Republic of Guinea

Agency for Economic and Social Inclusion (ANIES)

NAFA Program Support Project (P168777)

Draft for Appraisal

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

April 2020
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Guinea will implement the NAFA Program Support Project (the Project), through the Agency for Economic and Social Inclusion (ANIES), established under the Prime Minister’s office. The International Development Association (hereinafter the Association) has agreed to provide financing for the Project.

2. The Republic of Guinea will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.

3. The Republic of Guinea will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), and Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S documents.

4. The Republic of Guinea is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.

5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by The Republic of Guinea as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.

6. As agreed by the Association and The Republic of Guinea, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, The Republic of Guinea will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the Republic of Guinea. The Republic of Guinea will promptly disclose the updated ESCP.

7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Republic of Guinea shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include work accidents, water courses pollution, loss of vegetation and soils degradation, loss of fisheries resources, air pollution, generation of solid waste, noise pollution, generation of sewage, land use change, dust generation, erosion, hydrocarbon contamination, Impact on cultural or archaeological discoveries caused by excavations.
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<thead>
<tr>
<th>MATERIAL MEASURES AND ACTIONS</th>
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<th>RESPONSIBLE ENTITY/AUTHORITY</th>
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<tr>
<td><strong>MONITORING AND REPORTING</strong></td>
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<tr>
<td>A. REGULAR REPORTING</td>
<td>Quarterly reports will be issued as well as annual reports throughout Project implementation. Annual reports will be compiled for the project closure report</td>
<td>• Director of ANIES  • Coordinator of the Project  • Environmental and Social Specialists of ANIES  • M&amp;E specialist of ANIES</td>
</tr>
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<td>B. INCIDENTS AND ACCIDENTS</td>
<td>Notify the TTL immediately, with a delay of no more than 48 hours after becoming aware of the incident or accident</td>
<td>• Director of ANIES  • Coordinator of the Project  • Environmental and Social Specialists of ANIES</td>
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**ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS**
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<th>MATERIAL MEASURES AND ACTIONS</th>
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<tr>
<td><strong>1.1 ORGANIZATIONAL STRUCTURE</strong></td>
<td>ANIES’s department overseeing the project will be set up before the effective start of the Project.</td>
<td>• ANIES</td>
</tr>
<tr>
<td>The Republic of Guinea will, through ANIES, establish and maintain a department that will be staffed with qualified staff and resources satisfactory to the Bank, to support management of E&amp;S risks in this project, including a project Coordinator, an environmental specialist, social specialist (with a gender background), a M&amp;E specialist and any other specific external expertise on environmental and social risk management as needed throughout Project implementation.</td>
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<tr>
<td><strong>1.1.1 Recruitment of social and environmental specialists</strong></td>
<td>Prior to effectiveness of the project and throughout project implementation</td>
<td>• Director of ANIES  • Coordinator of the project</td>
</tr>
<tr>
<td>The Republic of Guinea shall appoint to ANIES, and, thereafter, maintain throughout Project Preparation and implementation, an environmental specialist (responsible for environmental risks and impacts) and a social specialist (responsible for social impacts and risks associated with local communities, gender, resettlement, inclusion and stakeholder engagement) whose qualifications, experience and mandate are satisfactory to the Bank. Given the sensitivity and risk around gender, the social specialist to be hired must have gender qualifications and experience.</td>
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<td>MATERIAL MEASURES AND ACTIONS</td>
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| **1.1.2 Environmental and Social responsibility of ANIES, as implementing agency** | The ESMF, RPF and Social Assessment will be prepared, consulted upon and disclosed prior to appraisal. After the establishment of the department overseeing the project | • ANIES  
• Social specialist of ANIES  
• Environmental Specialist of ANIES  
• BGACE |

The Republic of Guinea will ensure, through the Director of ANIES that missions relating to the environmental and social management of the Project are carried out, namely: the disclosure of the Environmental and Social Management Framework (ESMF), the Resettlement Policy Framework (RPF), the social assessment, the preparation and disclosure of the Environmental and Social Impact Assessment/Environmental and Social Management Plan (ESIA/ESMP), and the Resettlement Action Plans (RAPs) to all key stakeholders; the participation in the elaboration of the first Annual Work Program and Budget (AWPB); the collaboration with the Guinean Agency of Auditing and Environmental Conformity (BGACE) within the framework of the elaboration and validation of the required instruments ESIA, RAP and other instruments as required); verification of the integration of environmental and social clauses in the tender documents and works contracts; drafting of the environmental and social aspects of the manual of procedures and supervision of the implementation of the related measures.
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</table>
| **1.1.3 Environmental and Social responsibility of the Project Coordination Unit (PCU)** | Throughout the Project implementation | • Director of ANIES  
• Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• M&E specialist  
• BGACE  
• Environmental Decentralized Services |
| The Republic of Guinea will ensure, through the Director of ANIES and the Project Coordinator, that the environmental and social specialists carry out their missions relating to the environmental and social management of the Project, namely: (i) the disclosure of the ESMF, the RPF, the social assessment, the preparation and disclosure of the ESIA and the RAPs; (ii) participation in the elaboration of the Annual Work Program and Budget (AWPB); (iii) Collaboration with the BGACE and the Environmental Decentralized Services at the Prefecture level in the supervision and implementation of the required instruments, including the ESIA, and their validation by BGACE; (iv) Collaboration with the Ministry of Towns and Urban Planning in the implementation and validation of the RAPs; (v) verification of the integration of environmental and social clauses in the tender documents and works contracts; monitoring of the implementation of the ESMPs in collaboration with BGACE and the Environmental Decentralized Services at the Prefecture level; (vi) Preparation of quarterly reports, a copy of each report (physical and electronic) will be sent to the Bank; (vii) Drafting of the environmental and social aspects of the manual procedures, (viii) Preparation of quarterly ESMP reports, (ix) Implementation of the SEA/SH mitigation measures. |

| **1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT** | The ESIA/ESMP will be prepared no later than 6 months after project effectiveness.  
The Social Assessment will be prepared, consulted upon and disclosed prior to appraisal. | • Director of ANIES  
• Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES |
| The Republic of Guinea will update, adopt, and implement, the draft ESIA that will be prepared for the Project, in a manner acceptable to the Association. The social assessment that has been already undertaken will be finalized in a manner acceptable to the Association prior to disclosure. |
### MATERIAL MEASURES AND ACTIONS

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<tr>
<td>The ESMF, RPF and Social Assessment will be disclosed prior to appraisal. The SEP will be completed during appraisal and disclosed prior to Board approval Before project effectiveness or up to two months following project effectiveness</td>
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#### MANAGEMENT TOOLS AND INSTRUMENTS

The Republic of Guinea shall screen any proposed subproject in accordance with the following documents that have been developed:

- The Environmental and Social Management Framework (ESMF)
- The Resettlement Policy Framework (RPF)
- The Stakeholder Engagement Plan (SEP)
- The Social Assessment

An ESIA/ESMP, RAP and a SEA/SH Action Plan will be prepared during Project implementation.

The Government will also prepare a Project execution manual (or procedures manual) with a section entitled "Environmental and Social measures", which will describe in detail:

- the role of the Procurement Specialist in the drafting of ToRs, tender documents and contracts
- the role of the environmental specialist and social Specialist in drafting the sections on environmental and social safeguard measures, to be included in Terms of References (ToRs), tender documents and works contracts
- minimum environmental and social clauses to be included in ToRs and tender documents (including codes of conduct, coordination, reporting and monitoring, complaint management mechanisms)
- the environmental and social indicators to be included in the monitoring and evaluation system
- all project milestones and deadlines
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| **1.4 MANAGEMENT OF CONTRACTORS** | | • Director of ANIES  
• Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist  
• The M&E specialist |
| The Republic of Guinea will require the development and implementation of an ESIA/ESMP, including Health and Safety procedures, Waste Management Plan, etc.. The Republic of Guinea, through ANIES and the PIU will incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, the Labor Management Procedures and the manual procedures, into the ESHS specifications of the procurement documents with contractors. Thereafter the Republic of Guinea, through ANIES will ensure that the contractors comply with the ESHS specifications of their respective contracts, including with the management tools and instruments referred to in Section 1.3 above. | During the preparation of procurement documents. | The supervision of contractors will happen throughout project implementation |
| **ESS 2: LABOR AND WORKING CONDITIONS** | | • Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist |
| **2.1 LABOR MANAGEMENT PROCEDURES** | | • Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist |
<p>| The Republic of Guinea, through ANIES, will update, adopt, and implement the Labor Management Procedure (LMP) that has been developed for the Project in accordance with ESS2 and included in the ESMF. | The LMP will be finalized prior to appraisal and disclosed prior to Board approval. It will be implemented during and following the recruitment process and the implementation of all labor-intensive public works (LIWP) programs. |</p>
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</table>
| 2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS            | The labor GRM will need to be operational prior to recruitment of project workers. | • Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist |
| The Republic of Guinea through ANIES will ensure that Project contractors and subcontractors update and implement a suitable Grievance Redress Mechanism (GRM) for labor issues prepared prior to the start of any project activities. This GRM will deal with any work or employment related matter under the project, as it pertains to project staff or workers that are involved in the LIWPs. The GRM needs to be widely disclosed in a manner appropriate for all workers, easily accessible and consistent with ESS 2. The Republic of Guinea will ensure that project workers using this GRM will not be subject to any form of discrimination or repression by employers and that their identify will be maintained undisclosed to the public. |
| 2.3 OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES      | The OHS specific plans need to be developed prior to the LIWP programs begin. The measures outlined must be implemented and maintained throughout the implementation of the project. | • Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist  
• Contractors |
| The Republic of Guinea will ensure contractors prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the respective ESMPs, in accordance with sections 1.3 and 1.4 above. |
| 2.4 EMERGENCY PREPAREDNESS AND RESPONSE                | Prior to the commencement of LIPWs                                           | • Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist  
• Contractors |
<p>| The Republic of Guinea will ensure that Project contractors or subcontractors prepare and implement an emergency preparedness and response measures as part of the program specific ESMPs and ensure coordination with the measures referred to in section 4.5 below. These should take into account the current COVID 19 crisis and outline relevant mitigation measures. |</p>
<table>
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| **2.5 PROJECT WORKER TRAINING** | Matrix to be developed prior to hiring of project staff and trainings implemented throughout the Project life cycle. | • Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• Contractors |

The Republic of Guinea through ANIES shall organize trainings for project workers, including contracted workers, to better manage the implementation of environmental, social, and labor risks among themselves and the local population. The trainings should focus on the following topics: SEA/SH, child labor, grievance redress mechanism - including the mechanism for submitting complaints regarding SEA/SH, pollution and damage during project work, environment, health and safety, compliance, working conditions and rights as well as the worker code of conduct. A training matrix should be developed that outlines the trainings, frequencies, and trainers for each worker's profile. As needed, capacity building training will be provided to the Environmental Deconcentrate Services to help them fulfill their duties.

ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT

| 3.1 WASTE MANAGEMENT PLAN | Before the start of the LIPWs | • Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist  
• Contractors |

The Republic of Guinea shall ensure that ESMPs are prepared, adopted, and implemented as part of the instruments outlined in section 1.3 include Waste Management Plans, comprising measures and actions, and covering all types of waste produced by the project. The Republic of Guinea will ensure all project contractors comply with their respective plan. The waste management plan indicated above will also cover measures for the disposal of all waste at the completion of works. The waste management will also outline how hazardous waste will be disposed of.

| 3.2 RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | Before the start of the LIPWs | • Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist  
• Contractors |

The Republic of Guinea, through the PIU, will ensure resource efficiency and pollution prevention and management measures are incorporated in the ESMPs to be prepared under action 1.3 above.

ESS 4: COMMUNITY HEALTH AND SAFETY
4.1 **TRAFFIC AND ROAD SAFETY**

The Republic of Guinea will adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMPs to be developed under action 1.3 above.

Before the start of the LIPWs

- Project Coordinator
- Social specialist of ANIES
- Environmental specialist of ANIES
- The Procurement Specialist
- Contractors

4.2 **COMMUNITY HEALTH AND SAFETY**

The Republic of Guinea will prepare, adopt, and implement measures and actions included in the ESIA/ESMP, in accordance with the ESMF, to assess and manage specific risks and impacts to the community arising from project activities including pollution, soil degradation, air pollution, generation of solid waste, noise pollution, generation of sewage, erosion, impact on cultural or archaeological discoveries caused by excavations, and those risks and impacts related to the presence of project workers and the influx of labor.

Before start of the project activities

- Project Coordinator
- Social specialist of ANIES
- Environmental specialist of ANIES
- The Procurement Specialist
- Contractors

4.3 **SH AND SEA RISKS:**

The Republic of Guinea shall carry out a Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) risk assessment in a manner acceptable to the Bank.

The Republic of Guinea shall prepare a Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) action plan acceptable to the Bank, which shall include measures to raise awareness, prevent and mitigate the risks of SEA/SH, including the development of a code of conduct for project workers and the training sessions to raise awareness about the risks of SEA/SH for the different project stakeholders.

The Republic of Guinea, through ANIES, shall ensure that all tender documents, works contracts or contracts for services other than consulting services within the framework of the project will require contractors, subcontractors or consultants to adopt a code of conduct that will be given to all project workers for signature. This code of conduct shall apply to contracts or services other than consultancy services, commissioned or carried out under such contracts or agreements, and shall cover, inter alia, SEA/SH, violence against children and sexual exploitation and abuse.

Conducting a SEA/SH risk assessment prior to project activities commencing.

The SEA/SH action plan prior to project activities commencing.

The codes of conduct will be signed by the workers and the necessary training will be provided as part of their induction process.

- Director ANIES
- Project Coordinator
- Social specialist of ANIES
- Environmental specialist of ANIES
- The Procurement Specialist
- Contractors
| 4.4 | **SEA/SH RISKS DURING PROJECT IMPLEMENTATION:**  
The Republic of Guinea, through ANIES will organize awareness raising programs on SEA/SH issues and implement an effective grievance redress mechanism that deals effectively with SEA/SH issues, | During the project implementation  
• Director ANIES  
• Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist  
• Contractors |
| 4.5 | **EMERGENCY RESPONSE MEASURES**  
The Republic of Guinea will develop a comprehensive list of all potential emergency situation employers, community members, beneficiaries and the environmental surroundings could face as per ESS4. The Republic of Guinea will identify and implement measures to manage emergencies and ensure their coordination with the measures set out in section 2.4. | Prior to the commencement of project activities.  
• Project Coordinator  
• Social specialist of ANIES  
• Environmental specialist of ANIES  
• The Procurement Specialist  
• Contractors |
## 4.6 SECURITY PERSONNEL:

The Republic of Guinea will, as needed, prepare, adopt, and implement a stand-alone Security Management Plan (SMP) consistent with the requirements of ESS4, in a manner acceptable to the Bank. This plan will be based on the assessment of risks posed by security arrangements, if these should be required for any of the project activities. The use of security forces must be guided by the principles of proportionality and Good International Industry Practice (GIIP), and by applicable law as it pertains to the hiring process, the rules of conduct, training, equipment (particularly firearms) and the monitoring of such security workers. The Borrower will sanction any inappropriate or excessive use of force by direct or contracted workers, as the use of force will only be allowed in cases of prevention or defensive purposes in proportion to the nature and extent of the threat.

The Republic of Guinea will: (i) make reasonable inquiries to verify that the direct or contracted workers retained to provide security are not implicated in past abuses; (ii) train them adequately (or determine that they are properly trained) in the use of force (and where applicable, firearms), and appropriate conduct toward workers and affected communities; and (iii) require them to act within the applicable law and any requirements set out in the ESCP.

Prior to engaging security personnel and thereafter implemented throughout the project life cycle

| • Project Coordinator  
| • Social specialist of ANIES  
| • Environmental specialist of ANIES  
| • The Procurement Specialist  
| • Contractors |

## 4.7 COMMUNITY TRAINING

The Republic of Guinea will develop and implement an awareness raising program as part of the ESMF and ESIA/ESMP for the local populations surrounding the work sites in order to outline the potential risks and the mitigation measures that the project has put in place.

Prior to commencing LIPWs and then implemented throughout the duration of the LIPW programs.

| • Project Coordinator  
| • Social specialist of ANIES  
| • Environmental specialist of ANIES  
| • The Procurement Specialist  
| • Contractors |

### ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT
### 5.1 RESETTLEMENT PLANS:

The Republic of Guinea, where applicable will prepare, adopt, and implement resettlement action plans (RAPs) in accordance with ESS 5 and national requirements. The RAPs will be consistent with the requirements and guidelines outlined in the Resettlement Policy Framework (RPF) that has been prepared for the project. The RAPs must be prepared prior to resettlement or activities causing resettlement will take place.

The RAPs must be prepared prior to resettlement or activities causing resettlement will take place.

The RAPs must be approved by the Bank prior to their implementation.

- Director ANIES
- Project Coordinator
- Social specialist of ANIES

### 5.2 MONITORING AND REPORTS

When applicable, the Republic of Guinea, through ANIES, will ensure that a post resettlement audit be conducted following the implementation of all RAPs to document the completion of land acquisition and resettlement activities in line with ESSS and national requirements,

This completion audit will be submitted to the Bank for approval prior to the commencement of the LIPW program.

Upon completion of resettlement activities

Prior to the beginning of Works

- Director ANIES
- Project Coordinator
- Social specialist of ANIES
- Auditor

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<thead>
<tr>
<th>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</th>
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<tbody>
<tr>
<td><strong>6.1 BIODIVERSITY RISKS AND IMPACTS:</strong></td>
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<tr>
<td>Where applicable and in accordance with the ESMP, the Republic of Guinea will prepare, adopt, and implement a stand-alone Biodiversity Management Plan, in accordance with the guidelines of the ESMF and ESIA/ESMP prepared for the Project, and in a manner acceptable to the Bank.</td>
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<tr>
<td>Prior to commencement of activities that may affect biodiversity. Once approved the plan is implemented throughout Project implementation.</td>
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<tr>
<td>- Project Coordinator</td>
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<td>- Environmental specialist of ANIES</td>
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<td>- Contractors</td>
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<tr>
<th>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</th>
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<td><strong>NOT RELEVANT</strong></td>
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<th>ESS 8: CULTURAL HERITAGE</th>
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<td><strong>8.1 CHANCE FINDS:</strong></td>
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<td>The recipient shall develop and implement a chance find procedure for the LIPWs that involve construction activities, particularly earth works, which will be included in the ESIA/ESMP. Clauses on chance finds will be included in all civil works contracts, even in cases where the probability is very low.</td>
</tr>
<tr>
<td>Prior to commencing LIPW programs and throughout project implementation.</td>
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<tr>
<td>- Project Coordinator</td>
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<tr>
<td>- Social specialist of ANIES</td>
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<td>- Environmental specialist of ANIES</td>
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<td>- Archeological specialist</td>
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<td>- Contractors</td>
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<tr>
<td>- Procurement specialist</td>
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## ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

### 10.1 STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION

The Republic of Guinea will prepare, consult, adopt, disclose publicly and implement the Stakeholder Engagement Plan (SEP) that has been prepared in line with ESS10.

The Republic of Guinea will ensure the implementation of the SEP, which is reviewed and, if required, updated annually or when significant changes occur (e.g. additional stakeholders added, change in types and frequencies of engagement methods). If the SEP is significantly changed, then it will be publicly re-disclosed. ANIES will recruit an NGO to support the implementation and monitoring of the SEP (if needed).

| Prior to board approval | • Director ANIES  
 |                      | • Project Coordinator  
 |                      | • Social specialist of ANIES  
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<th>• NGO (if required)</th>
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<td>Throughout project implementation</td>
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### 10.2 PROJECT GRIEVANCE REDRESS MECHANISM

The Republic of Guinea will develop, adopt and implement a Grievance Redress Mechanism for the entire project.

This Grievance Redress Mechanism will be supported by a communication plan to ensure that community people, beneficiaries and project affected people are aware of the existence of this mechanism and are familiar with the procedures for submitting and handling complaints, including for SEA/SH issues.

| Prior to commencing project activities | • Director of ANIES  
 | Prior to commencing project activities | • Project Coordinator  
 | Prior to commencing project activities | • Social specialist of ANIES  
 | Prior to commencing project activities | • Contractors |

## CAPACITY SUPPORT (TRAINING)
### CS1
The ESCP proposes a training plan covering the topics presented below. The plan will be adapted to the needs of ANIES and project stakeholders during the implementation of the Project.

**Training on Environmental and Social Standards applicable to the project**

* ✓ ESS 1: Assessment and Management of Environmental and Social Risks and Impacts,  
* ✓ ESS 2: Labor and Working Conditions,  
* ✓ ESS 3: Resource Efficiency and Pollution Prevention and Management,  
* ✓ ESS 4: Community Health and Safety,  
* ✓ ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement,  
* ✓ ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources,  
* ✓ ESS 8: Cultural Heritage,  
* ✓ ESS 10: Stakeholder Engagement and Information Disclosure,  
* Environmental and Social Commitment Plan (ESCP),  
* Stakeholder Engagement Plan (SEP),  
* Labor Management Plan.

As needed following effectiveness of the project

- Steering Committee
- ANIES staff (particularly environmental and social specialists)
- Technical agencies
- BGACE
- Local authorities concerned

### CS2
Training may be required on the following topics:

- Identification and mobilization of stakeholders  
- Specific aspects of environmental and social assessment  
- Occupational Health and Safety  
- Emergency preparedness and response  
- COVID 19 measures

As needed following effectiveness of the project

- ANIES staff (particularly environmental safeguard specialist and social safeguard specialist)

### CS3
Training on Occupational Health and Safety:

All project workers, including safety officers, on occupational health and safety, first aid equipment, prevention of emergency situations and how to prepare for these situations. Project workers must also be trained on COVID 19 measures.

Following staff recruitment, throughout project activities

- Contractors
- Contractors’ employees
- Supervising firms
- ANIES
### CS4 Training on Terms and Conditions of Employment and Working Conditions
- Terms and conditions of employment under ESS 2;
- Codes of conduct for suppliers/providers and sub-contractors;
- Workers’ organizations;
- Rules and requirements of prohibition of child labor and minimum age of child labor in line with ESS 2 and the LMP.

| Throughout the project life cycle | • Contractors  
• Contractors’ employees  
• Supervising firms  
• ANIES |

### CS5 Training on social and environmental management
This training will consist of providing knowledge on:
- the process of environmental and social selection and classification of LIPW programs;
- the procedures for organizing and conducting the ESIA;
- the process of monitoring the implementation of the ESMP and RAPs.

| Following Project effectiveness | • Steering Committee  
• ANIES (environmental and social specialists)  
• Procurement specialist  
• Technical agencies |

### CS6 Training on grievance redress mechanism
Design and realization of the module by integrating at least the following aspects:
- Recording and processing procedure;
- Grievance redress procedure;
- Documentation and handling of grievances;
- Use of the procedure by the different stakeholders.

| Following Project effectiveness | • Steering Committee  
• ANIES staff (environmental and social specialists)  
• Procurement Specialist  
• Technical agencies  
• BGACE  
• Local authorities |

### CS7 Training on SEA/SH risks
- Awareness and measures to prevent and mitigate the risks of SEA/SH incidences;
- Topics, activities and target audiences will be defined in the SEA/SH Action Plan;
- Dissemination of the SEA/SH action plan (activities, target groups).

| Following Project effectiveness | • ANIES (environmental social specialists)  
• Procurement Specialist  
• Technical agencies  
• BGACE  
• Local authorities concerned  
• NGO |