

Project: P-ZW-AAO-024 - Agricultural Conflict Resolution and Enhanced Sustainable Livelihoods (ACRES)

ESMP mandatorily annexed to the Financing Agreement (FA)

General considerations

1. The Government of Zimbabwe through the Ministry of Finance, Economic Development and Investment Promotion is planning to implement the Agricultural Conflict Resolution and Sustainable Livelihoods Project Zimbabwe. The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. The Ministry of Lands, Agriculture, Fisheries, Water and Rural Development will implement measures and actions of this Environmental and Social Management Plan¹ (**ESMP**) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (**OS**) and the National policy and legal requirements.
3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.
4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. The Ministry of Lands, Agriculture, Fisheries, Water and Rural Development is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the Project Implementation Unit (PIU).
5. Implementation of the material measures and actions set out in this ESMP will be monitored and reported to the Bank by The Ministry of Lands, Agriculture, Water, Fisheries and Rural Development as required by the ESMP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.
6. As agreed by the Bank and The Ministry of Lands, Agriculture, Fisheries, Water and Rural Development, this ESMP may be revised from time to time during Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, The Ministry of Lands,

¹ The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (*Section III.2.3 of Bank's ESP and section D of OSI*)

Agriculture, Fisheries, Water and Rural Development will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
Periodic E&S implementation report to the Bank		Bank's ESP and OS1	100% Percentage of quarterly periodic reports submitted timely, in good standard meeting Bank requirements	Quarterly
1	Recruitment of E and S specialists as part of the Project implementation unit	Disclosed ESIA, OS1	Number of E&S specialists appointed at PIU	By Project effectiveness date
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	<ul style="list-style-type: none"> Established project GRM with GBV/SEAH measures Disclosed GRM public website and local platforms GRM operational and accessible to all stakeholders Grievance redress committee established Grievance Register and Grievance Box and Management Procedures in place 100% of grievances resolved within the specified timeframe. 	Minor Grievances: within 15 days from receipt of grievance Moderate Grievances: within 30 days from receipt of grievance Complex Grievances: within 90 days from receipt of grievance
3	Payment of compensation	SO10	N/A	N/A

² Please add any relevant key actions and/or indicate "Not applicable" in the third column ("Basis for requirement") for actions that are not applicable to the project.

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	<p>Site-specific E&S requirements and measures included in all Bidding documents, RFPs and contracts; reviewed and approved by relevant authorities.</p> <p>Clauses incorporated in the Bidding Document/RFP:</p> <ul style="list-style-type: none"> • Environmental and Social (ES) Management Strategies and Implementation Plans (ES-MSIP) as required by Instruction To Bidders (ITB) 11.1 • ITB 48.1 and 48.2 Environmental and Social (ES) Performance Security. • ITB 11.1 (j) Code of Conduct for Contractor's Personnel (ES) and Management Strategies and Implementation Plans (MSIP) to manage the (ES) risks • Eligibility and Evaluation Criterion 2.5 Declaration: Environmental and Social 	Before Bidding Document/RFP release

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
			<p>(ES) past performance ,4.2 (c) Specific Experience in managing ES aspects</p> <ul style="list-style-type: none"> • Code of Conduct for Experts (ES) Technical Form for consultant 	
5	Submission of high-risk activity's Contractor ESMP (C-ESMP) to Bank for clearance	Bank's ESP and OS1	C-ESMP and Sub management plans developed, submitted and cleared by the Bank	Before commencement of high-risk activities
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	ÓS1, OS2, SO10 and Bank's Disclosure and Access to Information Policy	Number of contractor's GM developed verification of GM setup and communication to workers Evidence of disclosure shared with the Bank	Within 1 month of contract award.
7	Obtaining nationally required licenses prior commencement of subjected activities (excavations, tree-cutting, working at height, working in confined spaces, etc.)	OS1, OS2 and national labour laws	<p>All necessary licenses are obtained and valid at time of activity. Which are as follows:</p> <ul style="list-style-type: none"> • Provide relevant licenses and permits in compliance with Bank and national requirements. • Number of activities delayed due to lack of required licenses. <p>100% Percentage of project activities compliant with national regulatory requirements for licenses and permits</p>	Before commencement of respective activities.

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
			<ul style="list-style-type: none"> • License to deal in Minerals (gravel, river sand, plaster sand) • Site blasting permit • Permit to purchase acquire and possess explosives • License to Import and possess explosives • Water abstraction permit • Waste Disposal Permit (External Service Provider) • Hazardous Waste Disposal Permit/Clinical Waste • Effluent Disposal Permit • Spoiling Permit • Borrow Pit Permit • License to deal in Minerals • Approval Drone • License for procurement of Petroleum Products 	
8	Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank	Bank's ESP, OS1 and national requirements	E&S documents prepared, approved and disclosed on relevant websites	ESMP-FA will be disclosed immediately after approval and clearances finalization. Once there is further requirement for additional E&S instrument preparation according to Bank and national requirements prior to commencement of related works.

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Number of stakeholder engagements activities and meetings held. Number of meeting documentation and feedback received	On-going with each project activity. According to the SEP and as required
	Establishment of a Pest Management Plan (PMP)	OS1, OS3, national legislation on pesticide management and pollution prevention & control	Pest management Plan document Number of Dip tanks rehabilitated Dipping calendars produced	Within the timeframe stated in the Pest Management Plan
10	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national legislation on contingencies et	Document and communicate the Emergency Preparedness and Response Mechanism procedure. Inclusion of site-specific risks and mitigation measures in the EPRP Emergency Preparedness and Response mechanism and procedures identified and applied Number of workers who received trained in Emergency Preparedness and Response mechanism	Within 3 months of project start.
11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Percentage of grievances resolved within the stipulated timeframe and Number of complaints/grievances recorded and, in the grievance, register and resolved/closed in time Percentage of grievances submitted through accessible designated channels	Ongoing with GRM operation.

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
12	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	Timelines and effectiveness of notifications of potential impacts.	Immediately and no later than 72 hours upon identification of potential impact.
13	Capacity building of key project implementers	OS1	Number of key project implementers trained. Number of training documents and reports prepared Training records/registers will be provided where necessary. - Number of capacity building sessions undertaken.	Within 6 months of project start and continue periodically throughout the project implementation period
14	Implementation of ESMS/ESAP3	OS1 and OS9, national requirements	Number of E&S Implementation reports submitted by the borrower in a timely manner An independent annual E&S Compliance Audit reports submitted by the borrower	Periodic E&S implementation report within two weeks after the end of the reporting month An independent annual E&S Compliance Audit at the end of the year or in the first quarter of the following year
14.1	Approval of any required E&S management procedure	OS1 and OS9, national requirements	Number of required procedures developed and approval records.	As procedures are developed.
14.2	Establishment of the E&S unit	OS1 and OS9, national requirements	Number of E&S specialists recruited and onboarded	Within one month of project effectiveness

³ Applies to non-sovereign operations and public sector projects implemented by permanent autonomous Agencies/Institutions.

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
14.3	Capacity Building of the E&S Unit	OS1 and OS9, national requirements	Number of E&S unit staff trained Number of E&S specialists assigned with the required resources at PIU level Unit capacity will be reviewed bi-annually by PIU to determine capacity requirements and needs.	Within 6 months of E&S unit establishment and continue periodically throughout the project implementation period
14.4	Processing the Value Chain E&S due diligence	OS1 and OS9, national requirements	Completion of E & S due diligence reports 100% Percentage of value chain E&S due diligence assessments completed	Prior to engaging new suppliers or contractors.
15	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	Number of incidents resulting in work suspension. Number of serious EOHS incidents reported as per the bank's reporting requirements. Number of EHS notification reports, via agreed contractual channels.	Immediately and no later than 72 hours after the occurrence
16	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	RCA report with CAP to be submitted to the bank Number of CAPs implemented as per plan	No later than 30 days after incident.

<i>Material Actions² to Manage the Project's E&S Risks and Impacts</i>		<i>Basis for Requirement</i>	<i>Key Performance Indicator</i>	<i>Indicative Timing/Deadline</i>
17	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Number of reports disclosed to the public on relevant websites	ESMPs, GRM, PMP to be disclosed according to the bank procedures and the FA to be shared after disclosure