive impacts on local communities			✓		L	+++	Major positive impacts for the communities through access to employment during the construction phase of the project.
Subsistence agriculture	✓				NE		Not applicable as this is not an agricultural area but an office complex.
Commercial Agriculture	✓				NE		Not applicable for this site
Traditional Herbal Medicine	✓				NE		Not applicable for this site
Traditional knowledge	✓				NE		Not applicable for this site
Community Education	✓				NE		Not applicable for this site
Risk to public Health		✓			S	---	There is risk on contracting Sexually Transmitted Infections (STI) and other public health risks associated with socialization but are manageable through STI, SEAH & GBV trainings. The effect is just short-term and minor.
Positive impact to public health			✓		L	+++	High due to improved workplace for those who will be using the office complex. Less stress and more adequate working environment. The new office building will be a facelift to

							the Auki Town residents.
Public Safety	✓		✓		<i>L</i>	---	This can occur as a result of transportation and moving the construction materials from the wharf to the project site or movements of heavy machineries at the project site. However, this can be mitigated through the Traffic Management Plan and associated CESMP's to be imposed at the project site.
Negative impacts on other development	✓				<i>NE</i>	---	Not applicable for this development
Negative impacts on Gender			✓		<i>L</i>	---	There is potential for gender biasness for employment opportunities and gender-based violence amongst workers themselves and their families due to using income earned from the construction. As a result of employment opportunities, people will have money to purchase alcohol and drugs. Employees can get drunk and caused problem to their own families.
Positive impacts on gender			✓		<i>L</i>	+++	There will be opportunities for women to sell their cooked food to the workers at the project site. Opportunities would also be given

							to experienced and competent women who can be hired in the project.
Negative impact on youth			✓		<i>L</i>	---	Potential for youths to involve in alcohol/drug abuse.
Positive impact on youth			✓		<i>L</i>	+++	Long-term employment/Casual work available during construction phase of the project. Youths can be hired as security personnel.
Women exploitation			✓		<i>L</i>	---	There is potential sexual abuse of women by the male workers.
Human Trafficking			✓		<i>L</i>	---	There is potential for human trafficking especially young girls by construction workers.
Child exploitation			✓		<i>L</i>	---	There is high potential of child abuse by construction workers.
Built Environment Impacts							
Traffic congestion		✓			<i>S</i>	---	Potential to occur during the construction phase of the project but can be mitigated through the implementation of the TMP.
Electricity infrastructure/ power lines			✓		<i>NE</i>	+++	This is high risk as the there is an existing powerline in the area. However, this can be mitigated via the CESMP, conduct a Work Risk Assessment and Job Hazard Analysis prior to commencement of the construction works.

Communication infrastructure (transmitter etc.)	✓				NE		Not applicable for this site
Visual impacts and effects on neighborhoods aesthetics	✓				NE		Not applicable for this site
Water supply infrastructure include pipelines	✓	✓			L	---	There could be some disruption to the water supply if existing pipelines are damaged during the construction works but is minimal and short term.
Public Road infrastructure	✓	✓			L	---	This can occur but is mitigated through the implementation of the TMP.
Residential area	✓				NE		Not applicable for this development
Education facilities	✓		✓		L	---	Auki PS is within close proximity to the construction site. However, noise buffers shall be installed to contain noise pollution at the construction site. Heavy machineries will be used only after school hours.
Factories with any processing facilities	✓				NE		Not applicable for this site
Hotels & Accommodations	✓				NE		Not applicable for this site
Public Bridge	✓				NE		Not applicable for this site
Air port	✓				NE		Not applicable for this site
Landfill	✓	✓			L	---	There is an existing landfill site in Auki Town. No constructions related wastes should be disposed at the landfill site apart from routine household wastes. This can be mitigated through CESMP – WMP.
Incinerators	✓				NE		Not applicable for this

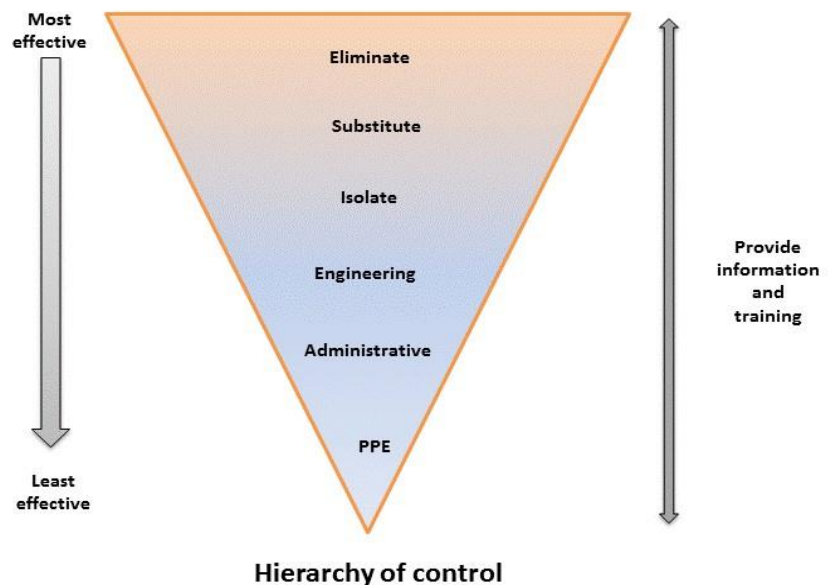
							site
Hospital/ Clinics	✓				NE		Not applicable for this site
Large scale agriculture scheme	✓				NE		Not applicable for this site
Solar farm	✓				NE		Not applicable for this site
Hydro power scheme	✓				NE		Not applicable for this site
Power plant	✓				NE		Not applicable for this site
Wharf and port facilities	✓		✓		L	---	Auki wharf and landing area shall be used for delivery of the construction materials. This risk can be mitigated through implementation of the CESMP and TMP. During the unloading of construction materials, the wharf and landing site is a NO GO Zone and shall be controlled by hired security personnels. The public can only access the wharf when unloading of construction materials completed.
Sea wall	✓				NE		Not applicable for this site
Commercial buildings	✓				NE		Not applicable for this site
Fuel storage and processing location	✓		✓		L	---	This can occur but construction fuels will be strictly managed as per the CESMP – hazardous materials management plan. No fuel storage to be located close to the construction site.
Chemical plant / & storage	✓				NE		Not applicable for this site

Food processing plant/ & Storage	✓				NE		Not applicable for this site
Airport infrastructure	✓				NE		Not applicable for this site
Village infrastructure	✓				NE		Not applicable for this site
Church building	✓				NE		Not applicable for this site
Sporting facilities	✓	✓			L	---	Auki PS field is within close proximity of the construction site. The field will be properly fenced for safety purposes.
Negative impacts from extractive development	✓				NE		Not applicable for this site
Waste/ chemical recycling facilities	✓		✓		L	---	Waste recycling will be strictly managed as per the requirements of the CESMP and relevant sub-plans, e.g., Waste Management Plan. No hazardous materials storage drums or containers to be recycled.
	<i>Impacts ratings</i> - Low The impacts to the environment and social features are sometimes not appropriate and/or can be very minimal and can be naturally restored. Percentage of impacts can be rated as range between 0% to 25% - Moderate The impacts to the environment and social features are medium in nature. The environment can be naturally restored. Also, it required minimal rehabilitation work. Rate of damage is between 25% to 50% - High The impact to the environment feature is very significant in nature and need a total rehabilitation work. The rate of damage range between 50% to 75% - Extreme The impacts is very detrimental and is not reversible, a compensation or replacement of the environment can be required in that situation. The percentage rate of damage is between 75% to 100% Effect (S) Short Term NE (No effect) Positive Impact (+++) Negative Impact (---)						

Risk controls

The hierarchy of control can be used as an effective tool to deal with health and safety issues at work. Use the type of control suggested as measures to deal with the hazard. Aim to use control measures from as high on the hierarchy of control list as possible. If that is not possible the next option down the list or a combination of the measures should be implemented. The least effective control measure is the use of PPE and it should be used as a last resort or as a support to other control measures. Information and training should be integrated with all levels of control to explain how controls work.

1. **Eliminate** – if it is possible, the hazard should be removed completely. For example, get rid of dangerous machines.
2. **Substitute** – replace something that produces the hazard with something that does not produce a hazard. For example, replacing solvent-based paint with water-based paint. Risk assessment on the substitution must be conducted to ensure that it will not pose another hazard.



3. **Engineering control** – isolate a person from the hazard by creating physical barrier or making changes to process, equipment or plant to reduce the hazard. For example, install ventilation systems.
4. **Administrative control** – change the way a person works by establishing policies and procedures to minimise the risks. For example, job scheduling to limit exposure and posting hazard signs.
5. **Use PPE** – protect a person from the hazard by wearing PPE. For example, wearing gloves, safety glasses, hard hats and high-visibility clothing. PPE must be correctly fitted, used and maintained to provide protection.

Table 5: Project Phase-Specific Environmental and Social Risk Matrix

Project Phase	Key Activity	Identified Risk / Impact	Primary Sensitive Receptors	Mitigation Reference
Pre-Construction / Planning	Site Survey & UXO Scanning	Discovery of Unexploded Ordnance (UXO)	Site workers, adjacent Government Offices	Sec 7.9 (Chance Find Procedure)
Pre-Construction	Site Clearing & Levelling	Noise, dust, and loss of light vegetation	Auki Primary School, Magistrate Court	Sec 8.1.3 (Air) & 8.1.5 (Noise)
Construction	Marine Transport of Materials	Sea Safety: Vessel overloading or weather hazards during transit from Honiara	Contractor staff and local marine environment	NEW Sec 8.4 (Sea Safety Protocol)
Construction	Excavation & Foundation Works	Sediment runoff into the coastal environment during heavy rain	Auki Harbour, Coastal marine life	Sec 8.1.10 (Erosion/Sediment)
Construction	Heavy Machinery Mobilization	Traffic accidents and pedestrian safety risks on Auki roads	Schoolchildren, market vendors, pedestrians	Sec 7.4.6 (Traffic Management Plan)
Construction	Labor Influx	Social conflict, Gender-Based Violence (GBV), or SEA/SH risks	Local Auki community, vulnerable women and youth	Sec 7.4.5 (GBV Practices) & 7.6 (Code of Conduct)
Operation	Building Usage	Solid waste and sewage generation	Soil quality and local groundwater aquifers	Sec 8.1.7 (Waste) & 8.1.9 (Hazardous Mat)
Operation	Facility Maintenance	Occupational Health and Safety (OHS) risks (electrical, fire, HVAC)	MFMR Staff and visitors	NEW Sec 8.2.3 (Operational OHS)
Decommissioning	Site Exit / Handover	Landscape degradation or failure to restore temporary laydown areas	Landowners and provincial authorities	Sec 9.1 (Restoration Plan)

Table 6: Environmental and Social Management Plan (ESMP) – Mitigation Measures.

Potential Negative Impact	Mitigation Measures	Monitoring Indicators	Implementing Location	Responsible Parties	Timeline
Air Quality & Dust	Implement systematic water spraying; cover haul trucks; maintain machinery; cover stockpiles; Dust Management Plan.	No visible dust; trucks covered; daily logs; GRM complaints.	Construction sites, haul roads, laydown area	Contractor (EHS), SE, PMU	Daily; Weekly
Noise & Vibration	Work 7am–5pm; noise barriers; mufflers; 55 dBA limit; monitoring register.	Noise ≤ 55 dBA; complaints logged; muffler checks.	Construction areas, schools/offices	Contractor, EHS, SE, PMU	Daily; Weekly; Monthly
Erosion & Sedimentation	Silt fences; phased excavation; cover stockpiles; post-rain inspections; ESCP.	Silt fences stable; basins $<40\%$; no turbid discharge.	Site & drainage	Contractor (Civil), SE, PMU, ECD	Daily; After rain; Monthly
Water Quality	Bunded fuel storage; washout pits; septic systems; spill plan; oil-water separators.	Spill kits; pH/turbidity; septic logs.	Laydown, workshop, sanitation	Contractor, EHS, SE, PMU, SIWA, ECD	Weekly; Monthly
Solid Waste	SWMP; segregation; Ranadi disposal; export hazardous waste.	Segregation; receipts; export docs.	Laydown, camp	Contractor, EHS, HCC, SE, PMU	Daily; Weekly; Monthly
Hazardous Materials	Bunded tanks; impervious floors; spill kits; SDS.	No leaks; bund integrity; spill kit logs.	Fuel stores, refuelling	Contractor, EHS, SE, PMU, ECD	Daily; Weekly
Traffic & Community Safety	TMP; signage; flaggers; school controls; public notices.	TMP compliance; incidents; GRM.	Haul routes, school zones	Contractor, Marshal, Police, SE, PMU	Daily; Weekly

OHS	OHS Plan; PPE; inductions; first aid; no alcohol.	PPE use; incident logs; toolbox.	Worksites, camps	Contractor, EHS, SE, PMU	Daily; Weekly
GBV/SEA/SH	Training; Codes of Conduct; GRM; awareness.	CoC signed; training; GRM usage.	Worker camp, communities	Contractor, CLO, PMU, NGOs	Pre-mob; Quarterly
Labour Influx	Local hiring; camp plan; curfews; consultations.	% locals; camp logs; meeting records.	Camp, community	Contractor, CLO, SE, PMU	Pre-con; Daily; Monthly
Ecological Impacts	Limit clearance; protect trees; replant; prevent runoff.	Approved clearance; replant success.	Construction site	Contractor, EHS, ECD, SE	Pre; Weekly; Post
Land/Cultural	Chance find procedure; stop-work; notify.	Stop-work records; clearance.	Excavation areas	Contractor, SE, PMU, Culture, RSIPF	Immediate
Marine Safety	SIMA vessels; no overloading; lifejackets; radios.	Certificates; manifests; jacket counts.	Honiara–Auki route	Contractor, Provider, SIMA, PMU	Pre-voyage; Monthly

(ANZDEC, 2021).

7.3 Non-Compliance Corrective Action and Prevention Actions

7.3.1 Non-Compliance and Corrective Action

Non-compliance reports or commonly known as NCR are used and issued by the Environmental Engineers or Supervisor on site to a concerned party who deviated a plan and/or a specification of the construction project such health, safety, environmental measures and targets. The non-conformance report is important as there will always be a construction team or subcontractor who, say deliberately or unknowingly went off-plan due to the tight time schedule and/or restrictions. It is necessary to issue a Non-Compliance Report in order to eliminate the mistake or error created and at the same record the corrective action and preventive action.

Corrective actions may include changes to work instructions, further staff training, replacing worn pieces of equipment, updating mitigation measure, etc. The status of all identified non-compliances should be reviewed by the contractor EHS Site Supervisor and Project Engineer and form part of construction meeting agendas.

It is the responsibility of the contractor and subcontractor to immediately initiate corrective actions and, once completed, provide details of the actions undertaken on the non-compliance/corrective action report, sign it and submit to Project Engineer and PMU within an appropriate timeframe.

7.3.2 Non-compliance Procedure

Upon discovering or identification of any non-compliance or violation of environment, health and safety procedures, the matter shall be reported to the EHS Site Supervisor on the spot. The EHS site supervisor will attend to the scene and stop any work that is associated with the issue. The matter will then be reported to the EHS Manager, Site Manager, and Project Manager for further investigation. Based on the investigation, an NCR will be issued to the party or person involved. The contractor EHS Manager will ensure corrective actions and lessons learned to avoid further reoccurrences.

Any non-compliance identified by Project Engineer and PMU will be communicated through Project Manager and EHS Manager. There are 3 levels of compliance are based on the importance and severity of the results that it may have caused to the project. The issuance of the site instruction by the Project Engineer will be dependent on their level of judgement based on the situation.

Non-compliance levels for this project is separated into 3 levels. See table below.

Table 7: Project Non-Compliance Level

Non-Compliance Level 1	Non-Compliance Level 2	Non-Compliance Level 3
A situation or issue that is not consistent with requirements, but not believed to represent an immediate or severe threat to human and environment.	A situation that has the immediate potential to generate a negative impact on the environment, health and safety of the personnel and/or local communities. This requires	A critical non-compliance situation, including observed significant damage on the environment or a reasonable expectation of very severe impending damage, as well as

	expeditious corrective action and site-specific attention, as well as the raising of non-compliance level 1 that is unattended and overdue.	raising of non-compliance level 2 that is unattended and overdue.
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These are some of the examples for the levels mentioned above.

Level 1: Examples

- Inappropriate storage of non-hazardous waste
- Inappropriate maintenance of project vehicles
- Noise and dust from running machines
- Inappropriate use of PPEs
- Disregard of Health and Safety procedures
- Refusal to obey the code of conduct on site
- Continuously showing up late for work
- Disregard of roles and responsibilities
- Inappropriate traffic controls such as signage, flagman etc.
- Lack of coordination between operators and supervisors
- Lack of spill kits provided
- Excessive noise on site related to machineries and equipment
- Leakages from the machines on site
- Any minor non-compliance to health, safety and environmental measures.

Level 2 Examples

- Any level 1 non-conformance remain uncorrected after the due date
- Inappropriate handling of hazardous substances
- Inappropriate storage of fuel and hazardous substance
- Working within the construction site without proper certification (specific works)
- Failure to complete work or take directives when conducting work on site
- Causing harm to workers or properties
- Excessive leakages of fuel from machines and trucks on site
- Lack of monitoring of environment, health and safety mitigation measures
- Any major non-compliance to environment, health and safety mitigation measures.

Level 3 Examples

- Any Level 2 non-conformance left uncorrected after the due date.
- Activity that causes serious danger to human life and environment
- Concrete waste discharge directly to water bodies.
- Direct discharge of hazardous waste on site
- Deliberate discharge of oil and waste in front or on sensitive areas, such as the Auki Primary School, main access road and business communities in Auki Town.
- Any serious or fatal event that caused danger to environment, health and safety of workers.
- Any major non-compliance that is in relation applicable standards for the project.

7.4 Social Impacts and Mitigation Measures

- Social impacts and mitigation strategies for this project will be implemented by the contractor with the intent to reduce the negative impacts and increase positive results for the project. The scope of the mitigation strategies covers from Community Health and Safety, HIV/AIDS Prevention, Gender Based Violence impacts, Human Trafficking, Labor workforce and workers code of Conduct.

Social Impact identified are:

- Community, Health & Safety Impacts – including SEAH
- Heavy machine working along the road (pedestrians and travelling passengers' safety)
- Workers Presence in Auki Town
- Number of vehicles accessing the road close to the project construction site, causing safety risk for the pedestrians in Auki Town

7.4.1 Community Health and Safety

The contractor will ensure that communities within Auki Town, including those along Central Kwara'ae and Auki Langalanga Constituency, are fully informed about the potential negative impacts of the project construction on their local areas. Special attention will be given to the close proximity of Auki Primary School, recognising the heightened safety concerns for students and pedestrians near the construction site.

Prior to the commencement of works, comprehensive community awareness sessions will be provided to address health and safety issues related to diseases such as Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS), and Sexually Transmitted Infections (STIs). In addition, the contractor will implement a Traffic Management Plan to mitigate risks associated with increased vehicle movements and heavy machinery, ensuring the safety of schoolchildren and other community members. The community will also be supported to remain resilient and protected from issues related to Gender Based Violence (GBV), Human Trafficking, Sexual Abuse, and Exploitation.

7.4.2 HIV/AIDS Prevention

There are social impacts related to social interaction expected in relation to recruitment of personnel from outside into local communities. There will be an increased risk of STIs into the communities. HIV/AIDS is one of the great concerns that needs urgent attention. Hence, an HIV/AIDS Awareness and Prevention Program will be conducted on site prior to and during the construction phase of the project.

Under STI/HIV/AIDS Prevention plan, the contractor will also assess the following: -

- The frequency and types of awareness activities to be undertaken or needed
- The target groups are the contractor workers and employees
- Provision of preventive measures such as distribution of condoms to the workers
- Posters will be posted in all office sites and campsite regarding preventive measures, procedures for diagnosis, counselling and referrals to a nearest clinic or hospital.

7.4.3 Training on HIV/AIDS, GBV, Human Trafficking, Sexual Abuse and Exploitation

The contractor will ensure training will be conducted on areas related to HIV/AIDS, Human Trafficking, Sexual Abuse and Exploitation. The trainings are aimed to avoid or mitigate issues related to HIV/AIDS, GBV, Human Trafficking, Sexual Abuse and Exploitation. These trainings will be conducted onsite prior to commencement of works. General awareness information and literature will be posted at work site, workers' camp and also it will be made available during community consultations through CLOs. The detailed training activities and schedules will be finalized prior to the construction.

7.4.4 Human Trafficking

Human trafficking is a process of people being recruited in their community and country of origin and transported to the destination where they are being exploited for purposes of forced labour, prostitution, domestic servitude, and other forms of exploitation. The contractor will ensure the following activities to be carried out in order to mitigate the potential risk of human trafficking. This includes:

- Partnering with relevant authorities to identify risk groups for HIV/AIDS and human trafficking, and to map geolocations of sexual networks and intervention sites along the road corridors especially where communities are located;
- Providing orientation and sensitization on HIV/AIDS and anti-trafficking to Project personnel
- Requiring HIV/AIDS awareness raising workshops for contractors and construction workers
- Conducting public awareness campaign for behavioural change of high-risk groups in the communities and project personnel;
- Promoting condom use and disseminating information about the nearest available services for testing, counselling and treatment;
- Sensitizing and capacity building of Project personnel, including public awareness raising on trafficking concerns.

7.4.5 Implementation of Recommended Good Practices to address GBV

Construction projects can pose a risk environment to local communities, workers and associated stakeholders. GBV can be prevalent when influx of workers to the project site and interaction with the local communities. Labour influx has also made women and girls exposed to GBV such as direct exposure which includes:

- Defilement
- Sexual exploitation and abuse
- Coerced Sex or Rape
- Physical, emotional and psychological abuse
- Financial Abuse through unsupported pregnancies and parental abandonment

Hence, it is important to take precautionary measures to provide a safe and sound working environment for both the community members and project workers. Therefore, implementation of the recommended good practices¹ is very vital of the efficient implementation of the project. The recommended good practices to be implemented are:

- Regular meeting and awareness with the local communities
- Training and induction of local workers

¹ World Bank, 2018 - Good Practice Note: SEA/SH

- Pre-construction community consultation
- Workers Code of Conduct

7.4.6 Heavy Traffic along the access road in Auki Town.

Transport to and from the construction site, especially for materials and equipment, will be conducted using the existing road network. To ensure the safety of local communities—particularly in sensitive areas such as the school zones near Auki Primary School—a comprehensive Traffic Management Plan will be annexed to this document. This plan will outline specific measures to prevent accidents, minimise dust, control spillages, and reduce noise and vibration (including the use of wheel washes, covered loads, and regular vehicle servicing). Strict adherence to nominated access routes will be enforced, and any deviation will not be tolerated. Additional traffic controls, such as signage, speed restrictions, and crossing supervision in school zones, will be implemented to safeguard students and pedestrians during construction activities.

If the transport of material or equipment is likely to impact on normal pedestrian and vehicle traffic or pose an increased safety hazard, consideration should be given to moving these items during off peak times. Measures such as prohibiting the use of engine braking and the use of speed control in and close to settlements can be implemented to reduce noise, speed, and vibration near sensitive receptors.

The haulage route is unknown at this stage; the contractor will determine the haulage route and include in the CESMP. The CESMP should assess any requirements and any necessary measures will be reflected in the Traffic Management Plan. Should off peak transportation of materials be necessary, it is important to communicate this in a meaningful manner to the Auki Communities and business houses and the public who frequently use the access route. Additional traffic management may be necessary during transportation of construction materials to the construction site. It is important that key stakeholders such as Auki Police and MID Officers based at Auki are informed to assist in the traffic management and control during busy schedules.

7.5 Labour and Working Conditions

The contractor envisages to promote community participation in project implementation. Therefore, recruitment of skilled and unskilled workforce will be prioritized to the local communities within the project catchment. This will enable local community to be part of the project development and also create a sense of ownership. The contractor will use its company recruitment policy and approaches on how the recruitment will be conducted.

All applications and workers intend to join the company must go through screening and interview process. After the interview once the applicant is accepted for the job, Site Supervisors will conduct an induction training. Upon completion of the induction, the person inducted has to sign a workers Code of Conduct Form.

1. **Labor Management Procedure (LMP):** The project will operate under a formal LMP outlining terms of employment, non-discrimination, and OHS protocols.
2. **Worker Grievance Redress Mechanism (W-GRM):** A separate channel will be provided for workers to raise workplace-related concerns, including OHS violations and wage disputes, without fear of reprisal.

3. **Code of Conduct:** All workers must complete induction training and sign a Code of Conduct that includes explicit prohibitions against Sexual Exploitation, Abuse, and Harassment (SEA/SH).

7.5.1 Worker Welfare and Conditions of Service

The Project is committed to providing a safe and healthy environment that promotes worker welfare. The Contractor shall provide adequate and culturally appropriate welfare facilities at the construction site and laydown areas, including gender-segregated toilets, clean drinking water, and shaded rest areas for breaks.

All workers, including those recruited locally from Auki, will be provided with clear written contracts outlining their terms of employment, wages, and working hours in compliance with the Solomon Islands Labour Act. To prevent discrimination and harassment, the Contractor will maintain a work environment where the Code of Conduct is strictly enforced, ensuring that all personnel are treated with dignity and have access to the worker-specific Grievance Redress Mechanism (W-GRM) without fear of reprisal.

7.6 Workers Code of Conduct

The contractor will conduct an induction meeting prior to the commencement of works to ensure workers are familiar with their contractual obligations, responsibilities and behaviours expected of them when performing their duties onsite. The contractor workers and Sub-Contractors are subject to Codes of Conduct that are stipulated in their signed contract agreement. As per the Project Contract Agreement, it is the requirement of the contractor to ensure workers are well aware of their required code of conduct on site. Sample of Workers Code of Conduct is appended in the ESIA (See Appendix J: workers Code of Conduct).

7.7 Land Access and Resettlement

Land Acquisition: The main project footprint is located on government-allocated land (Parcel 171-001-0276). Based on current designs, no involuntary physical displacement is required.

Project activities may require permanent land access and in these cases a Land Acquisition and Resettlement Plan (LARP) is required. For land acquisition, the following procedures apply:

1. The Project Engineer and CLO to undertake scoping to gather information on the land subject to acquisition: its physical attributes (boundary areas and use), the fixed assets on it, its ownership, and any issues or disputes which may make land acquisition difficult.
2. The Project Engineer and MFMR team discloses the project information during a community consultation/meeting.
3. The Project Engineer and MFMR team commences the establishment of a working committee with a broad selection of community representatives.
4. The Project Engineer and MFMR team produce a scoping report which identifies impacts and the needed studies and instruments to address these impacts. The outputs of the scoping exercise are a scoping report and the outline for the preparation of a LARP.
5. An assessment of the Land Acquisition and Resettlement (LAR) impacts is undertaken in line with OP4.12 and seeks to identify the positive and negative social impacts of the project, including resettlement. The results of the LAR impact assessment are incorporated into the LARP. Besides impact identification and analysis, the assessment of LAR impacts elaborates

on measures to: (i) enhance positive impacts such as measures to promote equitable access to project by different AP; and (ii) mitigate negative impacts. An assessment of LAR impacts consists of the following:

- a. Demographic and socio-economic study of AP
- b. Ethnic and inter-generational relations (where applicable)
- c. Poverty and vulnerability analysis of Aps
- d. LAR and other social impacts
- e. Gender analysis of Aps
- f. Accessibility analysis (where applicable)
- g. Institutional analysis of organisations which are involved in implementing mitigation and enhancement measures on LAR.

LAR planning identifies measures to avoid, minimize, offset or compensate the negative impacts of LAR and to improve, or at least restore, standard of living and livelihood of AP to pre-project levels. Assessment of LAR impacts and the LAR planning use quantitative and qualitative methods of research. Examples of the first are surveys and census. Qualitative studies include community meetings, focus group discussions, key informant interviews, and participant observation. The output of the Project engineers and MFMR LAR studies is the LARP which incorporates the results of LAR impacts.

6. The draft LARP is submitted by the MFMR Safeguards Specialists and PROPER/PMU for review by and WB Social Safeguard Specialists for endorsement. The LARP is revised, finalized and approved.
7. The draft and final LARP is disclosed in a timely manner, in an accessible place and a form and language understandable to the AP and other stakeholders. The Project Engineer in collaboration with MFMR Auki team facilitates the disclosure of the LARP in the project location.
8. The Project Engineer in collaboration with the MFMR Working team consults with the key stakeholders/ Malaita Provincial Government on accessing or acquiring the land. The option of granting an easement on the land through a Memorandum of Agreement (MOA) is presented to and discussed with the Malaita Provincial Government. Since the land identified falls within the MPG acquired land, stakeholder consultation was only conducted with the MPG, MFMR and Ministry of Lands & Survey prior to issuance of the FTE.
9. During the detailed design phase, the land to be acquired is surveyed, physical markers are installed, geotagged and marked on the cadastral map or the detailed design drawings. The updated LARP goes through another round of review and approval. With the assistance of the MPG Physical Planning Division, MPG/MFMR and MFMR/PROPER/PMU Safeguards Specialist and WB Social Safeguard Specialist reviews these documents. When the updated LARP is found satisfactory, MFMR accepts and discloses the LARP.

7.7.1 Land Extension

Acquisition of the lower portion of the land demarcated as extension to the original portion provided by the Malaita Provincial will be facilitated by the provincial government and the Ministry of Lands. The provincial land surveyor will carry out survey works to collect data pending consent to subdivide and I to S form is acquired. It is an inter government department tasks thus all processes will still be followed. The new registered title will be accorded to the Ministry of Fisheries and Marine Resources. The MFMR PMU, in coordination with the Project Management Division engaged a registered surveyor in Auki to survey the identified land parcel. The survey has been completed and the report is being submitted to the Ministry of Lands, Housing and Survey for processing and issuance of a land title in favour of MFMR.

7.8 Indigenous Peoples

Majority of the people who are residents of Auki Town are indigenous Malaitans and Solomon Islanders. Indigenous Malaitans and Solomon Islanders would be given first preference to be employed in the project during the construction phase of the project.

Beneficiaries of the project once completed would be the indigenous people of Malaita province and Solomon Islanders.

7.9 Cultural Heritage – Site Clearance and Chance Find Procedure.

No areas of cultural significance have yet been found at the project site. Areas that are culturally significant to the people of Malaita and communities within Auki Town must not be encroached upon by the construction activities. Areas such as graveyards and other tabu sites will be left undisturbed.

If there are any chance finds items of cultural significance, work must stop, and the Ministry of Tourism and Culture be alerted at once to carry out necessary assessments and either the artefacts will need to be relocated or the area rehabilitated to maintain the site's integrity.

Work to stop in specific location of unearthed artefacts or site. Fence the area to limit access and notify MFMR PMU and Project Engineers immediately for instruction to proceed.

In the event that where the UXO is discovered, the Contractor must immediately stop work and clear the work site of all personnel. The discovery must immediately be reported to the Project Engineer, MFMR/PMU and the Royal Solomon Islands Police Force. The Project Manager and EHS Site Supervisor ensure authorities signed -off before recommencing of work. The detail steps for the Chance Find Procedures will be incorporated under Occupation Health and Safety Management Plan.

8.0 Environmental Impacts and Mitigation Measures

8.1.1 Identified Environmental Impacts and Control Measures

The environmental impacts and mitigation controls for this project have been identified in the initial environmental assessment prior to the project implementation. The ESIA is formulated based on these findings. Therefore, the contractor shall comply with the mitigation measures set out in the project safeguards documents and legislation of the Solomon Islands Government.

At the proposed sites, temporary disruption and nuisance impacts may be experienced, mainly during the construction and rehabilitation/upgrading period. These affected areas may experience direct impacts associated with temporary disturbance from construction activities. The potential environmental impacts were identified based on the project activities that may occur in each component and evaluation of the environmental and social baseline situation at the subproject area. The Contractor will conform to the Environmental, Health, and Safety General Guidelines of IFC-WB (IFC, Environment, Health & Safety General Guidelines: Construction and Decommissioning, 2007).

The key environmental impacts identified are –

- Air Pollution
- Noise and Vibration impacts
- Impact to water resources
- Hazardous Material and Disposal Impacts
- Ecological Impacts
- Erosion and Sediment impacts
- Solid Waste

- Socio-economic impacts

8.1.2 Air Quality and Dust Impacts and Control Measures

The Solomon Islands Government (SIG) does not have air quality standards being provided for under the regulations. However, MECDM has recommended that contractors operate in construction industry can use WHO air quality standards. The proximity and the level of work that needs to be carried is expected to have low emissions; however, these are some of the mitigation measures that the contractor will need to establish to ensure the air quality level is maintained.

8.1.3 Air Quality/Dust Mitigation Measures

The table below provides some potential impacts that would likely be occurred during the course of construction.

Table 8a: Air Quality/Dust Impacts and Mitigation Measures

Air Quality / Dust Impacts	Mitigation Controls
During earth works and Construction, exhaust emissions will be generated from construction machinery and contractor hauling vehicles. ▪ Dust generation along from heavy trucks hauling aggregate, particularly near communities and other sensitive receptors. ▪ Dust generation in immediate vicinity of aggregate extraction and processing. ▪ Dust generation during grading and compacting of subbase materials during works. ▪ Heavy Plant Machinery traveling along the road, excavation works, clearing and compaction.	• Construction equipment and vehicles to be regularly maintained to a good standard and maintenance will be monitored and reported. • Prohibition on the use of equipment and machinery that causes excessive pollution (i.e., visible smoke). • Any issues relating to excessive air emission/noise of machinery and equipment will be reported to Maintenance Team for repair works. • Any equipment identified on site to be causing excessive smoke shall be stopped, checked and repaired. • Spraying and damping down of the works yard area and any haulage roads as required. • Ensuring that all vehicles transporting potentially dust-producing material are not overloaded, are provided with tail and sideboards and are adequately covered with a tarpaulin (covering the entire load and secured at the sides and tail of the vehicle) during transportation; and • Material stockpiles will be in designated areas that are sheltered covered with tarpaulin, and sediment traps are installed to prevent discharge into the neighbouring environment.

Table 8b: Example of Mitigation Matrix

Aspect / Impact	Mitigation Measure	Responsible Party	Monitoring Frequency	Success Indicator	Reporting Requirement
Dust during excavation	Regular water spraying on haul roads	Site Supervisor	Daily	No visible dust leaving site	Weekly to PM/PROPER
Noise near residences	Noisy work only between 7 AM – 6 PM	Site Manager	Weekly	No complaints from nearby residents	Record in Complaints Log
Spill risk (fuel)	Spill kits near all gensets/fuel stores	HSE Officer	Weekly	No uncontrolled spills	Incident Report (if occurs)
Waste mismanagement	Segregated bins and scheduled collection	Site Labour Crew	Daily	Clean site, no overflowing bins	Waste Disposal Log Monthly
Erosion during rain	Silt fences and diversion channels	Civil Foreman	Weekly + after rain	No runoff beyond site boundary	Photolog, Site Diary

8.1.4 Noise and Vibration Impacts and Control Measures

Construction noise and vibration will be eminent during the construction phase of the project. However, it will be intermittent based on the type of works that will be carried out and distance from sensitive receptors such as the Malaita Provincial Government Offices, schools, Auki Magistrate Court, Business houses and the general community I Auki, Malaita Province. The contractor shall ensure mitigation measures are provided to minimize adverse impacts that may have on the communities living in Auki Town.

8.1.5 Noise and Vibration Mitigation Measures

Table 9: Noise and Vibration impacts and Mitigation Measures

Noise and Vibration Impacts	Mitigation Measures
Excavation, Level, Compaction works at the construction site and along the road will cause nuisance to the communities. These activities will be temporary as these works can be staged on section along the road and at the construction site. Potential impacts include: ▪ Increased noise levels along haulage route during transportation of materials ▪ Sustained increased noise levels at the construction work sites ▪ Noise disruption to town and village life if works occur outside normal working hours ▪ Increased noise levels in area surrounding construction laydown and aggregate extraction/processing sites. ▪ The noise may also cause disturbance to the government and provincial	• Noise levels shall be monitored against the WBG General EHS Guidelines (Section 1.7: Noise) • For residential and institutional receptors (Auki Primary School and Magistrate Court), noise levels shall not exceed 55 dBA during daytime (07:00–22:00) or result in a maximum increase in background levels of 3 dBA at the nearest receptor location. These limits are consistent with the Solomon Islands Environmental Health Act (1980) requirements for nuisance prevention • Construction vehicles and equipment to be maintained in good working order and regular equipment maintenance will be undertaken.

government offices, business houses, schools and communities especially during church services and school days.	• Construction vehicles and machinery be fitted with mufflers and other noise abatement equipment as necessary. • Limiting noisy construction activities to be between 7 am and 5 pm on weekdays. No work is allowed beyond 5pm unless approved by the Project Engineer. • Buffers to be established between work areas and nearby offices, residences and business premises. • The contractor will prepare a schedule of operations to be approved by Project Engineer. The schedule will establish days, including identifying days on which there should be no work, and hours of work for each construction activity and identify the types of equipment to be used. • Workers will be provided with noise abatement equipment (PPE) as may be required; and • Any complaints regarding noise will be dealt with by the contractor via GRM process. • Church and religious service schedules will be observed, • Schools will also be considered to ensure any disturbance must be minimal in school premises within close proximity at the construction site.
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8.1.6 Water Quality Impacts and Control Measures

The MFMR office construction project will be based in Auki Town. Due to the topography of the site located on the sloppy part of Auki Town, earthworks would be conducted to level the site. Earthworks when not performed properly may result in soil erosion runoffs flowing into the drainage that could increase turbidity of the coastal environment at the Auki Harbour. Hence, care must be taken to ensure that minimal environmental contaminants and pollution is done to the coastal environment at Auki.

Potential Water Quality impacts for this project are:

Surface Water Contamination – The Contractor’s work activities and facilities are the primary source of potential contamination. Discharges directly into the coastal environment or indirectly onto the ground that will finally find their pathways into the sea will be the causes of contamination.

Adverse Climatic Conditions – Water crossing structures should sufficiently function well in adverse weather condition. Hence, design should adapt the possible and practical worst-case scenario.

Drainage – Proper drainage design is important to maintain the structural integrity of the construction site and this would mean adaptable to worsening weather condition.

Water Contamination Issues at Construction sites and Storage Areas - Waste water that will be generated at the construction work sites due to numbers of people working/staying whether short-term or long term will contaminate the immediate surroundings which can harm both people and the ecosystem if no treatment is provided prior to discharge.

Water Quality Mitigation Controls

To prevent contamination of the above water courses, a number of site-specific mitigation measures have been developed and will be implemented by the Contractor:

- The construction site will be supplied with drinking water on a daily basis
- No construction camp, workshop, or storage facility will be located within 100 m of streams;
- Spill prevention trays will be provided and used at refuelling locations; The run-offs from maintenance workshops will be collected by impervious channels and be passed through oil water separators.
- The disposal site for contaminated soil will be chosen in accordance with the requirements of the Project Engineer.
- On-site maintenance of construction vehicles and equipment will be avoided, as far as possible;
- Regular inspections will be carried out to detect leakages in construction vehicles and equipment;
- Spill control kit (shovels, plastic bags and absorbent materials) will be available near fuel and oil storage areas, vehicular parking and vehicular maintenance areas as well as at construction sites;
- Storage areas for petroleum products shall be paved and roofed with proper drainage;
- Petroleum products storage areas shall be bunded at 110% of capacity of total volume of storage tanks;
- The bottom of any soak pit or septic tank will be constructed at least 100 meters away from springs or waterbodies;
- Aggregate excavation will not take place inside the river banks;
- To avoid contamination of any watercourse with sewage discharged from the Contractor's accommodation camp and laydown area, a sewerage collection system will be in place;
- Record of spills and volume of removed contaminated soil will be maintained;
- Record of remedial measures taken will be maintained;
- Silt traps will be used to prevent contamination of river and streams.

8.1.7 Solid Waste Impacts and Control Measures

Solid waste management is one of the major concerns of the project. Under the project safeguards document, the contractor is obliged to develop and implement the project waste management plan. The contractor shall effectively manage waste generated from construction activities and provide appropriate disposal measures. The contractor will ensure waste management practices are covered during project induction to ensure all personnel understand the controls required in accordance with their personal responsibilities onsite. The topic will also be discussed during Toolbox Meetings (TBMs), Pre-starts and other site meetings.

8.1.8 Solid Waste Mitigation Measures

Table 10: Solid Waste Impacts and Mitigation Measures

Potential Solid Waste Generation	Mitigation Measures
Contamination of water resources and the environment due to unmanaged solid waste disposal from the construction site and project sites to surface waters or wetlands includes. - Materials spill on road network from haulage trucks causing traffic hazard. - Soil and water pollution from waste leachate. - Increased burden on Auki landfill sites. - Public health impacts from poorly stored waste. - Construction site – kitchen waste, laundry waste - Spoils from construction site clearance activities - Solid waste from the laydown site	Aside from clearly designating a solid waste disposal area at the project site, collection and disposal areas, and provision and marking garbage /trash bins for biodegradable and non-biodegradable materials. Below are some mitigation measures: Recyclable waste such as timber off-cuts, formwork and scrap steel shall be segregated from other solid waste and stored separately. Where suitable and when it can be used, recyclables may be donated to the community for use in local building projects. This shall be coordinated by the Community Liaison Officer (CLO) in consultation with key stakeholders such as the MFMR and MPG. Contractor will ensure Project Engineer give the approval. Waste management will be implemented according to ESS3 (Resource Efficiency and Pollution Prevention and Management). Disposal will follow the Solomon Islands Waste Management and Pollution Control Strategy 2017–2026 and the Environment Act (1998), ensuring that no hazardous waste is disposed of at the Auki landfill without specific authorization from the MECDM. In accordance with the Basel Convention, any hazardous materials that cannot be treated locally must be exported to a licensed facility. In consultation and with permission from the Project Engineer, other general waste from the field office, mess hall and accommodation facilities shall be disposed of at an approved sanitary landfill in Area once its identified. The site must be approved by the Project Engineer. All excess solid waste shall be removed from site upon completion of the project and shall

	be disposed of at an approved Disposal Area in Auki. All green and organic wastes are donated to the communities to assist soil improvement for the production of communal food crops or use as animal food.
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8.1.9 Hazardous Material and Disposal Impacts Control Measures.

Hazardous substances will be generated during the construction of the project. The Hazardous Material Management Plan will be submitted as sub-plan which provides Site Specific activities related to Hazardous material prevention and control.

Mitigation Measures for Hazardous Materials

Table 11: Hazardous Materials Impacts and Mitigation Measures

Potential Hazardous Material Impacts	Mitigation Controls
Hazardous wastes (i.e., used oils and lubricants, unused paints/empty paint cans, lead in paints, adhesives, solvent/thinner etc.) which are generated throughout the course of the construction phase may seriously impact the receiving environment once unmanaged. This includes: - Water and soil pollution from spilled or improperly stored fuel or oil products - Changes to river water and soil pH level from concrete wastewater or slurry - Contamination of ground water from concrete wastewater	No construction camp, workshop, or storage facility will be located within 100 m of streams. Aggregate excavation will not take place within river banks. Pouring of excess concrete from concrete mix to unappointed areas will be strictly prohibited. Washing of concrete mixer will be restricted by specially appointed area (at batching plant sedimentation basin). All hazardous liquids such as lubricants, paint etc, will be stored in the designated area at the workshop. All domestic waste water will be collected in septic tanks and emptied as required by licensed company. Workshop wastewater will be collected in septic tanks and emptied by a licensed company.

8.1.10 Erosion and Sediment Impacts and Control Measures

The erosion and sediment control plan will be submitted as part of the CESMP. The plan will provide site specific activities related to the erosion and sediment controls during construction activities.

Erosion and sediment controls

Table 12: Erosion and Sediment Control Measures

Erosion and Sediment Impacts	Mitigation Controls
The risk of sedimentation and erosion caused by the construction is considered to be higher due to the landscape of the project site located on a sloppy area and water bodies. ▪ Uncontrolled excavation and storage/stockpiling of excavated materials ▪ Vegetation not appropriately restored, resulting in destabilization of the adjacent areas. ▪ Erosion of exposed soil and subbase materials on steep sections during periods of heavy rain during road resurfacing. ▪ Sedimentation run off into river systems from exposed soil and subbase materials during heavy rain events. ▪ Run off from stockpiles into coastal environment.	Sediment fences are to be erected at the base of all batters and soil stockpiles to prevent sediment-laden stormwater from migrating away from the source; Regular inspections as soon as practicable after storm events to check and maintain controls; Inspection dates and actions are taken to be recorded and available for review upon request; Sediment is to be removed from fences and basins when controls are 40% full and at the completion of construction. All materials are to be re-used or stored on-site in a controlled manner or taken off-site for re-use or disposal at a licensed waste disposal facility; Monitoring of water quality to determine the effectiveness of the sediment and erosion control management practices; and Progressive re-vegetation of filled and disturbed areas.

8.1.11 Potential Biological and Ecological Impacts and Control Measures

The construction phase impact will be local and temporary since the construction site is located within a heavily impacted area in Auki Town. The main effects of site clearance/preparation and movement of equipment could be minimal to Laydown site construction. The ecological receptors include those that have limited mobility such as terrestrial flora, reptiles and amphibians will be less affected since most of the clearance works will be at the heavily impacted site within Auki Town.

Mitigation and Preventive Measures

All works will be carried out in a manner such that damage or disruption to vegetation is minimized;

- Trees and bushes will be demarcated and cordoned off;
- Cutting down will not be take place without the prior approval of the Auki Town Council.
- No ancient trees will cut down or impacted by the construction or operation;
- Trees and shrubs will only be felled or removed if they impinge directly on the permanent works or necessary temporary works;
- Trees and bushes outside the construction site but within the road reserve will be generally preserved from damages;
- Trees immediately adjacent to the required construction site will be lopped;
- Habitat destruction will be minimized during construction;
- Excavated soil will be removed off-site;

- Dust pollution will be minimized to reduce the disturbance to animals as far as possible;
- Replacement of top soil to restore conditions for biological activity;
- Contamination of aquatic areas will be prevented to minimize the risk of contamination of its food source;
- Use of sites designated for dumping.
- Noise pollution will be minimized to reduce the disturbance to animals as far as disturbance to pools and small pond habitats will be minimized to preserve the species habitat;
- Baseline water quality monitoring will be conducted prior to commencement of the construction activities to determine the state of the marine water quality prior to the construction activities, during and after construction.

8.2 Occupational Health and Safety

During the construction phase, the implementation of the works may result in hazards to the safety of workers such as tripping, slippery surfaces, carrying heavy loads, and during operation of machines and equipment. The contractor will be required to prepare a site safety plan and designate a safety supervisor who will ensure that safety measures during construction are implemented. These safety measures include the use of personnel protective clothing and equipment, placing of hazard warning signs, and excavation covers and barriers. Arrangements for prompt medical attention in the event of accidents will also be made.

The contractor will be required to: (i) provide environmental health and safety training to all workers (ii) provide priority hiring of qualified skilled and 100% unskilled workers from the villages, (iii) consult with local people to avoid conflict if migrant workers will be brought to the site, (iv) installation of suitable toilets such as pit latrines and grey water drainage facilities such as soakage pits, (v) arrangement for the proper disposal of solid wastes, (vi) briefing of workers and the villagers on the dangers of communicable diseases, and (vii) assignment of responsibility to workers and local peoples' welfare to a senior member of the contractor's staff.

8.2.1 Construction Laydown area and Workers Camp

The contractor is aware of the risks and impacts related to Construction laydown site and Workers Camp. The contractor will ensure all camp facilities meet the IFC Workers Accommodation Requirements (IFC, IFC Performance Standards, 2012). The Contractor also takes into consideration the social context of the location and dimensions of issues related to project construction activities. The Workers Camp Management Plan identifies risk related issues together with mitigation measures. Environment and social issues such as uncontrolled waste disposal, hazardous waste disposal, noise pollution, GBV issues, trafficking and sexual exploitation have been considered in the Workers Camp Management Plan (Appendix 3).

8.2.2 Impact on Community Health and Safety

During the works, the community may be exposed to the health and safety risks from increased vehicular movements in the area, open excavation and operation of heavy equipment. As mitigation and to prevent accidents and hazards to motorists, pedestrians and residents in the area of the worksites, barricades and wood/steel plate covers will be provided in open excavations during non-working time. The worksites will be properly secured and access to the area restricted. The contractor is to ensure that all vehicles and transport equipment and materials that may be required to pass through Auki Town and villages are operated safely without endangering these communities. All loads are to be secured and all loads with fugitive materials (e.g. excavated soil and sand) are to be covered with tarpaulins. The

contractor is to immediately remove any drivers that ignore any of the community safety requirements. The required warning signage will be installed at the construction site/Project site/worksites.

8.2.3 Sea Safety and Marine Transport

8.2.3.1 Marine transport logistics will comply with ESS4 (Community Health and Safety) and the Solomon Islands Maritime Authority (SIMA) Safety Regulations. In accordance with the International Convention for the Safety of Life at Sea (SOLAS), all vessels utilized for the transport of MFMR materials from Honiara to Auki must possess valid seaworthiness certificates and carry emergency life-saving equipment for all personnel

8.2.3.2 To address these risks, the Contractor must ensure that all vessels used for project logistics are seaworthy and have valid certification from the Solomon Islands Maritime Authority (SIMA). Overloading of vessels is strictly prohibited, and every voyage must be accompanied by a manifest, functional radio communications, and sufficient life jackets for all personnel on board. These measures are critical to safeguard the wellbeing of workers and minimise the likelihood of accidents or loss of life during marine transport activities associated with the project.

8.2.3.3 **Risks Identified:** Heavy weather events, vessel instability due to overloading, night travel hazards, and lack of emergency lifesaving equipment. This risk also relates to local suppliers.

8.2.3.3.1 **Mitigation Measure:** The Contractor must ensure all vessels used for project logistics are seaworthy and possess valid certification from the Solomon Islands Maritime Authority (SIMA). Overloading is strictly prohibited. Every voyage must include a manifest, functional radio communication, and sufficient life jackets for all personnel.

8.2.3.3.2 **Responsibility:** The Contractor is responsible for verifying vessel safety before departure. PMU will conduct ad-hoc audits of shipping manifests and safety equipment.

8.2.4 Operational OHS and Worker Welfare

Although this ESIA primarily concentrates on the construction phase, it also includes consideration of risks across the entire project life cycle. During the operation of the Auki Fisheries Office, MFMR will implement the following OHS protocols:

- **Fire Safety:** The building will be equipped with functional fire detection and suppression systems (extinguishers, smoke detectors). Regular fire safety audits and evacuation drills will be conducted for all permanent and visiting staff to ensure familiarity with emergency exits and assembly points.
- **HVAC and Electrical Maintenance:** Maintenance of the HVAC (Air Conditioning) systems and the rooftop solar array must be performed by certified technicians following the manufacturer's safety specifications. Lock-out/Tag-out (LOTO) procedures will be mandatory during all electrical and mechanical repairs to prevent accidental energization.
- **Indoor Air Quality and Hygiene:** Routine inspections will be conducted to ensure adequate ventilation and the proper storage of any office-related hazardous materials (e.g., cleaning chemicals or printer toners) to minimize inhalation risks to employees.

8.3 Socio-economic Impacts and Control Measures

It is understood that due to the construction works, disruption may occur in the project vicinity which may create temporary inaccessibility to commercial areas, markets or roadway to Auki. This is an expected impact for any construction activity at a community level especially for the road and temporary production sites where traffic congestions may occur near the construction sites.

9.0 Contractors Environmental and Social Management Plan (CESMP).

The Contractor is required to prepare a Contractor's Environmental and Social Management Plan (CESMP) for the works, which shall be in line with this ESIA and the technical specifications of the bid documents. The Contractor shall not commence any Permanent Works under the Contract prior to receipt in writing from the Engineer that the CESMP has been reviewed and approved by the Client and the WB. The approved CESMP shall become an integral part of the Contract Document.

The CESMP will be the Contractors guiding document for the implementation of this ESMP. During works the CESMP will be reviewed and approved based on the requirements of the ESMP and will be their management plan for the practical implementation of these requirements. The CESMP will contain the contractor's methodology and plan for adhering to their safeguard requirements. Additionally, the CESMP will detail how the Contractor plans to resource their team with personnel and financial resources as per the Contract. The Contractor will include sufficient provision in their BOQ to ensure that the CESMP can be developed, implemented, and monitored by their Safeguard Specialist. As this role will be key personnel within the bid document, the Contractor is obliged to ensure that their BOQ item is sufficient for this person to carry out their duties as required in this ESMP and the contract.

9.1 Scope and objective of CESMP

The purpose of the CESMP document is to define a site-specific Contractor's Environmental and Social Management Plan (CESMP) that is related to the construction of the MFMR Office complex at Auki, Malaita province. It also includes the related activities, compliance requirements primarily with the safeguard requirements of Ministry of Infrastructure & Development (MID) and Environmental Regulation 2008. The CESMP also caters for the contractual obligation of the contractor to its employer/lender (WB) which not only ensures that methods of construction and works are such that the environmental and social risks associated with the works are alleviated through implementation of appropriate mitigation measures which will be discussed in detail in the proceeding chapters, but also monitors the effective implementation of these measures. This plan supports and is subordinate to the project – Environmental and Social Impact Assessment (ESIA) report.

The CESMP and associated sub management plans will be developed, approved, and disclosed before the commencement of civil works. The bid documents will require that the CESMP be developed by the Contractors Safeguard Specialist and after internal review and approval, it will be subject to approval from the Supervision Engineer who will coordinate a review with the PMU Safeguard Specialists. Once the CESMP has been approved, it will be disclosed by the Contractor and the PMU using the same methods as required for the ESMP disclosure.

The CESMP must use the below listed items to be consistent with, and respond to, the ESMP and bid document; the conditions of permits and approvals from the relevant ministry departments. The document should reflect contemporary good practice; be balanced, objective and concise; and be written in a way that is easily understood by other parties. All commitments must be specific and auditable with

measurable outcomes and clear timeframes. The CESMP must cover all activities within the project's area of influence. The area of influence includes the active worksites, laydown areas, construction camps, haul routes, production facilities (concrete, etc.) and materials sources.

DECLARATION AND DOCUMENT VERSION CONTROL: person accepting responsibility for the environmental management plan – signed declaration; the document version control should be a simple system that ensures that details of all key changes to the document over time are properly recorded.

PROJECT DESCRIPTION: The CESMP should provide a summary of the project as this provides context for the plan. The location of all works should be summarized with a clear definition of the works' area of influence. Basic and relevant information on the environment at these locations should be summarised from the ESMF included as this helps provide the environmental context to which the CESMP applies. A schedule of intended commencement and completion dates should be provided. Projects undertaken in stages should identify each stage in the schedule.

OBJECTIVES: The environmental outcomes of the plan should be defined. These should be tailored to the environmental issues outlined in the CESMP.

ENVIRONMENTAL MANAGEMENT ROLES AND RESPONSIBILITIES: The CESMP should define the roles and responsibilities of personnel in charge of the environmental management of the project to reflect the requirements in the ESMP. The roles and responsibilities of each relevant position should be documented, including the responsibilities of subcontractors. The names of the responsible personnel do not need to be included. Identification of the position titles, roles and responsibilities is sufficient. If the roles and responsibilities are expected to change over time the long-term variations should also be documented.

REPORTING: The description of reporting requirements should include: a list of required reports including where appropriate monitoring, environmental incidents, non-compliance, corrective action and auditing; a description of the standard report content; the schedule or triggers for preparing a report; who the report is provided to; and document control procedures.

ENVIRONMENTAL SAFEGUARDS TRAINING: All people involved with the project should receive relevant environmental training to ensure they understand their responsibilities when implementing the CESMP. People to be trained include those at the site/s of all project activities and operations, including contractors, subcontractors and visitors. The training should be tailored to the role of the individual in the project. The CESMP will include a list of the training needed and the plan for undertaking this training. The CESMP will also identify the resources to conduct this training (internal/external).

EMERGENCY CONTACTS AND PROCEDURES: The CESMP should identify the key emergency contacts responsible for managing environmental emergencies associated with the project and their contact details. These personnel should have the power to stop and direct works so that they can manage emergencies effectively. In addition, the plan should establish procedures for managing environmental emergencies and ensure that those procedures are implemented and maintained.

POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS: The potential impacts section of the CESMP should include a tabulated summary of any relevant information previously provided the

ESMP, it should also identify the km marker/chainage of the identified (an any additional) sensitive receptors. Impacts from relevant stages of the contractor works should be defined in this section and should reflect the relevant conditions of approval.

MANAGEMENT MEASURES: The CESMP should clearly state how the potential impacts of the works will be specifically managed based on the content of the ESMP and the measures that the contractor will undertake to implement these mitigations. The CESMP will propose management measures on the issues identified and will identify the cost involved and the party responsible for the management measures.

MONITORING PLAN: The CESMP must detail how the CESMP will be monitored and shall include a weekly monitoring checklist. An example monitoring checklist is provided in Appendix 13 as a guide. The monitoring plan will include: what is to be monitored, how it will be monitored, the parameters (standards) that it will be monitored against, who will monitor, where will be monitored and the cost of the monitoring plan.

AUDIT AND REVIEW: *Environmental auditing:* The environmental management plan should include the schedule or triggers for auditing the implementation and effectiveness of the plan. It should address both internal and external audit requirements including who is responsible for undertaking the audits and reporting the results. *CESMP review:* The CESMP should specify the schedule or triggers for reviews of the plan.

CESMP PREPARATION AND IMPLEMENTATION: The CESMP must ensure that the person taking the action takes full responsibility for the content and commitments contained in the plan. The CESMP must be prepared and implemented by a qualified environmental practitioner (Environmental Representative) with at least 10 years-experience. Field audits of CESMP implementation must be undertaken on at least a monthly basis by the Environmental Representative with associated audit reports certified and submitted to the Engineer.

CESMP COMPLIANCE: Identify the internal procedure that the Contractor will follow when a noncompliance has been identified during the daily monitoring. Procedure will include notification responsibilities, rectification timeframe and reporting obligations. Procedure will also cover the process the Contractor will follow when non-compliances are reported by the Supervision Engineer. Procedure will also identify how the Contractor will action any disciplinary or training requirements following the non-compliance.

CESMP REVIEW AND AMENDMENT: The CESMP must be reviewed, updated and resubmitted to the Engineer for approval in response to an anticipated change of circumstances before any changes are permitted at the work sites. These circumstances include substantial design changes with environmental or social implications, changes to specific approved plans, new activities not contemplated in the Project ESMP, or additions to the Project's area of influence. No changes will be made to the Project or the project areas until it has either been confirmed by the Supervision Engineer that an update to the CESMP is not needed, or the update has been made and approved by the Supervision Engineer. The CESMP must also be updated where it is deemed that the mitigation measures are not adequate to mitigate the environmental and social risks.

CESMP MANAGEMENT SUB-PLANS: The Contractor must provide all sub-plans required in the ESMP as annexes to the CESMP.

9.2 CESMP required Sub Plans

The Contractor is required to produce the following management plans as part of their CESMP. These management plans are referred to throughout the ESMP. In addition to these management plans being a requirement for the CESMP, they will also be required as part of the tendering process to demonstrate that the Contractor has started to consider these environmental and social impacts and has the capacity within their team to plan their safeguard management strategies.

A list of these Management Plans required for the construction of the MFMR Office complex. The time frames for these and the framework for review and approval is set out in Table 13 below.

Table 13: Management Plans, timeframes and approvals

No	Name	Prepared by	Implemented by	Reviewed and approved by	Monitored by
P1	Construction ESMP	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P2	OHS Management Plan	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P3	Workers Camp Management Plan	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P4	Workers Code of Conduct	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P5	Traffic Management Plan	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P6	Waste Management Plan	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P7	Spill Response and Evacuation Management Plan	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P8	Air Quality and Dust Management Plan (included in OHS);	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P9	Hazardous Material Management Plan	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P10	Erosion and Sediment Control Plan;	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P11	Noise and Vibration Management Plan	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE
P12	Site Decommissioning and Restoration Plan.	Contractor/Consultant	Contractor	WB/PROPER/PMU/SE	SE

SOLID WASTE MANAGEMENT PLAN (SWMP): The SWMP guidelines in Appendix 6 provide the governing principles for solid waste management and disposal for the unsealed roads routine maintenance and spot upgrades works Project. It provides the minimum standards for each waste stream and gives the Contractor guidance on how to implement waste separation, storage, and disposal. The guidelines also set the content for the SWMP, and it is a requirement of the Contractor to provide all the required content as a minimum.

HAZARDOUS MATERIALS MANAGEMENT PLAN: The Contractor will be required to provide a Hazardous Materials Management Plan. Hazardous materials are any materials that represent a risk to human health, property or the environment due to their physical or chemical characteristics. When a hazardous material is no longer usable for its intended purpose and is intended for disposal, it is considered hazardous waste. The purpose of this Plan will be to ensure adequate management of hazardous materials throughout the construction phase of the project to prevent any negative impacts on the people's health, property and the environment.

WORKER MANAGEMENT PLAN (WOMP): The contractors will be required to provide a WMP as part of their bids, explicitly detailing how the labour influx impacts will be minimized. This will not only cover the physical elements, but also interactions with locals, impacts on island resources (e.g. water, waste), and potential price inflation effects. These requirements will be addressed more fully in the final ESMP for tender. Skills that exist locally in Malaita must be prioritised over non- locals.

TRAFFIC MANAGEMENT PLAN (TMP): A TMP is required to detail how the safety of the pedestrians and vehicles will be maintained throughout the duration of works. Particular attention will need to be paid to the separation of the public and heavy machinery at all times. The TMP will demonstrate how this will be achieved and will detail how the public will be informed of these measurements. Additionally, the TMP will include management of traffic including international and domestic transport of equipment and machinery.

SPILL CONTROL AND RESPONSE PLAN: The Contractor will have a spill response plan in place to account for all potential instances. A Spill Response Plan will be developed to ensure that all fuels and lubricants used during the construction phase in machinery, equipment, generators are contained, collected, treated, and disposed of. The plan will (i) identify areas that are sensitive to spills and releases of hazardous materials; (ii) outline responsibilities for managing spills, releases, and other pollution incidents, including reporting and alerting mechanisms to ensure any spillage is reported promptly to the relevant parties; (iii) Include provision of specialized oil spill response equipment, and; (iv) include regular training schedules and simulated spill incident and response exercise for response personnel in spill alert and reporting procedures, the deployment of spill control equipment, and the emergency care/treatment of people or wildlife impacted by the spill.

EROSION AND SEDIMENT CONTROL PLAN (ESCP): An ESCP is required to be prepared for all areas prior to use or disturbance including auxiliary areas under the control of the contractor such as stockpile and storage areas, access and haulage tracks, temporary waterway crossing, borrow areas, compound areas, and material processing areas. Clearing and grubbing (or the use of the area for stockpiles) for that section shall not start until the ESCP for that section is assessed as suitable by the Engineer. Each ESCP shall clearly detail the Erosion and Sediment Control Plan, and shall be prepared and, update the area and work that it is valid for. It is acceptable to have a primary 'over-arching' ESCP supplemented by numerous progressive ESCP on a project.

The Contractor shall be responsible for the design, installation, and maintenance of Erosion and Sediment Control for the temporary works of the project with the following principles:

- Erosion and sediment controls are integrated with construction planning;
- Effective and flexible erosion and sediment control plans are developed based on soil, weather;
- Construction conditions and the receiving environment;
- The extent and duration of soil exposure is minimised;
- Water movement through the Site is controlled - in particular, clean water is diverted around the site;
- Soil erosion is minimised;
- Disturbed areas are promptly stabilised;
- Sediment retention on Site is maximised;
- Controls are maintained in proper working order at all times, and
- The Site is monitored, and erosion and sediment control practices adjusted to maintain the required performance standard.

SITE SPECIFIC OHS PLAN: This plan will adhere to the supplementary management process described in Section 8.2 and will be written following the guidelines in Appendix 2 of the CESMP. The OHS Plan will form part of the CESMP but will also be considered a standalone document that will be implemented and monitored by the Contractors OHS key personnel.

EMERGENCY CONTINGENCY PLAN: This plan will detail the Contractors processes for dealing with emergencies including but not limited to medical, injury, social conflict, extreme rain events, storm events, severe earthquake, or tsunami. The plan will cover measures to protect and manage staff as well as measures to protect and manage the project and environment. Training on this plan will be described along with communication methods (posters, etc.) and the roles and responsibilities of the Contractor team.

AIR QUALITY MANAGEMENT AND DUST CONTROL PLAN: The purpose of the air quality management and dust control plan (AQMDCP) is to minimize: air quality issues including odour from construction activities; impacts of dust generated due to the construction works; impacts of dust generated during transport of materials and other traffic; and, complaints from the community concerning dust generated from construction activities.

The AQMDCP will cover:

- National laws and regulations and international best practice requirements;
- Air quality baseline and existing environment;
- Location and type of sensitive receptors;
- Criteria and performance standards;
- Management, mitigation and control measures; and
- Water spraying schedule if required.

SITE DECOMMISSIONING AND RESTORATION PLAN: The Contractor is required to provide a Site Decommissioning and Restoration Plan as part of the CESMP to indicate the timeframes of decommissioning, the process of removing all project equipment and materials, the likely sites which will need restoration and the methods of planned restoration to the 'same or better' standard as before works commenced, considering all requirements of this CESMP. The plan will also clearly describe the roles and responsibilities.

10.0 Stakeholder Engagement and Grievance Redress Mechanism

The contractor will ensure any community consultation and stakeholder activity carried out by the contractor will be properly documented. MFMR/PMU and Project Engineer will be notified in advance of any consultation to be undertaken. The Contractor's CLO will be looking after the Social Management activities related to Stakeholder Engagement, Community Communications and Grievance Redress Mechanism. MFMR/PMU Safeguards Officer in collaboration with the Project Engineers shall be the contractor's point of contact on-site for social-related issues and programs.

A standalone Stakeholder Engagement Plan (SEP) has been developed to ensure that project-affected parties and other interested parties (e.g., neighbouring Magistrate Court and Auki Primary School) are informed.

- **Vulnerable Groups:** Specific measures will be taken to ensure the participation of women, youth, and persons with disabilities in consultations.
- **Grievance Redress Mechanism (GRM):** The project-level GRM is operational. Grievances can be submitted via phone, email, or in-person at the MFMR Auki office. All grievances will be acknowledged within 3 days and a resolution proposed within 14 business days.

10.1 Grievance Redress Mechanism

This section outlines the contractor's grievance mechanism, the process for receiving, acknowledging, investigating, resolving, and closing community complaints and grievances (hereafter called "complaints"). The Contractor views complaints as an important part of managing impacts and encourages community members to submit concerns as they arise. In this way, the grievance mechanism serves as an integral part of the contractor's approach to community engagement and risk mitigation.

Complaints received by the contractor provide opportunities to inform and improve how the contractor conducts construction activity and to learn lessons so that conditions which could lead to similar complaints are prevented in the future. The Contractor is committed to a consultative, fair, and equitable working relationship with community members who express concerns. The Contractor is also committed to ensuring that no complainants will be subject to retaliation by either the Company or other community members when they voice their concerns and participate in the grievance resolution process.

This document outlines the complaints procedure, including the steps the Contractor takes to address community complaints.

10.2 Scope of complaints

A person or group can raise a complaint to the Contractor if they believe contractor/project activities are having an impact on them, the community at large, or the environment.

The Contractor will evaluate all complaints received and will provide a response. Some complaints may be related to factors not connected to the Contractor and project. In these cases, the Contractor will send a written explanation of why it feels the complaint does not require further action by the Contractor. In all other cases, the Contractor will investigate the complaint and determine whether the Contractor is responsible for or has contributed to the issues that led to the complaint. If the investigation finds the Contractor has failed to comply with the standards to which it is legally held and/or to which it has committed, or if the Contractor finds there are unintended or unforeseen impacts that have not been

properly mitigated, the Contractor will identify options for resolution and present an approach to the complainant. The Contractor will further work to identify measures that could prevent the issue from recurring.

1 During construction, communities within the impact area of the subproject area will be kept informed of construction activities through billboards or information boards about the construction activities and schedules. The details of the MFMR/PMU, Project Engineer, GRM Focal Contact Persons and Construction Managers will be prominently displayed in the respective construction areas for the reference of the affected communities/persons. Complaints and grievances can be directly filed, both written and verbal, to the concerned entities. All suggestions, opinions and responses from the community on the sub-project should be considered and feedback provided on how concerns and recommendations have been addressed.

2 Complainants are entitled to lodge complaints regarding any aspect of the project. Any affected person will be able to submit a grievance if they believe a practice is having a detrimental impact on the community, the environment, or on their quality of life. Eligible grievances or complaints include:

- Negative impacts on a person or a community (e.g. financial loss such as from loss of water, loss of roadside trees, health and safety issues, nuisances, etc.).
- Dangers to health and safety or pollution of the environment.
- Hazards due to construction activities (e.g. noise, dust, disruption of access, etc.)
- Impacts on social infrastructure.
- Failure to comply with standards or legal obligations.
- Improper conduct or unethical behaviour of contractor leading to nuisance of affected person(s).
- Misuse of funds and other irregularities.
- Grievances due to compensation and unaddressed losses.
- Complaints related to gender issues.

10.3 Registering a complaint

3 Complaints can be made verbally or in written form. It is recognized that in many cases, complainants do not have the writing skills or ability to express their grievances verbally, however, complainants are encouraged to seek assistance from family members or village heads, to have their grievances recorded in writing and to ensure that where disputes do occur and all the details have been recorded accurately enabling all parties to be treated fairly.

4 In the case of verbal complaints, a written record of the complaint will be made during the first meeting with the complainant. Complainants who present their complaints within the prescribed procedures will be exempt from all administrative fees incurred. In addition, complainants who lodge complaints and appeals to district courts will be provided with free legal representation.

5 Grievances are issues, concerns, or complaints that may be raised by stakeholders about the implementation of the project. The GRM provides a systematic process for receiving, validating, and resolving complaints from AP and is designed to achieve the following:

- Serving as an open channel for effective communication of environmental and social issues arising from the project;
- Allowing prompt action or resolution of any complaint or adverse impacts that may occur during project construction and operation;
- Serving as a means to hear community suggestions on the project; and

- Promoting transparency in project implementation.

Any AP may raise and submit a grievance if the activity has a detrimental impact on the environment, the community, or the quality of life of people. Examples of grievances are hazards to community health and safety; construction-related nuisances, such as noise and dust and improper disposal of wastes; adverse changes on way of life and livelihood; peace and order problems due to presence of migrant workers; and failure of the project to comply with environmental policies, safety clearance requirements, and other legal obligations. There are several ways community members can register a complaint:

1. Contact a Community Liaison Officer at the Contractor's office. The office is open during normal business hours.
2. Fill out a complaint form (see form below) and mail or hand deliver to the Company office.
3. Call the Contractor office (to be provided) and speak to a contractor representative during office hours or leave a message. A Community Liaison Officer will respond to all inquiries and messages within 48 hours.
4. Send an email to complaints (email to be inserted)

If the issue needs attention immediately, please call the Project Engineer responsible, Phone to be provided.

The complainant should provide as much information about the concern as possible when presenting the complaint, including copies of any relevant documents or photos. The contact details (name, phone and emails) will be posted at the camp site, laydown site and construction site, to inform people, who they can contact if they want to raise issues or concerns.

10.4 GRM Procedure

In some instances, such as when a complaint is more of a question or request for information, the Company may be able to resolve a complaint shortly after it is received. In this case, the complainant will be given the information necessary to address the issue, and the complaint will be documented and closed once the complainant is satisfied with the information offered. When complaints are more complex and require some investigation, the following process will be used:

Step 1: Receive & Acknowledge Complaint

- Once the contractor receives the complaint, it will be recorded in a GRM register.
- The Contractor will acknowledge receipt of the complaint by letter within 3 working days of receipt.
- The acknowledgment letter will specify a contact person within the Company and a description of what the complainant can expect next, including a timeline.

Step 2: Evaluate, Assign Owner, and Investigate

- The Contractor will assess the complaint to determine how it should be managed and, in most instances, will assign an owner with the substantive expertise to resolve it. The complaint owner will work to understand, investigate, resolve, and follow-up with the complainant. This may involve seeking information from different departments within the contractor or from project parties involved such as MFMR/PMU or Project Engineer.
- The Contractor will work with the complainant to understand the cause of the issue and will need to contact the complainant during the investigation.

Step 3: Consult on and Implement Resolution

- Once the complaint has been investigated, in consultation with the complainant, the Contractor will discuss the results and proposed resolution with the complainant, including a timeline for implementation.
- The Contractor will implement the resolution either directly or through a third party, which will be done in consultation with the complainant.
- The Contractor will review complaints regularly to ensure progress is being made towards resolution. If no progress is being made, the Contractor may decide to escalate the complaint to Project Supervision Consultants and MFMR/PMU. In such circumstances, the complainant will be updated on progress.

Step 4: Close and Monitor

- After the complaint has been fully investigated, the resolution has been implemented and monitored, and no further action is deemed necessary to resolve the issue, the Contractor will close the complaint.
- The Contractor will ask the complainant to sign a statement to acknowledge resolution. Signing the statement does not preclude the complainant from raising the issue again, or seeking other avenues for redress should the resolution not result in a permanent fix or the issue recurs.
- If the complainant does not agree with the resolution offered, the Contractor will close the complaint. The complainant may choose to appeal the decision to close the complaint (see Step 5) or seek other recourse.
- The Contractor may re-open the complaint if the complainant provides new information.
- The Contractor may contact the complainant after closure to ensure no other problems have arisen.

Step 5: Appeal (optional if complainant is not satisfied)

- The Contractor has established an additional mechanism for community members to appeal closure of a complaint when they are not satisfied with the outcome of the investigation and/or the proposed resolution.
- The Contractor will designate a Complaints Appeals Panel (Project Advisory Committee) (PAC) or Community Advisory Committees (CAC) comprised of senior community leaders or trusted external third parties, chiefs, church leaders familiar with the issue in the communities. Generally, these people will not have had previous detailed knowledge of the complaint or engagement with the complainant.
- In some cases, the PAC/CAC may choose to include one or more reputable and independent third parties on the Panel such as Project Stakeholders.
- The Panel may decide to refuse an appeal if they feel the complaint has not been presented in good faith. The decision to refuse an appeal must be reviewed and signed off on by the Project Manager.
- In certain circumstances, the Contractor may decide to appoint Project Engineer that is neutral and wholly independent of the Contractor. The decision to use such a wholly independent body will first be approved by the MFMR/PMU.

- The selection of the mediator or individuals comprising the PAC/CAC will be conducted in consultation with the complainant and other key stakeholders to ensure there is trust in the process.
- If it is impossible to resolve the complaint, or the complainant is not satisfied with the resolution, the case may be first escalated to Permanent Secretary (PS) of MFMR who will appoint a third-party arbitrator to form part of a GRM committee. If the AP is dissatisfied with the recommendation of the GRM Committee and subsequent determination from the PS of the MFMR, the AP may appeal to court
- **WB Level Resolution:** In addition to the above project level GRM, communities and individuals who believe that they are adversely affected by a WB supported project may submit complaints to the WB's **Grievance Redress Service** (GRS<https://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns.
- Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the WB's attention, and WB Management has been given an opportunity to respond.

Confidentiality and Anonymity

The community grievance mechanism encourages community members to openly exchange views and concerns about operations with the Contractor. Confidentiality will be observed at all times to maintain confidence in the community grievance mechanism and ensure compliance with relevant laws. Complainants may wish to:

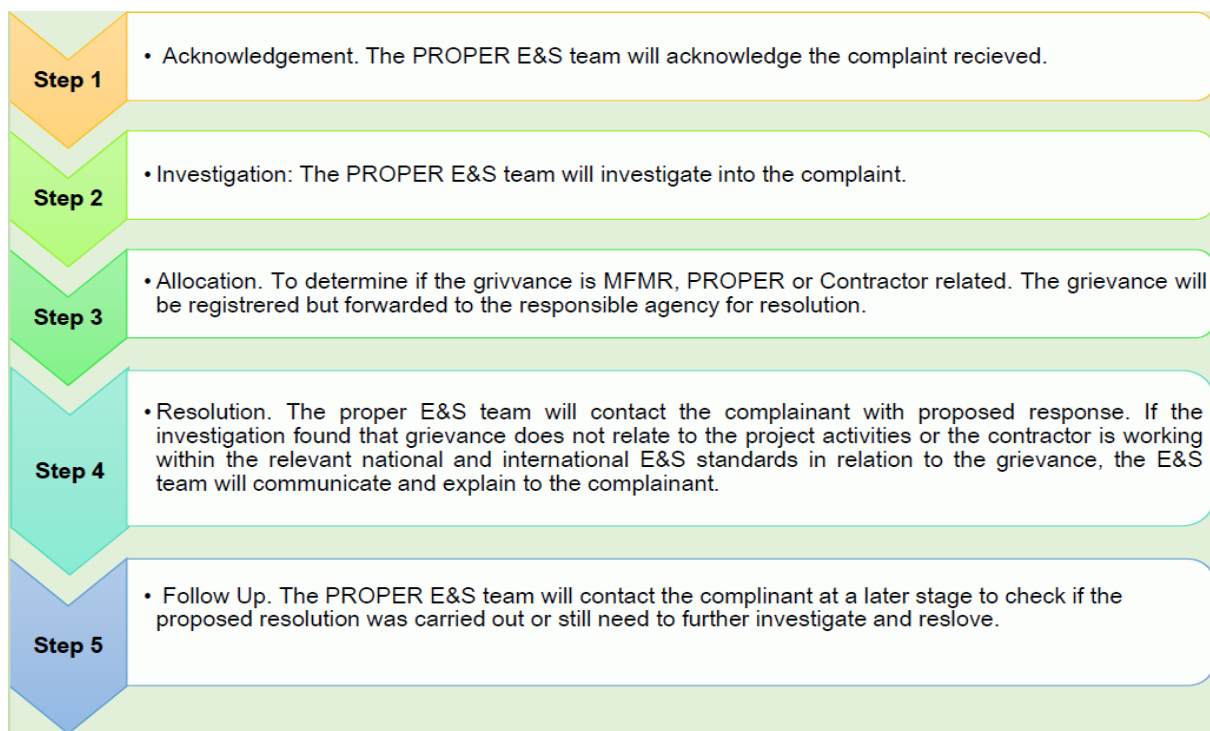
- ***Raise a concern in confidence:*** Details will not be disclosed when a complainant asks the Contractor to protect identity, and will remain secure with those Contractor staff investigating the complaint. However, the situation may arise where it will not be possible to resolve the complaint without revealing identity (for example, when evidence needs to be presented in court). In this case, the Contractor will discuss with the complainant whether and how best to proceed.
- ***Raise a concern anonymously:*** Complainants raising a concern anonymously need to provide sufficient facts and data to enable the Contractor to look into the matter without assistance. The Contractor will make every effort to evaluate anonymous complaints; however, anonymity may make it more difficult to investigate, protect the position of the complainant, offer and implement resolution, and give feedback.

10.5 GRM Awareness and Contractor's Focal Point

The contractor will ensure all stakeholders and communities within the project area are well aware of the GRM procedures. There will be community consultation prior to commencement of works to introduce GRM and also contractor's GRM focal point to the communities. Consultation will begin prior to the commencement of the project. The Contractor Community Liaison Officer (CLO) will be responsible for managing and implementation of the GRM. The contractor's Focal Point responsibilities are list below:

- Informs the public about the grievance mechanism.
- Ensures that all individuals with responsibilities under the grievance mechanism are made aware of the existence of the process and receive adequate training.
- Receives and reports complaints.
- Serves as principal point of contact and liaison with complainants.
- Ensures communication with the complainant and follows specified procedures and timelines.
- Maintains a log of complaints received.
- Resolves complaints that do not need a substantive expert or involvement of PAC/CAC.
- Supports the substantive expert or PAC/CAC, if necessary.
- Serves as a liaison between contractor and third parties, as required.
- Monitors resolution of complaints.
- Prepares monitoring reports that feeds into the contractor monthly report.
- Provides feedback on the effectiveness of the grievance mechanism to management.

Figure 4: PROPER GRM Steps



10.6 Stakeholder Engagement

Stakeholder engagement and consultation is a vital tool to be implemented by the SB PROPER team for the successful implementation of the project. The contractor is hereby encouraged to maintain close communication and consultation with the key stakeholders of the project throughout the planning and implementation phases of the project.

This section of the report will cover on the proposal by the contractor in performing the stakeholder engagement and consultation in accordance with the overall SB PROPER Stakeholder Engagement and Consultation Implementation Plan.

Table 14: PROPER stakeholder Engagement & implementation plan.

No		Activity	Timetable	Objective	Stakeholders	Medium
A: Physical Investments (Malaita Fishery Office)						
A 1		Commencement of Works	Week before commencement of works.	Advise all Stakeholders of commencement of construction works.	All identified. Stakeholders Site occupants (Government agencies)	Newspaper /Email
				To reconfirm ongoing consultation, feedback and GRM processes.	Stakeholder/ Auki Town Residents/Business houses	MPG Notice Boards/Website/social media
				Ensure Compliance with national government compliances.	MFMR/PMU SIG and contractor	Face to Face meetings, emails and mobile
A 2		Ongoing construction works	Quarterly Consultation with key stakeholders for information purposes on project development and the existence of GRM	To provide updates and general information on the development of the civil works/construction works.	All identified. Stakeholders/ Malaita Provincial Government)	Newspaper , Radio Email MFMR/PMU
				To reconfirm ongoing consultation, feedback and GRM processes. Construction site safety standards	Auki Town Community, schools, churches, roadside markets)	Community Notice, Radio PST/MFMR Website Face to face
			Regular meetings with key project partners (Supervision Engineer, MFMR/PMU for important decision making	To provide update on construction progress and discuss GRM related issues to resolve.	Supervision Group/ MFMR/PMU	Face to face, Telephone and Email

				Discuss compliance issues.		
			Whenever a concern or issue is raised	Meetings with Affected Parties and relevant authorities to resolve and close out issues and concerns. To resolve grievances	Affected Parties, CAC, SG, MFMR/PMU	Face to face, Telephone and Email.
			Daily Toolbox talks workers.	Discuss activity for the day. Reminder on OHS and safeguard issues. Reminding staff on responsibilities of Code of Conduct. Construction site safety standards	Contractor workers	Face to face and site Notice Board
			Meeting with Donor during missions	Compliance to standards and designs	WB	Face to face or email

Table 15: Stakeholder consultation meetings conducted to date.

Date	Description of the stakeholder consultation	Venue	Stakeholders	Comments
5 th February 2025 – 7 th February	A courtesy visit to the provincial government office by the FMC Team & Survey Team & UXO team Identify site to the surveyor to proceed with their site surveying job. Identify the site to the UXO team to	1. Malaita Provincial Government Office 2. Project Site 3. Project Site	1) Malaita Provincial Government 2) Land Surveyor (Mosese & Associates)	MPG Team represented by the Premier and Permanent Secretary FMC Team represented by Bennett Pitakia, Bridget Wate & Donawan Paeni Mosese & Associates is represented by William Mosese

	start their scanning & surveying of the site for UXO.		3) UXO Survey Team (SIEOTEC)	SIEOTEC is represented by Sterry Lenny
12 th February – 14 th February 2025	To carry out Geotech soil testing of the project site.	1. Project Site	1) Geotech Tech Team (NAL Engieering)	FMC Team represented by Donawan Paeni NAL Engineering Team represented by Steven Vaji
13 February -15 February	Conduct ESIA & meet with MFMR Auki based Officers.	Project Site	EKeh Consultancy	Conducted by Ernest Kolly

The mode of consultation will vary depending on the context, objective of the consultation and participants, but in all cases will promote participation by ensuring that the venue is accessible, the timing convenient and the manner the consultation is being conducted is socially and culturally appropriate. Consultations will be announced to give sufficient notice for participants to prepare and provide input to project design and implementation.

Basically, it outlines the main key individuals and sensitive receptors nearest to the construction site. And also provide contacts, designs and communication plan.

Contractor will ensure that affected communities – including women and vulnerable groups – are given the opportunity through consultations to be made aware of, and to make comments and raise concerns about the project's implementation. Representative members from each community through the Community Advisory Committee will bring to the consultation table, issues raised by the communities. The outcome of the consultations will be recorded through minutes of meetings that will be shared with MFMR/PMU, provincial government and the Supervision Group. Any significant issues regarding the project that have been raised through the consultations will be addressed immediately by contractor if it is within scope, or elevated to the supervision engineer, MFMR/PMU and Provincial Government for their intervention.

10.6.1 Community & Stakeholder Engagement

Contractor's CLO will take ownership of the contractor's meeting requirements and will assume the responsibility to schedule and liaise with MFMR/PMU and the supervision group to organize meetings. The CLO will ensure that a meeting be called with the communities before the construction starts. The CLO is also responsible to ensure that communities are well informed ahead of a meeting date. Meeting dates, times and location must be set appropriately to ensure that women and vulnerable population can also attend to listen and contribute to discussions. The CLO will ensure that all meetings are properly documented.

10.6.2 Stakeholder Group

The list of the stakeholders relating to the SB PROPER funded MFMR Malaita Fishery Office Complex. Contractor will ensure that any new stakeholders relevant to the project shall be added to this list and will inform PST of this new addition.

Table 16: Stakeholder Group.

No.	Stakeholder Group	Malaita Fishery project Stakeholders
1	Affected Community	Auki Town Communities, schools, Malaita Provincial Government office, Magistrate office, Inland Revenue office and shops
2	Donor Agency/ Project Financier	World Bank
3	National Government	MFMR
5	Malaita Provincial Government	Fishery Division
6	Contractor/Project Managers	New Contractors

Table 17: Project Contact Details (Note: Table will be expanded when a contractor is identified)

Client	Position	Name	Contact
Ministry of Fisheries and Marine Resources	Permanent Secretary	Dr Christian Ramofafia	36109
MFMR, Project Management Unit	Project Manager	Robert Meyenn Dukavalaka	30789/7708378
MFMR, Project Management Unit	Environmental and Social officer	Jahreth Limarii	30789/7231572
MFMR Auki office	Chief Fisheries officer	Alick Maeorea	40071
Design and Supervision Consultant			
FMC Pacific	Project Manager	Rick Bagby	28833/ 74 25049
FMC Pacific	Site Manager	Bennett Pitakia	79 38689
FMC Pacific, Ekeh Consultancy Services	Environmental and Social Safeguard Specialist	Ernest Kolly	7588103

10.6.3 National Government Authorities

National authorities are those agencies of the SIG who have the power to regulate or influence the Project in terms of granting permits or other approvals for the Project and monitoring and enforcing compliance with SIG law throughout the project implementation cycle. SB PROPER will continue a productive dialogue with these national authorities (listed below) throughout project implementation.

- Ministry of Fisheries & Marine Resources (MFMR)
- Malaita Provincial Government (MPG)

10.6.4 Affected Communities and Individual

This group include all people who are directly or indirectly affected by the PROPER investments nearest to the project site, it includes the township and communities adjacent to the construction site.

Communities	Auki Town Communities, Business Houses/ Malaita Provincial Government office, Magistrate office, Inland Revenue office and shops
Schools	Auki Primary school

10.6.5 Documentation of Stakeholder Consultations/meetings.

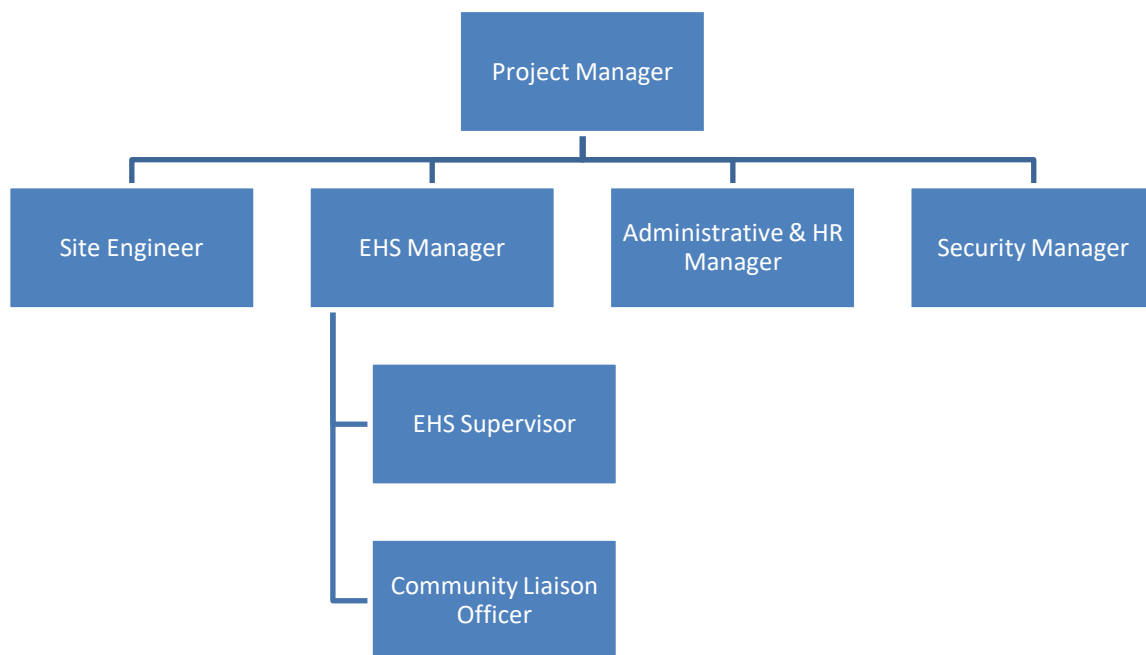
Contractor will ensure that it document all the meetings that it holds with its key partners, project stakeholders and affected parties and the general public. Minutes of meetings will include title of the meeting, purpose of the meeting, agenda of the meeting, date, venue and time of the meeting, participants/ attendees, key discussions, questions and response, key outcomes and proposed actions to follow.

In all the meetings, a meeting registry will be kept that captures the full name of the attendees, organization or community he/she represents, job or community title and contact details. Photos from the meeting will also be captured as part of the documentation requirements.

11.0 Roles and Responsibilities

One of major components of management plans is to have an appropriate organizational structure in place. Each person involved in the project has equal responsibility to strive to avoid, remedy and mitigate the environmental effects. The overall success of the project is depended entirely on ensuring roles and responsibilities are appropriately defined in the management plans. As mandatory, the contractor will ensure that appropriate resourcing of personnel is available to implement the project. Both the contractor, Supervision Consultant and PMU have a vital role to play in managing the impacts.

Figure 5: Contractor Project Structure



11.1 Description of Roles and Responsibilities

Human resources are necessary to ensure the implementation of the project achieves its purpose and success. The contractor is committed to providing all necessary individuals who are qualified to implement this CESMP and ESMPs and perform to achieve the required standards. A general description of the key positions (roles) and their responsibilities are provided below.

11.1.1 Project Manager

- Provides leadership and ensures that a high-level performance of the project environmental objectives is achieved;
- Ensures appropriate trainings are provided with workers to fulfil their duties in a timely manner.
- Ensures resources are sufficiently available to implement the Environmental and social Management Plans.
- Overall Implementation and support of the CESMP
- Liaise with project Engineer and PROPER/PMU on good performance in compliance with Lending Agency and SIG.
- Ensuring high level of diligence in support for effective establishment of safety and environmental controls.
- Demonstrate leadership qualities and commitment to participate in community and stakeholder engagements.
- Involvement in CESMPs updates and reviews.
- Main communication with Project Engineer and Employer in Emergency Response matters.
- Reports directly to Project Engineer and Employer in matters related to CESMP updates.
- Ensures Health and Safety of the workers are well managed.

11.1.2 Site Engineer (Site Manager)

- Prepares and reviews work packages against project environmental objectives ensuring high level of performance.
- Develops, implements and monitors construction methods ensuring compliance with consents, CESMP and sub-plans;
- Coordinates environmental interfaces with subcontractors and suppliers
- Implements environmental mitigation measures in accordance with the contract and the CESMP and sub-plans.
- Report all incident, design defects and complaints to Construction Manager.
- Ensures all workers on-site comply with environmental operating procedures and community relations protocols.

11.1.3 Environmental, Health and Safety (EHS) Manager

- Provides leadership to ensure workers are motivated to achieve environmental, health and safety standards, and comply with all development consent and condition.
- Reports on incidents, environmental performance and issues.
- Develops, implements and reviews environmental management systems including CESMP and sub-plans for the project.
- Coordinates the interfaces and communication with Project Engineer, PMU and external stakeholders in relation with issues concerning the project.
- Undertakes regular site inspections and audits to ensure compliance with CESMP and sub-plans.
- Undertakes regular monitoring on site
- Notifies the Project Engineer and PMU on any non-compliance
- Responsible for resolving issues of environmental non-compliance
- Provides and ensures workers are well trained
- Responsible for the monthly report.

11.1.4 Administrative and Human Resource Manager

- Monitor general administration systems such as workers' wages, welfares, insurances and tax. Manages the contractor's on-site offices.
- Ensure that the ESMPs under their responsibility are being applied by all workers on site, regardless of whether they are a project personnel or visitor.
- Ensure that the management plans under their responsibility are maintained and are fit for purpose.
- Provide support and oversight to operations (including subcontractors) towards the implementation and continual improvement of the ESMPs.
- Support the contractor Administration Manager as required.
- Lead recruitment processes for new contractor employees.
- Manage any employee contract negotiations.

11.1.5 Environment, Health and Safety (EHS) Site Supervisor

- Ensure a safe and healthful workplace for employees.
- Enforce safe work practices and procedures.
- Correct unsafe or unhealthful workplace conditions or hazards within their authority and ability to do so.
- Coach and periodically remind employees of what to look for and how to correct or report unsafe conditions or hazards.
- Conduct accident investigations and for ensuring that all occupationally injured employees report to immediately.
- Encouraging workers to report on observed hazards/opportunities for improvement on a regular basis (e.g., make it a topic in daily toolbox).

11.1.6 Security Manager

- Prepares and submits security aspects for the monthly HSE report;
- Conducts spontaneous checks of security patrols, surveillance and reports on site.
- Is responsible for maintaining keys and locks to all buildings, ingress and egresses
- Liaises with local Police (Royal Solomon Islands Police Force) when required.
- Arranges and supervises rehearsals for a Rapid Response Team (to prepare for any future emergency responses
- Responsible for reporting on security matters during weekly Project meetings.

11.1.7 Community Liaison Officer

- Ensures Stakeholder Engagements and Community Awareness are carried out
- Informs the public about the grievance mechanism.
- Ensures that all individuals with responsibilities under the grievance mechanism are made aware of the existence of the process and receive adequate training.
- Receives and reports complaints.
- Serves as principal point of contact and liaison with Communities and complainants.
- Ensures communication with the complainant and follows specified procedures and timelines.
- Maintains a log of complaints received.
- Resolves complaints that do not need a substantive expert or involvement of PMU.
- Supports the substantive expert or PMU, if necessary.
- Serves as a liaison between contractor and third parties, as required.

- Monitors resolution of complaints.
- Prepares monitoring reports that feeds into the contractor monthly report.
- Provides feedback on the effectiveness of the grievance mechanism to management.

11.1.8 Engineer, [Name] (Emergency Manager)

Engineer is the Manager who is responsible for the overall preparedness, organization and strategy of the emergency response. Coordinates logistical and financial efforts and has the authority for the final decision in any emergency situation.

- 1) Provide adequate resources in terms of personnel, materials, equipment, time and finance for implementation of the requirements of providing an Emergency Response service on site.
- 2) Liaise with the Environment Safety Officer (ESO) to ensure that the emergency response procedures and their implementation are appropriate for the needs of the project.
- 3) Ensures that all work must cease during an emergency until it can be established what the implications are or until the crisis returns to normal.
- 4) Ensure active participation in the scheduling and enactment of emergency response drills, exercises and training.
- 5) Ensure that after an emergency and before routine activities continue all managers shall assess the facilities for damage and loss and take measures to rectify any unsafe conditions.
- 6) Shall liaise with the Emergency Response Team during actual incidents and emergencies and appoint appropriate/trained logistics, admin, ESO and technical staff to join in.
- 7) Ensure that each emergency incident is reported, investigated, and documented and that all necessary actions identified are closed out.

During Emergency Situation Engineer is acting as Emergency Manager and managing Level 2 emergencies and decides on escalation to Level 3 and hand-over of situation under the control of external authorities and/or government authorities.

11.1.9 EHSM, [Name] (Emergency Controller)

The EHSM has the overall responsibilities for any and all Health Safety Environment issues on the site. The EHSM is also responsible for the development and implementation of this plan and procedures.

- 1) Identify possible emergency response scenarios.
- 2) Develop, implement and maintain Emergency Response Procedures to manage each risk scenario identified. These will include procedures to guide team members from initiation/mobilization through to response and recovery.
- 3) Ensure a documented process is in place and operational for accounting/tracking of all personnel during and after emergency.
- 4) Ensure that emergency response teams are available and trained appropriately.
- 5) Ensure that the types and quantities of emergency equipment is identified, procured, readily available in place and maintained.
- 6) Setting up drills and exercises twice a year.

- 7) Advise to Emergency Manager (Site Engineer) on the needs of emergency resources (personnel, equipment, materials, premises, time, finance etc.)
- 8) Review and update the site emergency response plan.
- 9) Undertaking lessons learnt and debriefing exercises after all drills and emergency events to ensure all lessons are identified and captured.

During Emergency situation the EHSM is acting as Emergency Controller and managing Level 1 emergencies and decides on escalation to Level 2 and hand-over of situation under the control of Emergency Manager (Site Engineer).

11.1.10 Emergency Management Team (EMT)

Emergency Management Team shall be deployed by the decision of Site Manager (Emergency Manager) to manage Level 2 emergency when deemed necessary.

Emergency Management Team consists of:

- 1) Engineer (Name)– Emergency Manager (Leader)
- 2) Site Supervisor/Foreman (Name)
- 3) Quantity Surveyor (Name)
- 4) Administration Manager (Name)
- 5) EHSM (Name)

The responsibilities of Emergency Management Team under the instruction of Emergency Manager are:

- 1) Aiding for all injured and / or evacuated personnel from site with medical support, transportation, reception facilities and accommodation as needed
- 2) Providing available resources to control the emergency situation.
- 3) Coordination of site and off-site work activities to ensure emergency will not affect ongoing work.
- 4) Verify that emergency scene is safe to re-start the work when emergency is declared as completed.
- 5) Estimate the financial equivalent of damage caused by emergency event.

11.1.11 EHSO [Name]

- 1) The designation and maintenance of all assembly points throughout the camp site
- 2) Ensuring all emergency response equipment is well maintained, serviced and fit for purpose.
- 3) Ensuring the establishment and maintenance of contact, call out personnel emergency services and agencies.
- 4) Establishment and training of the emergency response teams and subcontractors.
- 5) Shall act as coordinator of the Emergency Response Teams in emergency situation and exercise or drill

During Emergency situation, H&S officer is acting as On-Scene Commander and handling

Level 1 / 2 emergencies. The role of On-Scene Commander is to implement tactical response safely and efficiently utilizing all available on-scene resources.

11.1.12 Emergency Response Team (ERT)

Emergency Response Team (ERT) consists of:

- 1) EHSO officer – On-Scene Commander (Leader)
- 2) EHSM
- 3) Engineer
- 4) Site Manager
- 5) Supervisor/Foreman
- 6) Security Supervisor
- 7) Chef and Kitchen Staff

Throughout the operation of the camp, the EHSM shall develop the Emergency Response Team to be able to deal with emergencies that arise in the camp site.

The ERT shall have the following responsibilities but not limited to;

- 1) Perform checking of premises as instructed by EHSM.
- 2) Conducting rescue and emergency operation using emergency equipment as instructed by EHSO Manager.
- 3) Giving First aid to any casualties and properly transporting them to nearby clinic and/or Hospital.
- 4) Assist in the safe and orderly evacuation of personnel.
- 5) Provide support to external emergency services as instructed by the EHSM.
- 6) Participate in training programs and drills.
- 7) Never put their life and health in danger during emergency operation.

11.1.13 Site Manager [Name]

- 1) Receiving emergency calls by phone
- 2) Maintaining emergency log book
- 3) Communicate all emergency calls to EHSM (Emergency Controller)
- 4) Provide communication support during emergency as requested by Emergency Controller and EHSO officer (e.g. contact with site emergency personnel, contact external emergency services).

11.1.14 All Personnel (without specific duties in an emergency)

- 1) Report all emergency situations to line supervisor and Camp Manager.
- 2) Upon hearing the alarm - make their job safe.
- 3) Proceed to the assembly point for roll call in an orderly manner.
- 4) Remain at the assembly point until the “ALL CLEAR” has been given.

All personnel should familiarize themselves with the locations of all emergency exits from

their work area and the location of their nearest Assembly Point.

11.1.15 Types of Emergencies

For the purpose of managing the emergency efficiently, the emergency situations at the project site are divided into 3 tiers described in the table and below:

Table 18: Emergency level

Level of Emergency	Description	Managed By
Level 1 (Minor)	A situation where there is no danger to life and where risk of damage to environment and/or property is minimal. Emergency will be handled by the Contractor's designated ERT.	Emergency Controller (EHSM)
Level 2 (Significant)	A situation where there is danger to life, a risk of damage to environment and/or property, and the emergency situation is within the capability of contractor's Emergency Response Organization and equipment to control and handle. (May or may not include outside resources). Emergency will be handled by Contractor's Emergency Management Team with / or without assistance from government departments (RSIPF, MHMS, NDMO).	Emergency Manager (Site Engineer)
Level 3 (Major)	Where an emergency situation exists or may develop beyond the capability of Contractor's Emergency Response Organization and equipment to control and requiring assistance from the government department and/or other external resources. Emergency will be handled by Government Authorities and assisted by contractor's ERT and/or EMT.	Government Authority

Level 1: MINOR EMERGENCY

- 1) Minor injury or illness;
- 2) Small fires;
- 3) Small gas release
- 4) Damage to equipment or property (including third party property);
- 5) Falling of materials during transportation.

Level 2: SIGNIFICANT EMERGENCY

- 1) Release or spillage of hazardous material such as fuel and gases;
- 2) Serious injuries and fatality;
- 3) Cyclone or flood
- 4) Vandalism
- 5) Unlawful protest
- 6) Road blockade

Level 3: MAJOR EMERGENCY

- 1) Accident involving a number of occupants or surrounding local communities
- 2) Major fire and explosion
- 3) Very Severe Cyclone or High Flood
- 4) Earthquakes
- 5) Major riots
- 6) Other major disaster
- 7) Disease outbreak (Malaria, COVID-19) or any other communicable diseases

Possible Emergency Situations

During the camp operation the following emergencies are foreseen:

- 1) Fire at site
- 2) Natural Disaster (Flood, Cyclone, Earthquake)
- 3) Disease outbreak
- 4) Medical evacuation from site due to occupational injury / illness
- 5) Oil spill into the ground from barrels / equipment
- 6) Motor-vehicle accident at site leading to casualties
- 7) Collapse of structure
- 8) Act of violence

12.0 Monitoring, Auditing and Reporting

The frequency and method of reporting will follow ESS10 (Stakeholder Engagement and Information Disclosure, Para. 21), ensuring that environmental and social monitoring reports are made accessible to the public in a timely manner. Performance against the WBG General EHS Guidelines thresholds will be audited semi-annually

12.1 Auditing and Monitoring

The environmental performance monitoring is one of the key aspects of ESIA implementation. The ESIA shall include an inspection monitoring and audit plan. They are essential in order to establish if the contractor's performance has achieved the project objectives. Inspections, monitoring and auditing will provide the basis to implement corrective action and ensure the environmental outcomes are achieved. There are two level of auditing for the project that is internal and external. The audits are performed at levels of the project.

- Contractor to be audited by the Project Consultants
- MFMR/PMU audited by its lenders
- Subcontractors are audited by the contractor and Project Consultants

Inspection

The contractor will undertake weekly inspections of the work on-site to evaluate the effectiveness of the environmental controls. Checklist will be issued and the record of inspection findings will be entered into the weekly inspection sheet which then will be fed into the Monthly Progress Report.

Monitoring

Any required environmental monitoring will be detailed within relevant sub-plans. However, general monitoring will be undertaken on weekly basis to ensure monitoring activities are on schedule. The contractor and Project Consultants will conduct monitoring on weekly basis and MFMR/PMU on Monthly basis. All the monitoring reports will be prepared by EHS/Safeguards Manager. The report will be submitted to the MFMR/PMU Safeguards Specialist for review.

12.2 Assessing and auditing Environmental Performance

Internal audits will be undertaken on six-monthly basis throughout the project. The purpose of auditing is to verify compliance with;

- This CESMP and associated plans
- National and International legislation, regulations and policies
- Any legal and other requirements (eg licences, permits, regulations, traffic etc.)

An audit checklist will be developed and amended where necessary to reflect changes to CESMP, subsequent approvals and changes to Acts, regulations and guidelines.

12.3 CESMP Review and Amendment

This document will be reviewed depending on the risk level of the project construction. The CESMP and all its sub-plans EMPs are known as living documents, which means they are subject to change if it is required. The CESMP and sub-plans will be updated, with the necessary approval, throughout the course of the project to reflect material changes associated with changes to construction techniques and mitigation measures. Changes in the Project conditions might affect the efficacy of the mitigation measures or protocols in place. The management review will be undertaken at least on quarterly basis by the contractor and Supervision Engineer.

These are some the scenarios that can trigger changes when CESMPs may not be sufficient to mitigate or reduce the following risks:

- Audit findings and recommendation
- Detail corrective and preventive action
- Safety incidents, emergencies, and complaints
- Impacts not disclosed in the ESIA
- Violation of national law and international best practice.
- Possible changes to legislation

When such cases arise, the contractor will consult Project Engineer and PMU to consolidate and rectify the issue and take appropriate measures to ensure changes are being made in a timely manner.

12.2 Internal Communication and Reporting

The contractor is committed to ensure effective communication and consultation is undertaken on a regular basis at all levels. The Internal Communication and reporting are a communication between different teams within the contractor's organizational structure, that is from environment, health & safety, administration and construction team. The methods of communication on site will include:

- Pre-Start Meetings.
- Inductions.
- Toolbox Talks.

- Alerts/ Initiatives.
- Environmental Work Method Statements.
- Daily, Weekly, Monthly communication, monitoring and inspection.
- Monthly Progress Reports
- Internal Compliance audits
- Assessing CESMP Implementation and progress.

12.3 External Communication and Reporting

The project will maintain a robust external reporting and disclosure system to satisfy the requirements of ESS10 (Stakeholder Engagement and Information Disclosure, Para. 21). This framework ensures that environmental and social (E&S) monitoring results are shared with the public in a timely, transparent, and accessible manner.

The communication includes but no limited to:

- Weekly updates with Project Engineer
- Monthly Joint monitoring and inspections upon request from Project Engineer and PROPER/PMU.
- Monthly Progress Report to Project Engineer to PROPER/PMU/MFMR
- Other Stakeholders
- Urgent matters that need urgent attention that falls under contractual obligations

The Ministry of Fisheries and Marine Resources (MFMR) is committed to transparency and meaningful stakeholder engagement throughout the project life cycle. To this end, the results of environmental and social monitoring will be disclosed to the public. Summaries of semi-annual monitoring reports—detailing the project’s progress in implementing the ESMP and the effectiveness of mitigation measures—will be made available in an accessible form and language. These results will be disclosed through the following channels:

- **MFMR Official Website:** Digital copies of relevant E&S monitoring reports will be uploaded for public access.
- **Public Notice Boards:** Hard-copy summaries will be posted at the Auki Provincial Government Office and near the project site entrance in Auki.
- **Stakeholder Meetings:** Key monitoring findings and any significant incidents will be communicated during ongoing community consultations

The contractor will liaise with the surrounding communities through MFMR Auki Office, CLO and the Project Management Supervision Consultant.

Table 19: Summary of Reporting Frequency

Report Type	Frequency	Disclosure Location	Target Audience
E&S Monitoring Summary	Semi-Annually	Website & Auki Notice Boards	Public & Stakeholders
WBG EHS Audit	Semi-Annually	Website (Summary)	World Bank & MFMR
Incident Reports	Within 48 hours	Direct Communication	World Bank
Stakeholder Briefing	Quarterly	Community Meetings	Local Auki Residents

12.4 Document Control

Document Control is vitally significant to ensure project documents are properly stored and communicated. Hence, A Document Control Register will be established and maintained by the contractor's EHS Team with the following key tasks:

- Version number;
- Date of issue;
- Date of review; and
- Location of Hard Copy (if necessary).

When documents are reviewed and revised, any changes will be tracked electronically to enable readers to understand the changes. Distribution of any final documentation by electronic file will be done only using Adobe PDF to avoid uncontrolled changes in the document. Both on-site and off-site backup files shall be kept for all documents.

12.5 Reporting of Emergency Situation

The first action by anyone who discovers an emergency which can result or resulted in a personal injury or damage to the assets or environment shall report it. All such cases shall be reported to site manager via mobile phone, or report to team leader if not directly in possession of communication means. The emergency reporting instruction shall be posted at strategic locations around the site (Notice boards, entrance / exits of buildings).

Site Manager who receives the emergency call shall record the information and immediately notify Emergency Controller (EHSM) and EHSO officer giving details of the emergency. H&S officer shall proceed to the emergency location and assess situation and communicate an update back to EHSM. EHSO officer shall wear the required PPE and use safety equipment during initial assessment.

Depending on assessment of the situation, the EHSM who will assume the role of Emergency Manager shall decide the level of emergency and on activation of Level 1 or Level 2 emergency protocol.

Call-Out & Notification

Depending on the Level of emergency event and its nature, Site Manager shall notify appropriate personnel according to the contact list. Site Manager shall maintain an up-to-date contact list of emergency response personnel

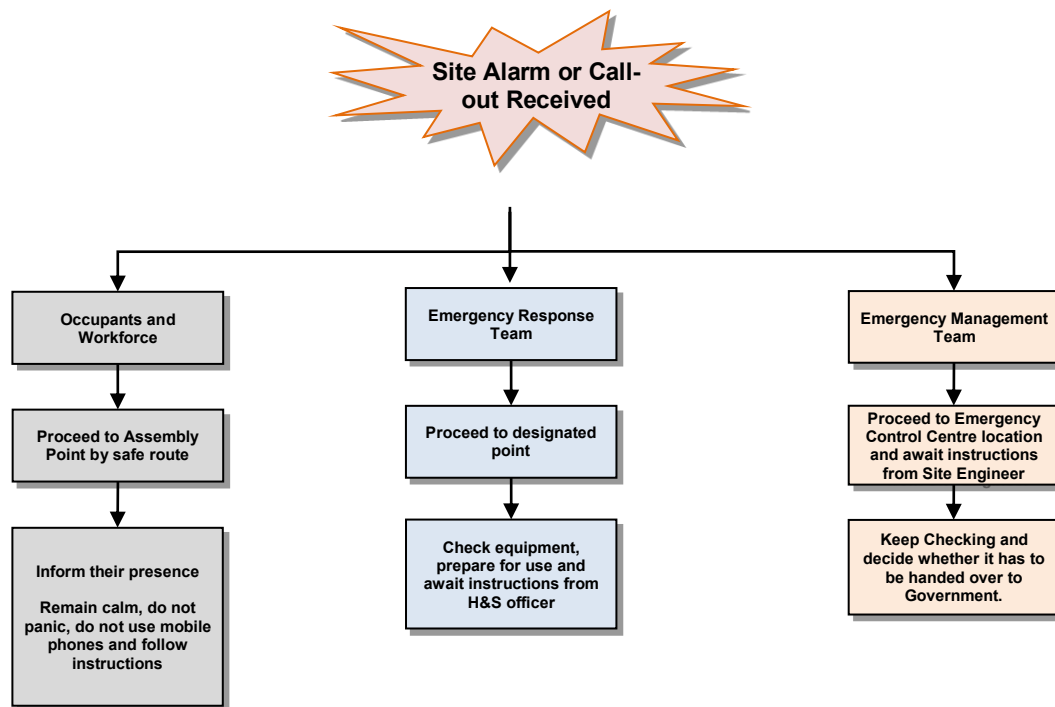
Alarm Activation

EHSM shall decide if evacuation is necessary and activate emergency alarm (Siren) at liaison office. Long siren alarm will be activated to indicate danger at camp site and initiate the evacuation of personnel, gathering at assembly points and head-counting.

Initial Response

Where the Site Manager declare Emergency and operate site alarm, initial response is required by all personnel according to emergency role. The actions required by relevant personnel are described in the following Figure 6.

Figure 6: Flow chart of emergency response



12.5.1 Guidelines for particular emergency situation

Fire

On detection of fire, any person shall always raise alarm by alerting any person nearby by any means, giving details of fire, its location and whether there are any suspected casualties or presumed missing person(s) involved. In case of fire, there will be fire extinguishers available at the camp site. Fire Safety drill will be done for all workers during the induction training to ensure workers are aware about how to deal with fire hazard.

Initial Assessment and Size-Up

Initial assessment shall be based on the information received from the observer. EHSO officer shall proceed to emergency location and assess and size-up the fire. The site resources can only fight the local and small fires. With a first signs of fire spreading and hard smoke presence EHSO officer shall request additional support from EHSM and request professional fire-fighting services assistance. The same criteria shall be considered whether it's necessary to raise the General Evacuation alarm or not.

Response Priorities

The first priority is to protect personnel by safely evacuating non-essential personnel and determine whether the area safe for ERT members to fight the fire.

The next priority is the choice of an offensive or defensive plan to keep the fire from spreading. No personnel shall be allowed to enter the premises in fire and smoke. Only attempts to fight the small fires are acceptable.

Local Incident Commander also shall assess the surrounding area and direct ERT members to remove

combustible materials if any. Organize shut-off of the fuel if it's possible and safe to do so.

The tactical priorities for fire-fighting are as follows:

- 1) Ensuring the safety of personnel and fire fighters
- 2) Preventing the fire from spreading
- 3) Protecting the property
- 4) Protecting the environment

H&S officer shall Inspect the area when the fire is extinguished and confirm “All Clear” to Site Engineer. Check firefighting equipment and replace as needed.

12.5.2 Medical

If an accident or illness occurs, the designated first aider or other concerned persons should provide First Aid / CPR to casualty and request medical response by contacting EHSM.

The EHSM need to seek medical assistance from nearby clinic/hospital and shall assess the required level of medical treatment and safely transport injured person to site clinic if it is within the site clinic capabilities. If required medical treatment is beyond the site clinic capabilities transportation shall be arranged to primary external medical facility.

Further transportation and medical insurance / payments shall be arranged by Emergency Management Team members with the assistance of the Site Engineer.

12.5.3 Natural Hazards

Earthquake

When an earthquake starts:

- 1) Stay calm and take cover under a desk.
- 2) Brace yourself in a doorway (hold onto the door to prevent personal injury from the door slamming.)
- 3) Crouch behind a solid structure, e.g. wall.
- 4) If under furniture which moves, move with it.
- 5) Stay away from glass doors and windows, tall shelves, light fittings, or objects that might topple.
- 6) Do not leave the building or try to leave the immediate area.
- 7) If outdoors, take cover in a doorway or other safe place away from falling debris and electrical hazards.

If an evacuation is necessary.

- 1) Proceed carefully, expecting exit routes blocked or damaged.
- 2) When outside, stay well away from buildings and power lines.
- 3) Stay together in your group.
- 4) If it is safe to do, go to your designated Assembly Point.

There are usually aftershocks following a major earthquake-sometimes quite significant. They can go on for weeks or even months. Preparations must be made for them by Emergency Management Team.

Flooding

In the event of flooding the precautions listed below should be followed:

- 1) Proceed to Assembly Point.
- 2) Move up to higher ground, especially during periods of heavy, sudden rain.
- 3) Maintain communication where possible.
- 4) Listen to the instruction of the responsible emergency personnel.

Tsunami

The occurrence of Tsunami is of minimum risk. To be on the safety side it is imperative to keep in mind the following emergency procedures.

1. Suitable and sufficient steps shall be taken at all times to prevent the risk of injury to any person during the carrying out of our activities
2. In any form of accidents or natural disaster it is advised that all personnel to keep **calm** and listen to instruction from the supervisor.
3. In case of injury help affected person to safe place and apply appropriate first Aid. Report incident to immediate supervisor. Supervisor will get affected person to the nearest clinic if needed to.
4. In case of a Tsunami, the SE shall depend on relevant government authority (i.e., Meteorological Services) for warning and relevant action as this is a Level 3 emergency.
5. All workers shall cooperate fully with the SG and contractor's emergency team and follow their advices from this point on until it is declared safe.

Table 20: Emergency contact is shown below.

Service	Telephone	Contact Name	Address
Ambulance/Hospital	32600	Dr. Steven Siu	Kiluufi Hospital
Provincial Police Commander	40132	Mr. Michael Ramo	Auki, Provincial Police
Provincial Fishery Division (Chief Fisheries Officer)	7322237	Martin Jasper	Malaita Provincial Government
Principal Fisheries Officer	7950677	Alick Maeorea	Malaita Provincial Government

13.0 Capacity development and training

Ongoing training and communication are critical for ensuring environmental and social awareness and for driving performance by the contractor.

Scheduled training allows a mechanism by which all employees are adequately informed on the environmental impacts associated with the construction works and provides details on the on-site controls that they are expected to contribute to, both as a team and individually.

The EHSO and EHS Manager will be responsible for the delivery of the project induction, site inductions and ongoing CESMP training on site.

Table 21: The key mechanisms for training and communication with workers on safety, social and environmental issues is shown on the table

Type	Purpose / Content	Frequency	Mode of Delivery	Responsible Person
Inductions	Provides information on the project, the identified environmental impacts and outlines the various mitigation controls place to be followed and the expected level of environmental stewardship the employees are expected to exhibit. Provide information on local culture and expected conduct when interact with the locals	At the beginning of engagement and once for each employee at time of project engagement.	Power Point presentation and discussions. Presentation and discussion	EO/HSEO CLO to organize with either a local church leader, police officer or community leader
Visitor Inductions	Specifically, for visitors to the project site. Brief induction will identify the controls in place for the project site, identifying any particular risks of concern, emergency response procedures etc.	Once for each visit before entering a site. Done for each individual site.	Discussion and handout	EHS Manager /HSEO, Construction Manager
Pre-Start Meeting	General discussion amongst the construction team relating to the days planned activities. These pre-start meetings may involve some discussion on environmental protection.	At the commencement of each shift or prior to commencement of work daily.	Team discussion	EHS Manager /HSEO Construction Manager Site Engineers
Toolbox Talk	Provides more detailed information about a specific issue or level of environmental control and social risks (GBV, Human Trafficking etc)	On daily basis, before the site work starts	Team discussion	EHS Manager /HSEO Supervisor Site Engineers
Emergency Response Training	Training specific to Emergency Response Procedures related to both safety and environmental controls, such as Emergency, evacuation. Fuel / oil spills. Safety incidents.	At least one training session per month.	Emergency Response Plan posted on site. Emergency drills	EHS Manager /HSEO
Project Signage	Displays information to the public and works on the project and specific activities being conducted such that the site looks professional and sufficient guidance on public and site safety is provided.	Duration of site works	Posted on site noticeboard.	EHS Manager /HSEO

	Signs will include Hazardous materials storage. Location of spill kits, bins. Traffic Management signs			
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Table 22: Environmental Training Plan

Type	Purpose	Frequency	Mode of delivery	Responsible person
Induction	WB and SIG Environmental Safeguard Requirements Compliance Requirements including penalties for non-compliances. -Explain Safeguards Instruments and how to read	Start of the Construction	Workshop	EHS Manager/ HSEO
Toolbox talk	Expectation to comply with environmental requirements	Daily	Briefing	Work Supervisor
Reinforcement of impact and mitigation measures	To inform workers of the impacts associated with certain works on the environment and how to mitigate them	Fortnightly	Workshop or briefing	EHS Manager / HSEO
Monitoring	To inform workers on the process of contractor compliance	Fortnightly	Workshop or briefing	EHS Manager / HSEO
Incident Reporting	Why it is important to report incident and how to report incidences	Monthly	Workshop or briefing	EHS Manager /HSEO

13.1 Induction

The Project Induction is the first means of communicating the site expectations and environmental control measures to the workforce. The project shall contain information pertaining to a number of project parameters and will include information related to both environmental and safety management.

The CESMP related information will include:

- Purpose and objective of the CESMP.
- Due diligence and duty of care.
- General requirements (site rules) for example – vegetation clearing, hazardous material handling, hazardous material control on site, erosion and sedimentation control, water quality, solid waste management, etc.
- Incident reporting processes.
- Site emergency procedures, including location of spill kits etc.
- An assessment questionnaire and sign off that validates their understanding of the content of the induction.

The induction shall be delivered via PowerPoint presentation or a printed handout. It will be mandatory for every person engaged on the project to go through the induction.

The Project Manager and the EHS Manager / EHSO will

- Continue to monitor the content and quality of the induction and will ensure inductions are occurring as required.
- Continue to review the induction to ensure it is relevant to the scope of works and that any changes in the scope of works or work methods are considered in the induction.
- Be primarily responsible for delivery of the induction.

The inductions shall be delivered in a manner consistent with the language and literacy levels of the intended audience.

All personnel on-site shall sign off an induction checklist as proof that they attended the induction. Any employee that has not undergone the Project Induction will not be permitted to work on site. A register of project inductions will be maintained by the contractor.

Visitors to the site shall be required to be inducted. Visitors shall sign in and out of site, be alerted to the key environmental controls on site and the emergency procedures in case of an environmental emergency.

A record of all inductions, training sessions and information sessions will be kept. These records shall be made available at any time for the SB PROPER National Safeguards Specialist or the Supervising Group to inspect.

13.2 Competence, Training and Awareness

Onsite environment training will be coordinated and recorded by the EHS Manager and EHS Site Supervisor. Records including details of topics, attendees, and duration will be stored in a training register, and signed attendance sheets will be filed. All workers will be receiving induction presentations on environmental awareness. This training will be developed to ensure it is well received and understood. The training schedule will be updated when the contractor is mobilized on the project site.

Internal and on-the-job training will be provided on a regular basis for all staff and general awareness of site resources and office-based staff will be provided via notice boards and posters.

Table 23: Site Induction Activities

Title	Description	Attendees required
Site specific project induction	All staff attending the site will be required to attend a health and safety, quality and environment induction prior to starting work on the project. The environment section covers core issues including (but not limited to): • Purpose and objectives of the ESIA/CESMP; • Potential environmental emergencies on Site and the emergency response procedures; • Reporting and notification requirements for pollution and other environmental incidents; • High-risk activities and associated environmental safeguards; • Working in or near environmentally sensitive areas;	Anybody working on the project

	Traffic issues – including clear instructions to all project staff including delivery drivers with regards to speed limits, approved access routes, approved working hours and delivery times, noise mitigation requirements (such as no idling of machinery) and requirements regarding interface with the park users and the community;	
Tool Box Meeting and Project Briefing	This is an internal brief delivered by the EHS Site Supervisor. Toolbox talk meetings are held weekly. Toolbox talks will also be tailored to specific environmental issues relevant to upcoming works. Relevant topics include: - Traffic issues – including clear instructions to all project staff including delivery drivers with regards to speed limits, approved access routes, approved working hours and delivery times, noise mitigation requirements (such as no idling of machinery) and requirements regarding interface with the park users and the community; - Pollution and waste management; - Emergency and spill response; - Working Hours.	Contractor staff working on the project
Pre-Start Meeting	This is an internal brief delivered by Site Manager and EHS Site Supervisor. Pre-start meeting is a tool for informing the workforce of the day's activities, safe work practices, environmental protection practices (including environmental work method statement requirements), work area restrictions, activities that may affect the workers, coordination issues with other subcontractors, hazards and other information that may be relevant to the day's work.	Contractor staff and subcontractor working on the project

(Taluasi, 2024)

13.3 Provision of Training to Workers

The contractor will ensure all workers engaged under this project must be inducted with relevant training. This includes H&S Induction Training, and any Site Task Specific/ local health and safety training. The contractor H&S Induction Training must be completed by all workers at all levels prior to the commencement of duties.

The contractor will maintain a training register and copies of all licenses and certificates of competency for all workers on-site for the contracted scope of work(s). Additionally, special Health and Safety training may be required for the performance of hazardous or unfamiliar tasks. During the Induction process, all workers will be instructed and trained in the use of the standard procedures.

In addition, worker(s) will be trained in risk management, how to conduct a hazard risk assessment, how to report an incident and how to complete a JHA. All new worker(s) will be monitored hourly by our experienced supervisors, project managers and relevant personnel to ensure that they understand and are safely completing the tasks that they have been assigned to do.

13.4 Provision of PPEs to Workers

The contractor will ensure appropriate PPEs are provided to protect workers against work-related hazards which may endanger their health and safety. All PPE shall comply with required standards and be in good condition and must be worn at all times. The following PPE is the minimum standard for the MFMR Auki office construction Project.

- long trousers and long-sleeved high visibility collared shirt with reflective strips on the chest back and arms.
- Safety Glasses
- Hard Hat
- Toe Cap Safety Footwear
- Any specialized PPE required (e.g., Mono-goggles, face shield, hearing protection);

Training will be provided for the use of any PPE (e.g., how to fit hearing protection, respirators). A record of this training will be maintained in the site project folder. The Project Manager will make provision for all personal protection equipment that may be required from time to time throughout the contract period. A range of sizes will be kept on hand to satisfy the requirements of all workers on site.

14.0 References

- **World Bank Environmental and Social Framework (ESF) & Guidelines**
 - World Bank. (2018). *The World Bank Environmental and Social Framework*. Washington, DC: World Bank.
 - World Bank Group. (2007). *General Environmental, Health, and Safety (EHS) Guidelines*. Washington, DC: International Finance Corporation.
 - World Bank. (2018). *Good Practice Note: Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works*.
 - World Bank. (2020). *Good Practice Note: Gender*.
 - International Finance Corporation (IFC). (2012). *IFC Performance Standards on Environmental and Social Sustainability*.
- **National Legislation and Regulations (Solomon Islands)**
 - Ministry of Environment, Climate Change, Disaster Management and Meteorology (MECDM). (1998). *The Environment Act 1998*.
 - MECDM. (2008). *The Environment Regulations 2008*.
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- Solomon Islands Government. (1996). *Labour Act (Revised Edition 1996)*.
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- Solomon Islands Government. (2009). *Traffic Act (Revised Edition 2009)*.
- Ministry of Health and Medical Services. (1970). *Environmental Health Act 1980 / Public Health Ordinance 1970*.
- **Project-Specific Technical Documents**
 - ANZDEC. (2021). *Solomon Islands Roads and Aviation Project - Environmental and Social Management Plan: Malaita Spot Upgrades and Maintenance, Rev 1.3*.
 - Mosese & Associates. (2025). *MFMR Auki Malaita Province Topographical Survey*. Honiara: Mosese & Associates.
 - Ministry of Fisheries and Marine Resources (MFMR). (2023). *SB-PROPER Project Operational Manual (POM)*.
 - Taluasi, J. (2024). *Contractor's Environmental and Social Management Plan (CESMP) Framework*.

Annex 1: Environmental Management and Monitoring Plan

PARAMETER TO MONITOR	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
PRE-CONSTRUCTION PHASE				
PLANS AND PERMITS APPROVAL				
ESIA & CESMP	MFMR/PMU Office, Contractor's Office,	Ensure Contractor has produced a ESIA & CESMP to the appropriate standard and this has been reviewed and cleared by WB and MFMR/PMU.	Prior to commencing civil works	MFMR/PMU & Project Consultants/FMC
Development Consents	MFMR/PMU Office, SIG MFMR, CESMP Documents	Development Consent and consent conditions are included in the CESMP & ESIA	Prior to approval of CESMP & ESIA	MFMR/PMU & Project Consultants/FMC
Traffic safety Plan	Contractor's Office & Project Construction Office	Ensure approved TMP established for project. TMP includes all requirements of ESIA and ESMP	Prior to commencing civil works	Contractor & MFMR/PMU
OHS Plan	MFMR/PMU Office, Contractor's office,	Ensure safety plan established for project as per requirements of ESMP. All workers have undergone appropriate OHS Training.	Prior to commencing civil works	Contractor & MFMR/PMU
Soil erosion Plan	Contractor's office,	Ensure Contingency Plan is completed and approved. Storm event management and soil erosion prevention measures to be included.	Prior to sign off of final designs	Design Consultant
Solid and hazardous waste Management Plan	Contractor's office & Project Construction site	Approved Solid Waste Management Plan in place.	Prior to commencing civil works	Contractor& MFMR/PMU

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
			Waste segregation and collection at workers' camp and laydown areas are established and well signed. Waste segregation and collection storage arrangements in place and compliant with approved SWMP.		
Community Health and Safety Plan		Contractor's Personnel	HIV/GBV/Code of Conduct training and acknowledgements have been completed as per contractual requirements. Medical clearance certificates provided for all foreign workers. GRM process was available for public inspection. Worker Management Plan contains all elements and has been approved by the WB & MFMR/PMU.	Prior to commencing civil works	MFMR/PMU & Contractor
Soil and Water pollution Plan		Contractor's office	Appropriate spill control and response plan in place. Staffs are trained on spill control and response plan. Overland drainage diverts water flow away from exposed areas.	Prior to commencing civil works	Contractor

PARAMETER TO MONITOR	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
		Sediment laden runoff from excavations or stockpiles directed to a settling area. Discharges of treated wash water are to occur to land.		
Water supply	Existing water source near the project construction site	Suggested water source and supply network to be included in designs	Prior to commencing civil works	Contractor
Ground water quality	Laydown sites	Ground water quality monitoring for project baseline. The parameters include pH, electrical conductivity, total petroleum hydrocarbons (for potential petroleum contamination), and total nitrogen (for potential sewage contamination), or as agreed with ECD and the MFMR/PMU	Prior to establishment of the project laydown site	Contractor
Storm water management	Project construction site	Proposed storm water management / drainage design (e.g. use of oil-water separator) to consider impacts on hydrology, receiving environments and also contamination risk.	Prior to commencing civil works	Contractor/Supervising Project Consultants/FMC
Quarry operations	Quarry	Upon confirmation of which quarries are to supply aggregate verify quarry operations to ensure any required permits or approvals are in place. Ensure correct resource and land owners have signed acceptable agreement for extraction and/or land access. Signing of MOU will be conducted prior to commencement of the construction works.	Prior to commencing civil works	Contractor & MFMR/PMU & Project Consultants.

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
Importation of equipment and materials		Customs and Excise department (importation permit), SIG Biosecurity, MMERE (Ozone Depletion substance)	Approval to import material and equipment is given prior to material and equipment leaving country of origin. Ensure bio-secure stockpile site it established with SIG Biosecurity Department	Contractor to organize prior to export from country of origin.	Contractor
Laydown Sites Plant and Stockpile Area		Laydown sites, and stockpile Area	Approved and signed rental agreements should be submitted to MFMR/PMU (if relevant) Laydown and stockpile sites are at least 150m to 300m from any residential settlements or waterways. Laydown areas established on pre-approved sites as per ESIA or CESMP. Water runoff management systems in place to approved standard as per CESMP. Wash-down areas have collection and treatments systems. The sanitation treatment system is in place as per CESMP. No runoff from laydown or stockpile sites are directed to waterways and or coastline.	Prior to commencing civil works	Contractor

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
			Bunded secure storage area for the hazardous substance is established as per CESMP. Hardstand areas are at least 150 from any CCA and any waterway.		
CONSTRUCTION PHASE					
General		Construction site	The contractor is undertaking weekly monitoring and reporting using a monitoring form approved by Project Supervision Consultants/Engineer in CESMP. Community consultation is ongoing as per the CESMP/ESIA. Contractor to conduct weekly monitoring and reporting.	Prior to commencing civil works Weekly	Contractor MFMR/PMU
Agreement for waste disposal		Contractor's Office,	Permits and/or agreements with local waste disposal providers and licensed recycling operators. Inspection of disposal sites.	Documentation viewed prior to construction works starting Weekly as applicable to schedule of works.	Contractor
Community infrastructure, health, and safety		At construction sites	Approved Traffic Management Plan is under effective implementation. Public signage of complaints procedure. Signs and fences restrict or direct pedestrians and public where appropriate.	Prior to commencing civil works Weekly	Contractor

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
			No damage to public or community infrastructure. Dust suppression is effective. Noise is within permitted limits. Required signage is in place. No works taking place at night or on Sunday within 500m of communities unless a prior agreement has been sought from the community.		
Soil erosion		Areas of exposed soil and earth moving	Inspections at sites to ensure silt fences, diversion drains etc. are constructed as needed. Inspection to ensure replanting and restoration work completed.	Weekly inspection as applicable to schedule of works and after site restoration.	Contractor
Waste disposal		At construction and quarry sites	Inspection to ensure waste is not accumulating and evidence waste has been stockpiled for removal to licensed landfill, removal from Solomon Islands if required, recycling or returning to supplier. Inspections to ensure waste streams are sorted for re-use, recycling or waste to landfill.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Contractor
Water and soil pollution		At construction sites	Appropriate Spill Response Plan/kit in place for the waste area. No visible spills on soil or uncovered ground.	Weekly inspection as applicable to schedule of works and on receipt of any complaints	Contractor

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
			All drainage, water treatment and soakage systems clear and fit for purpose. Division bunding around large areas of vegetation clearance. Revegetation occurring once works have finished at sites. Vehicles are working in defined areas. Workers sanitation facilities in good order and maintained as per design requirements. Heavy machinery not used in times of heavy rain or when the ground is waterlogged. Ensure that all storage tanks are self-bunded. Inspection of sites to ensure waste collection in a defined area; Spill Response Plan in place and workers trained at all unsealed roads upgrade works locations. Complete spill kits available where hazardous substances sorted and handled. Any encounters with potential or confirmed contaminated soil are reported to MFMR/PMU and ECD/MECDM		

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
			Inspect soakage pits sitting directly above any underlying aquifer (if present).		
Groundwater		At construction sites	Ground water monitoring as per parameters in CESMP. The parameters include pH, electrical conductivity, total petroleum hydrocarbons (for potential petroleum contamination), and total nitrogen (for potential sewage contamination), or as agreed with ECD/MECDM and the MFMR NSS.	Once midway through implementation and once prior to demobilisation	Contractor & MFMR NSS
Dust		At construction sites, quarries and adjacent sensitive receptors	Site inspections. Regular visual inspections to ensure stockpiles are covered when not in use and trucks transporting material are covered and not overloaded.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Contractor/MFMR NSS
Noise		At work sites	Site inspections to ensure workers wearing appropriate PPE when required. Measurement of noise level (one-hour equivalent continuous level) at closest social receptors (residences) to active work sites, construction camps and lay down areas not to exceed 45dB between 2200-0700 or 3dBA above background. Public signage detailing complaints procedure and contact people/person on display. Noisy machinery is replaced or fixed as soon as problem arises or on instruction by Project Supervision Engineer.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Contractor/MFMR NSS & Project Consultants

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
Air pollution		At work sites	Site inspections to ensure equipment and machinery operating without excessive emissions. If an issue is reported the contractor is responsible for replacing or fixing the equipment to the satisfaction of the Project Supervision Engineer.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Contractor/MFMR NSS & Project Consultants
Occupational Health and Safety		At work sites	Workers have access to and are using appropriate, PPE for the task. All workers have undergone appropriate OHS training/induction. Proper briefing of staff before undertaking work activities.	Weekly inspection as applicable to the schedule of works and on receipt of any complaints.	Contractor/MFMR NSS & Project Consultants
Storage of fuel, oil, etc.		At work sites and construction site & Contractor's training log.	Regular site inspections to ensure material is stored within bunded area and spill response training for workers completed. Visual inspection of spill kit for completeness and accessibility. Checking that staff are trained on use of spill kits.	Weekly as applicable to schedule of works and on receipt of any complaints.	Contractor/MFMR NSS & Project Consultants
Vehicle and pedestrian safety		At and near work sites	Regular inspections to check that TMP is implemented correctly (e.g. flags and diversions in place) and workers wearing appropriate PPE.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Contractor/MFMR NSS & Project Consultants.
Construction workers and staff safety (personal protective equipment)		At work sites	Inspections to ensure workers have access to and are wearing (when required) appropriate personnel protective equipment (e.g. for handling hazardous materials). Guidelines in ESMF implemented.	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Contractor/MFMR NSS & Project Consultants

PARAMETER TO MONITOR	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
Construction workers and staff safety briefings (GBV any other community health and safety awareness)	At work sites	Community, Health and safety awareness briefs including GBV, good hygiene...	Weekly team meetings as applicable to schedule of works and on receipt of any complaints	Contractor/MFMR NSS & Project Consultants
Community / local business safety	At work sites	Inspections to ensure signs and fences restricting access are in place and pedestrian diversion routes clearly marked (whether for access to a building or home or particular route).	Weekly inspection as applicable to schedule of works and on receipt of any complaints.	Contractor/MFMR NSS & Project Consultants
Laydown Areas and Stockpile Sites	Laydown areas and stockpile sites	Laydown areas established on pre-approved sites. Laydown areas dust levels managed efficiently. Traffic management plan correctly implemented at laydown site. Water runoff management systems are operating correctly. Dust management effectively implemented. PPE present and correctly used. Refuelling occurring over drip trays in dedicated areas.	Prior to commencing civil works Weekly	Contractor/MFMR NSS & Project Consultants

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
			No stockpiling within 150m of waterways/coastlines. Bunding is functional at stockpile site.		
Extraction of Aggregates		Project site	QMP being effectively implemented. Daily records of extracted volumes available for inspection. No gravel being extracted from running water channels. Gravel only being extracted from a predetermined area. Machinery only working in defined areas approved in CESMP.	Prior to commencing civil works Weekly	Contractor/MFMR NSS & Project Consultants.
Workers Accommodation (if applicable)		Workers campsite	The camp is clean and tidy. Waste management is as per the Solid Waste Management Plan. Food supplies are sufficient. Workers Management Plan is effectively implemented. First Aid kit is fully stocked and readily available.	Prior to commencing civil works Weekly	Contractor/MFMR NSS & Project Consultants.

PARAMETER TO MONITOR	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
Community grievances	At all locations	Monitor the GRM database for the number and type of grievances and the average number of days to resolve a grievance.	Weekly	Contractor/MFMR NSS & Project Consultants.
Public Disclosure	At all locations	Monitoring data and performance results recorded under ESIA shall be consolidated for public disclosure (i.e. Non-compliance, grievances/complaints, corrective actions)	Ongoing during project cycle	Contractor/MFMR NSS & Project Consultants
Local business grievances	At and near work sites	Monitor the GRM database for the number and type of grievances and the average number of days to resolve a grievance.	Weekly	Contractor/MFMR NSS & Project Consultants.
Materials supply	Quarry and work sites	Evidence that trucks are not overloaded, and loads are covered e.g. complaints register, evidence of debris on the road.	Weekly visual inspection as applicable to schedule of works and on receipt of any complaints.	Contractor/MFMR NSS & Project Consultants.
OPERATION (Recommended for Consideration by MID)				
Drainage system operational	Construction site drainage	Inspection and clean out of open channel drainage.	After significant rain events and 6 monthly to remove sediment.	MID & Contractor
Water and soil pollution	Construction site drainage	Inspection drains on-site to ensure no blockages are present or maintenance required.	Weekly inspection as applicable to the schedule of works and on receipt of any complaints.	MID & Contractor & MFMR NSS
Road Safety Signs and features	Access road/route	Inspection of presence and integrity of road safety signs and features	Weekly inspection as applicable based on work schedule	MID & Contractor & MFMR NSS
Maintenance of HVAC and Fire Systems	Auki Office Site	Number of safety drills conducted; Inspection logs for HVAC	2 Drills per Annum	PMU/MFMR
Public Disclosure	At all locations	Monitoring data and performance results recorded under ESIA shall be consolidated for	2x per annum	PMU/MFMR

PARAMETER MONITOR	TO	LOCATION	REQUIREMENTS/MONITORING	TIMING/FREQUENCY	MONITORING RESPONSIBILITY
			public disclosure (i.e. Non-compliance, grievances/complaints, corrective actions)		