

ESMP mandatorily annexed to the Financing Agreement (FA)

Project Name: Zimbabwe/Resilience Agriculture Cluster Project (RACP)

Project Code: P-ZW-AA0-023

General considerations

1. Ministry of Lands, Agriculture, Fisheries, Water and Rural Development of Zimbabwe (MLAFWRD)] is planning to implement the *Rural Agriculture Cluster Project (RACP)* Project (the **Project**). The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. MLAFWRD through **Resilience Agriculture Cluster Project (RACP)** 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. RACP 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 RACP 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 MLAFWRD 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, MLAFWRD through RACP will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

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*)

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	Reports submitted in time, in good standard	Two weeks after the due period
1	Recruitment of E and S specialists as part of the Project implementation unit	Disclosed ESIA, OS1	Seasoned E&S specialists in the PIU	By Project effectiveness date
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	Project GRM in place & operational at all tiers; hotline, registers active; GRM publicised; monthly reports produced	Before commencement of activities
3	Payment of compensation and reinstallation of affected people	SO10	These are pre-existing sites with no relocation of community.	Not applicable
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	Bidding documents include ESMP clauses, OHS, GBV Codes of Conduct, waste & water protection; contractor sign-off	Before procurement of works
5	Submission of high-risk activity's Contractor ESMP (C-ESMP) to Bank clearance	Bank's ESP and OS1	C-ESMP approved before mobilisation; includes OHS, waste, GBV/SEAH, water management	Before contractor mobilisation
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	OS1, OS2, SO10 and Bank's Disclosure and Access to Information Policy	Worker GM functional; workers trained; monthly logs submitted	Before initiation of contractor activities
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 labor laws	All permits obtained and filed (water abstraction, waste transport, site licenses, OHS certifications etc)	Prior to commencing relevant activities
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	Proof list that Cat 1 ToR requirements are fulfilled. Proof list that AfDB Key Procedural steps are fulfilled. Proof of disclosure of ESIA, SEP/GRM & other safeguard instruments	Before irrigation works & agricultural support/ Prior commencement of works of any additional component requiring an ESIA study.

9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Engagement records; disaggregated participation; consultation minutes filed; disclosure updates	Before project activities start and Continuous, ' Engagements data to be included in the periodic report
9.1	Establishment of Pest Management Plan and training of key stakeholders	OS3; Pesticide Regulations	PMP in place; extension officers, VBUs trained; pesticide register maintained	Before distribution of agro-inputs
10	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national legislation on contingencies et	ERP plan adopted; contractors equipped; drills conducted every 6 months	Prior to works; biannual drills
11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Complaints acknowledged within 72 hours; resolved within defined timeframes; monthly GRM dashboard; records of the timelines of the Project GRM and integration of concerns raised into the E&S activity to address grievance and avoid future repetition	Continuous/monitoring data to be included in the periodic reporting
12	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	ZINWA confirmation letters obtained; farmers informed of abstraction changes	Prior to irrigation commissioning
13	Capacity building of key project implementers	OS1	Annual training plan delivered; training in ESMP, GRM, GBV/SEAH, OHS, PMP; attendance tracked	First 6 months then annually Capacity building data to be included in the periodic report
14	Implementation of ESMS/ESAP ⁵	OS1 and OS9, national requirements	E&S procedures approved; documented & disseminated; staff trained in ESMS	Within 12 months of effectiveness Continuous
14.1	<i>Approval of any required E&S management procedure</i>	Ditto	Procedures approved and enforced	Before project activities start. Reviews as indicated in E&S management procedures.

				Annual Audits
14.2	<i>Establishment of the E&S unit</i>	Ditto	Coordinated through RACP E&S specialist and related functional agricultural extension arrangements	Before project activities start.
14.3	<i>Capacity Building of the E&S Unit</i>	Ditto	Skills enhanced annually	Before project of activities start and continue reporThroughout project duration;. Capacity building monitoring data included in the periodic report
14.4	<i>Processing the Value Chain E&S due diligence</i>	Ditto	Due diligence reports completed	Before value-chain investments
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	Suspension documented; Bank no-objection received Proof of notification of suspension of works	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	Incidence records and the RCA and CAP completed and verified	As required following any incident
17	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Reports disclosed on public platforms	Semi-annually and annually

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.

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