

Volume 1

**East, Central and Southern Africa Health
Community (ECSA-HC)**

**Health Emergency Preparedness, Response
and Resilience Program Using the Multiphase
Programmatic Approach (P180127)**

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

Appraisal

August 14, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The East, Central and Southern Africa Health Community (**ECSA-HC**) (the Recipient) is implementing the **Health Emergency Preparedness, Response and Resilience Program Using the Multiphase Programmatic Approach** (the Project), as set out in the Original Financing Agreement, the First Additional Financing Agreement, and the Second Additional Financing Agreement (the Agreements). The International Development Association (the Association), has agreed to provide the original financing and additional financing for the Project, as set out in the Agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreements.
3. Without limitation to the foregoing, ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreements, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Representative specified in the Agreements. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE Maintain a Project Coordination Unit (PCU) with qualified staff and resources to support management of ESHS risks and impacts of the Project. This shall include at least one Environmental and Social Focal Person with the relevant skillset from the existing ECSA-HC staff. The Director of Operations and Institutional Development (DOID) is responsible for all matters related to institutional development in ECSA-HC including renovations/infrastructure development in ECSA-HC, management and deployment of human resources including staff welfare and issues related with grievances redress. Under the Project, the DOID shall be responsible for overseeing and coordinating implementation of ESHS activities including (a) updating staff on the ESHS aspects; (b) following up on ESHS issues; and (c) preparing reports and submitting reports to the Director General (DG) and PCU Project Coordinator.	One environment and one social specialist have already been hired in the PCU and shall be maintained throughout Project implementation.	ECSA-HC Project Coordination Unit (PCU)
B	CAPACITY BUILDING PLAN/MEASURES All Project staff shall be taken through training on the requirements of the ESSs and other relevant capacity building during the Project implementation. Additionally, should the scope of the Project change, the capacity of ECSA-HC to manage the Environmental and Social Risks should be assessed and any required capacity building measures should be agreed upon and implemented.	The ESF training provided. Continue throughout project implementation.	ECSA-HC PCU
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities and functioning of the grievance mechanism(s) including a) complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them; and b) number and status of resolution of incidents and accidents reported under action E below.	Every 6 months as part of the regular Project reporting, and thereafter throughout Project implementation. Submit each report to the Association no later than 15 days after the end of each reporting period.	ECSA-HC PCU
D	INCIDENTS AND ACCIDENTS Notify the Association of any incident or accident relating to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or	Notify the Association no later than 24 hours after learning of the incident or accident and provide available details upon request.	ECSA-HC PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed in writing by the Association.	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS It is determined that environmental and social assessments will not be required for the implementation of the Project. As such, assess and manage ESHS risks and impacts, and prepare environmental and social instruments, as required, in accordance with the World Bank Environmental and Social Framework (ESF). The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the World Bank Group's Environmental and Social Standards (ESSs).	Throughout the Project Implementation	ECSA-HC PCU
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, , labor management procedures, and code of conduct addressing SEA/SH, into the E&S specifications of the procurement documents and contracts with contractors. Thereafter ensure that the contractors comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors to the Association.	Prior to the finalization of bidding documents. Supervise contractors throughout Project implementation.	ECSA-HC PCU
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. This shall include, among others, incorporate relevant ESF requirements; consider downstream environmental and social implications; integrate inclusion, community health and safety, biosafety and GBV considerations, as applicable. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Terms of Reference shall be approved by the Association before preparation of instruments and plans and thereafter shall be implemented throughout Project implementation.	ECSA-HC PCU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES ECSA-HC shall ensure that all Project Workers consisting of direct and contracted workers shall be employed in line with relevant national legislation and the requirements of ESS2, in a manner	Throughout Project implementation.	ECSA-HC PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	acceptable to the Association, including inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), codes of conduct addressing SEA/SH, setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors. Standard World Bank consultant agreement template shall be used for contracts with independent consultants.		
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Ensure implementation of occupational, health and safety (OHS) measures consistent with the requirement of ESS2 (to consultants or other workers that may be recruited for the Project activities). During external meetings/workshops, the activity leads are expected to follow the workplace protocols and the guidelines from the host countries. The relevance of ESS2 such as the management of Occupational Health and Safety in technical assistance activities for pandemic preparedness, biosafety and biosecurity activities; genomic surveillance; wastewater surveillance; AMR surveillance; animal health laboratory quality systems shall be considered in the design of studies, and technical assessments under the Project. Incorporate measures to manage OHS risks related to those activities as required in any terms of reference under action 1.3 above.	Throughout the Project Implementation.	ECSA-HC PCU
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Maintain a Grievance Mechanism for Project workers, in line with the provisions of ESS2, as follows: 1. Reporting of grievances by Project workers shall be submitted to the Director General through the DOID's office and acknowledgement of the grievance shall be done within 2 days. 2. A meeting to resolve the issue shall be convened within 10 working days of reporting the grievance. 3. Should the matter not be resolved within 30 days, the matter shall be escalated to Management Board (Advisory Committee) and further to the Conference of Health Ministers (1 month). Through the chairs of these respective organs. The affected staff shall be provided with weekly updates on the progress of the discussions to provide a resolution. If the grievances are submitted anonymously, these grievances shall be submitted through the suggestion box available at the office or through an electronic ECSA-HC GM portal. ECSA-HC shall set up an electronic GM portal within the first year of the Project operation. The DOID convenes meetings to review and discuss. As the custodian of the human resources affairs in	GRM has been established including channel to receive SEA/SH-related complaints. ECSA-HC to maintain the GRM through the Project implementation and keep a log of all grievances received; resolved or escalated.	ECSA-HC PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	ECSA-HC, the DOID shall be responsible for following staff grievances submitted openly and through anonymous means. For grievances raised against external contractors, ECSA-HC shall set up a mechanism for receiving and facilitating/mediating redress of grievances between the contractors and their employees		
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT.			
3.1	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT ECSA-HC shall adopt and implement pollution prevention and management measures to manage used and infectious Personal Protective Equipment (PPE). Standard Operating Procedures (SOPs) for disposal of used face masks and other general PPE shall be developed and observed during the implementation of Project activities. The relevance of ESS3 such as the management of infection control, waste management (including e-waste), and resources efficiency shall be considered in the design of any relevant studies, assessments, and technical assessments under the Project.	Throughout Project implementation.	ECSA-HC PCU
ESS 4: COMMUNITY HEALTH AND SAFETY.			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in any terms of reference under action 1.3 above.	Throughout the Project Implementation	ECSA-HC PCU
4.2	COMMUNITY HEALTH AND SAFETY Ensure that relevant aspects of ESS4 are included in any Terms of Reference, studies, technical assistance outputs, as relevant, in accordance with action 1.3 above, including preparedness, surveillance and outbreak-response support activities integrate appropriate infection prevention, community health and safety, and emergency response measures.	Throughout the Project Implementation	ECSA-HC PCU
4.3	SEA AND SH RISKS Assess and manage Sexual Exploitation and Abuse risks in accordance with ESS 2 & 4. Ensure that staff are bound to the terms of the employment manual, setting codes of conduct to minimize and address SEA/SH when they sign the employment contracts. Sexual harassment matters shall be reported through the office of the DOID to the DG. Upon receipt the DG shall assign an officer to investigate the matter, while maintaining confidentiality. Based on the report, the Director General shall determine if ECSA HC's Anti-Harassment Policy or other elements of ESS4 have been violated and, if so, shall take appropriate corrective action. Such action may range from counseling to termination of employment, in line with ECSA HC's Disciplinary Procedures and national laws.	Throughout Project implementation.	ECSA-HC PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The relevance of ESS4 such as SEA/SH risks, potential exposure of communities to disease, response plans etc. shall be included in the design of any relevant studies, assessments, and technical assessments under the Project.		
4.4	SECURITY MANAGEMENT Incorporate training materials on assessment and implementation measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities in all training and capacity building programs in accordance with ESS 4.	In all training and capacity building programs throughout the project Implementation.	ECSA-HC PCU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	Not relevant		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	Not relevant		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES FRAMEWORK Ensure that relevant aspects of this standard are included in any Terms of Reference, studies etc. as relevant, in accordance with action 1.3 above.	Throughout Project implementation.	ECSA-HC PCU
7.2	Incorporate inclusive approaches in regional capacity building, early warning, and learning initiatives in technical assistance activities under action 1.3 above to ensure equitable participation of vulnerable groups across the expanded geographic scope.	Throughout Project implementation.	ECSA-HC PCU
ESS 8: CULTURAL HERITAGE			
8.1	Not relevant		
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not Relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Adopt and implement the updated Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Project has disclosed and adopted the revised SEP dated xxxx, 2026, prior to Project appraisal. Implement the SEP throughout Project implementation.	ECSA-HC PCU
10.2	PROJECT GRIEVANCE MECHANISM		ECSA-HC PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	ECSA HC shall establish, publicize, maintain, and operate an accessible grievance mechanism, consistent with ESS10, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	A grievance redress mechanism has been established. ECSA HC to maintain and operate the mechanism throughout Project implementation.	
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: 1. Maintain the E&S specialists hired in the PCU 2. GRM has been established and made functional 3. SEP has been updated, adopted and under implementation 4. Training plan for key Project stakeholders (Project Steering Committee (PSC) and Technical Expert Committee (TEC) involved in Project Implementation on WB ESF prepared 5. ESF training on the requirements of the Environmental and Social Standards for Environmental and Social Specialists in the PCU imparted 6. ESF training on the requirements of the Environmental and Social Standards for Project workers and Project staff of ESCA- HC imparted			

Volume 2

**Intergovernmental Authority on
Development (IGAD)**

**Health Emergency Preparedness, Response
and Resilience Program Using the Multiphase
Programmatic Approach (P180127)**

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

Appraisal

August 14, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

6. The Intergovernmental Authority on Development (IGAD) (the Recipient) is implementing the **Health Emergency Preparedness, Response and Resilience Program Using the Multiphase Programmatic Approach** (the Project), as set out in the Original Financing Agreement, the First Additional Financing Agreement, and the Second Additional Financing Agreement (the Agreements). The International Development Association (hereinafter the Association), has agreed to provide the original financing and additional financing for the Project, as set out in Agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above.
7. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreements.
8. Without limitation to the foregoing, ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided under the referred Agreements, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
9. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Representative specified in the Agreements. The Recipient shall promptly disclose the updated ESCP.
10. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE Maintain the organizational structure of the Project Implementation Unit (PIU) with at least one qualified Environmental and Social Focal Person and resources to support management of ESHS risks and impacts of the Project.	One environment and one social specialist have already been hired in the PIU and shall be maintained throughout Project implementation	IGAD-PIU
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the capacity building plan: Conduct ESF training on the requirements of the Environmental and Social Standards for Project workers and Project staff of IGAD	The ESF training provided. Continue throughout project implementation.	IGAD - PIU
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include: - Status of preparation and implementation of E&S documents required under the ESCP. - Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. - Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. - Number and status of resolution of incidents and accidents reported under action E below.	Submit ESHS performance reports every 6 months to the Association throughout the Project implementation. Submit each report to the Association no later than 30 days after the end of each reporting period.	IGAD-PIU
D	INCIDENTS AND ACCIDENTS Notify the Association of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association] upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	Notify the Association no later than 24 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	IGAD - PIU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS It is determined that environmental and social assessments will not be required for the implementation of the Project. As such, assess and manage ESHS risks and impacts, and prepare environmental and social instruments, as required, in accordance with the World Bank Environmental and Social Framework (ESF). The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the World Bank Group's Environmental and Social Standards (ESSs).	Throughout the Project Implementation	IGAD - PIU
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, labor management procedures, and code of conduct addressing SEA/SH, into the E&S specifications of the procurement documents and contracts with contractors. Thereafter ensure that the contractors comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors to the Association.	Prior to the finalization of bidding documents. Supervise contractors throughout Project implementation.	IGAD- PIU
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. This shall include, among others, incorporate relevant ESF requirements; consider downstream environmental and social implications; integrate inclusion, community health and safety, biosafety and GBV considerations, as applicable. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	IGAD-PIU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES IGAD shall ensure that all Project Workers consisting of direct and contracted workers shall be employed in line with relevant national legislation and the requirements of ESS2, in a manner acceptable to the Association, including inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), codes of conduct addressing SEA/SH, setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors. The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Association, including through, inter alia, implementing adequate occupational health and safety measures of including emergency preparedness and response projects, setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors. IGAD shall refer to best practices from the World Health Organization (WHO) documents	Throughout Project implementation.	IGAD-PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	about occupational health at workplace including COVID-19 measures, in a manner acceptable to the Association and consistent with ESS2. Standard World Bank consultant agreement template shall be used for contracts with independent consultants.		
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Ensure implementation of occupational, health and safety (OHS) measures consistent with the requirement of ESS2 (to consultants or other workers that may be recruited for the Project activities). The relevance of ESS2 such as the management of occupational health and safety in technical assistance activities for pandemic preparedness, biosafety and biosecurity activities; genomic surveillance; wastewater surveillance; AMR surveillance; animal health laboratory quality systems shall be considered in the design of studies and technical assessments under the Project. Incorporate measures to manage OHS risks related to those activities as required in any terms of reference under action 1.3 above. IGAD shall require a certificate from consultant firms providing evidence of their compliance with applicable laws, e.g., Department of Occupational Safety & Health (DOS&H) certificate and local labor office.	Throughout the Project Implementation. Prior to hiring of contractors	IGAD- PIU
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Operationalize a grievance mechanism for Project workers, consistent with ESS2.	GRM has been established including channel to receive SEA/SH-related complaints. Thereafter implement throughout the Project implementation.	IGAD- PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT.			
3.1	WASTE MANAGEMENT MEASURES Adopt and implement waste management measures, to manage hazardous (including e-waste) and non-hazardous waste, consistent with ESS3 and under action 1.3 above.	Throughout Project implementation.	IGAD-PIU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the technical assistance activities including training and capacity building trainings.	In all training and capacity building programs	IGAD-PIU
ESS 4: COMMUNITY HEALTH AND SAFETY.			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in any terms of reference under action 1.3 above.	Throughout the Project Implementation	IGAD- PIU
4.2	COMMUNITY HEALTH AND SAFETY	Throughout the Project Implementation	IGAD-PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that relevant aspects of ESS4 are included in any Terms of Reference, studies, technical assistance outputs, as relevant, in accordance with action 1.3 above, including preparedness, surveillance and outbreak-response support activities integrate appropriate infection prevention, community health and safety, and emergency response measures.		
4.3	SEA AND SH RISKS Prepare and implement an SEA/SH measures to manage the risks of SEA and SH in accordance with ESS 2 and 4. Ensure that staff are bound to the terms of the employment manual, setting codes of conduct to minimize and address SEA/SH when they sign employment contracts.	Throughout Project implementation.	IGAD-PIU
4.4	SECURITY MANAGEMENT Incorporate training materials on assessment and implementation measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities in all training and capacity building programs in accordance with ESS 4.	In all training and capacity building programs throughout the Project implementation.	IGAD-PIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	Not relevant		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	Not relevant		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES FRAMEWORK Ensure that relevant aspects of this standard are included in any Terms of Reference, studies etc. as relevant, in accordance with action 1.3 above.	Throughout Project implementation.	IGAD-PIU
7.2	Incorporate inclusive approaches in regional capacity building, early warning, and learning initiatives in technical assistance activities under action 1.3 above to ensure equitable participation of vulnerable groups across the expanded geographic scope.	Throughout Project implementation.	IGAD-PIU
ESS 8: CULTURAL HERITAGE			
8.1	Not relevant		
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not Relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Adopt and implement the updated Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Project has disclosed and adopted the revised SEP dated xxxxx, 2026, prior to Project appraisal. Implement the SEP throughout Project implementation.	IGAD-PIU
10.2	PROJECT GRIEVANCE MECHANISM		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	IGAD shall establish, publicize, maintain, and operate an accessible grievance mechanism, consistent with ESS10, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	A grievance redress mechanism has been established. IGAD to maintain and operate the mechanism throughout Project implementation.	IGAD-PIU
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: 1. Maintain the E&S specialists hired in the PIU 2. GRM has been established and made functional 3. SEP has been updated, adopted and under implementation 4. Training plan for key Project stakeholders (Project Steering Committee (PSC) and Technical Expert Committee (TEC) involved in Project Implementation on WB ESF prepared 5. ESF training on the requirements of the Environmental and Social Standards for Environmental and Social Specialists in the PIU imparted 6. ESF training on the requirements of the Environmental and Social Standards for Project workers and Project staff of IGAD imparted			