

**WAPP Ghana-Cote d'Ivoire
Interconnection Project
(P178923)**

**PHASE 1B OF THE WEST AFRICA
REGIONAL ELECTRICITY MARKET
PROGRAM**

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

- **West African Power Pool**
- **The Republic of Cote d'Ivoire**
- **The Republic of Ghana**

*Economic Community
of West African States*



*Communauté Economique
des Etats de l'Afrique de l'Ouest*

**WEST AFRICAN POWER POOL (WAPP)
WEST AFRICAN POWER EXCHANGE SYSTEM**

**WAPP Ghana-Cote d'Ivoire Interconnection
Project (P178923)**

**Phase 1(B) of the West Africa Regional
Electricity Market Program under a Multi-
Phase Programmatic Approach**

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

Negotiated

November 22, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The West African Power Pool - WAPP (**the Recipient**) will implement the WAPP Respective Part of the WAPP Ghana-Cote d'Ivoire Interconnection Project Phase 1(b) of the West Africa Regional Electricity Market Program under a Multi-Phase Programmatic Approach (the Project), as set out in the Financing Agreement (the Agreement). The International Development Association (the Association), has agreed to provide financing for the Project, as set out in Agreement.
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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this 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 Agreement, 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 changes or unforeseen circumstances or in response to 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 WAPP. 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	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Establish and maintain a Project Management Unit (PMU) at WAPP with qualified staff and resources to support management of environmental, social (E&S) risks and impacts of the WAPP Respective Part of the Project.</p> <p>b. The terms of reference for these positions and the necessary qualifications will be reviewed by the Association for no-objection. Additional consultants may be hired by the PMU during implementation as needed.</p>	Establish PMU and appoint an environmental specialist and a social development specialist by the Effective Date and thereafter maintain PMU (including these E&S positions) throughout the period of implementation of the Project.	WAPP
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the annual capacity building plan following capacity building measures:</p> <ul style="list-style-type: none"> • training for the PMU staff, stakeholders, communities, Project workers and consultants on: <ul style="list-style-type: none"> ○ World Bank Environmental and Social Framework (including the Environmental, Social Standards (ESSs): specific aspects of environmental and social assessment (such complex issue on ESIA, resettlement); labor management, stakeholder mapping and engagement, emergency preparedness and response, occupational and community health and safety, E&S monitoring and reporting ○ Grievance mechanism: how to register and process complaints; complaints procedure; documentation and handling of complaints; use of the procedure by different stakeholders ○ GBV/SEA prevention and mitigation, child protection, Gender, and Disability inclusion ○ World Bank's Safeguards Incidents Reporting Tool (ESIRT). 	The initial plan will be developed as part of WAPP's Annual Work Plans and Budgets and will be submitted for Association's no objection not later than one (1) month after the Effective Date and following plans will be submitted on October 1 of each subsequent Fiscal Year.	Project Management Unit (PMU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • 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, the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. 	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	PMU
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association upon request and as annexes to the reports to be submitted under action C above.</p>	PMU
E	<p>INCIDENTS AND ACCIDENTS</p> <p>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.</p> <p>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</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>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.</p>	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including feasibility studies), 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. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	Throughout Project implementation.	PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Ensure that workers are engaged in the implementation of the Project consistent with ESS2.</p> <p>To this end, ensure that the following measures are carried out:</p> <p>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts, setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable.</p> <p>b) Maintain adequate labor management processes for workers, in accordance with ESS2. Such processes shall include measures to, inter alia: (i) prevent the use of all forms of forced labor and child labor; and (ii) enable workers to benefit from, inter alia, the timely identification of occupational health and safety risks and adoption of measures to address them; access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions.</p>	Carry out the measures throughout the Project implementation	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>c) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP).</p> <p>d) Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases.</p> <p>e) Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers.</p>		
ESS 3 to ESS9			
	Relevant aspects of these standards shall be considered in the technical assistance activities under action 1.1. above, as relevant.	Same timeframe as for action 1.1.	PMU
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p> <p>Incorporate stakeholder engagement and information disclosure measures in the implementation of the Project, in a manner consistent with ESS10.</p> <p>To this end, ensure that the following measures are implemented:</p> <p>a) Identify project's stakeholders and provide them with information about the environmental and social risks and impacts of the Project in a timely, understandable, accessible, and appropriate manner and format, including but not limited to any environmental and social instruments prepared as part of the Project. The disclosed information will be released through news wire services, the general and social media, the WAPP's website and mailings to stakeholders. Public consultation meetings, formal meetings, focus group meetings and one-on-one meetings will be held whenever necessary.</p> <p>b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, and intimidation, including with regards to any environmental and social instruments prepared as part of the Project.</p> <p>c) Document and report the stakeholder engagement activities under the regular reports, including: (i) stakeholder mapping; (ii) description of consultations and</p>	Implement the stakeholder engagement activities throughout Project implementation	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>participation mechanisms utilized, and records of meetings held; (iii) feedback received and responses to said feedback; (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable.</p>		
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, 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.</p> <p>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.</p>	<p>GM will be established no later than sixty (60) days from the Effective Date and will remain operational throughout the Project implementation.</p>	<p>PMU</p>
<p>INDICATORS FOR IMPLEMENTATION READINESS</p> <p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> i) establishment of E&S risk management units in the Project Implementation Entity , ii) recruitment and training of E&S staff within Project Implementation Entity, iii) submission of quarterly reports; iv) E&S effectiveness or disbursement conditions, if deemed warranted, v) other project-specific requirements related to E&S readiness for implementation. 			

REPUBLIC OF CÔTE D'IVOIRE
Union-Discipline-Work



MINISTRY OF MINES, PETROLEUM AND ENERGY



CI-ENERGIES



WAPP Ghana - Côte d'Ivoire Interconnection Project (P178923)

Phase 1(B) of the West Africa Regional Electricity Market Program under a Multi-Phase Programmatic Approach

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Negotiated

December 14, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Côte d'Ivoire (hereinafter "the Recipient") will implement the Côte d'Ivoire Respective Part of the WAPP Ghana - Côte d'Ivoire Interconnection Project Phase 1(b) of the West Africa Regional Electricity Market Program under a Multi-Phase Programmatic Approach (the Project), with the involvement of the Ministry of Mines, Petroleum and Energy (MMPE) and CI-ENERGIES, as set out in the Financing Agreement and the Project Agreement (the Agreements). The International Development Association (hereinafter the "Association") has agreed to provide financing for the Project, as set out in the referred agreements.
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, this 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. Once adopted, 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 Agreement(s). 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	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Management Unit (PMU) at CI-ENERGIES, with qualified staff and resources to support the management of the environmental, social, health and safety (E&S) risks and impacts of the Project. The terms of reference for these positions and the necessary qualifications will be reviewed by the Association for no-objection. Additional consultants may be hired by the PMU during implementation as needed.</p>	<p>Establish a PMU and hire or appoint 04 Environmental Specialists and 02 Social Specialists prior to the Effective Date, and thereafter, maintain the PMU and these E&S positions throughout Project implementation.</p>	<p>CI-ENERGIES</p>
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <ul style="list-style-type: none"> • Prepare and implement the annual capacity building plan with the following capacity building measures: Training of PIU staff, stakeholders, affected community members, Project workers and consultants on the following subjects: <ul style="list-style-type: none"> ○ Project Management (scope, implementation, monitoring and Reporting) ○ World Bank Environmental and Social Framework (including the Environmental, Social Standards (ESSs)) ○ Grievance Redress Mechanism ○ Community health and safety ○ Occupational Health and Safety ○ Environmental and Social Monitoring and Reporting ○ GBV/SEA risk management and child protection ○ Gender and Disability inclusion ○ Safeguards Incidents Reporting Tool (ESIRT). ○ Community relation throughout project implementation 	<p>The plan will be developed as part of CI-ENERGIES's Annual Work Plans and Budgets and will be submitted for Association's no objection not later than one (1) month after the Effective Date, and the following plans will be submitted on October 1 of each subsequent Fiscal Year.</p>	<p>CI-ENERGIES</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association, regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • 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. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. 	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the World Bank no later than 15 days after the end of each reporting period.</p>	CI-ENERGIES
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit monthly reports to the Association upon request and as annexes to the reports to be submitted under action C above.</p>	CI-ENERGIES
E	<p>INCIDENTS AND ACCIDENTS</p> <p>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;; forced or child labour; displacement without due process (forced eviction); allegations of sexual exploitation and abuse (SEA), or sexual harassment (SH), or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>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</p>	CI-ENERGIES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.	agreed to 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 1. Prepare, disclose, consult upon, adopt and implement an Environmental and Social Impact Assessments (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for Component 1 of the Project, consistent with the relevant ESSs.	Prepare and disclose the ESIA and ESMP prior to the Project Appraisal, and thereafter implement the ESIA and ESMP throughout Project implementation.	CI-ENERGIES
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the ESIA's and corresponding ESMPs, the Biodiversity Management Plan (BMP), the Labor Management Procedures (LMP), into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms 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 and supervision firms to the Association.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.	CI-ENERGIES Contractors
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, feasibility studies, 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. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	CI-ENERGIES Consultants
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, disclose, adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health, and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms. .</p>	Prepare, disclose and adopt the LMP prior to before the Effective Date, and thereafter implement the LMP throughout Project implementation.	CI-ENERGIES Consultants Contractors
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>a. Require contractors and subcontractors to prepare and implement OHS Management Plan in accordance with ESSs and as part of the C-ESMPs</p>	Prepare the OHS Management Plan prior to commencement of the relevant civil works, and thereafter implement the plan throughout Project implementation.	CI-ENERGIES and Consultants Contractors
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish the Grievance Mechanism prior to engaging Project workers, and thereafter maintain and operate it throughout the Project implementation.	CI-ENERGIES Consultants Contractors
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Require contractors and subcontractors to prepare and implement a Waste Management Plan (WMP) as part of the Contractor ESMP to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Prepare the WMP prior to commencement of the relevant civil works which will generate hazardous and non-hazardous wastes, and thereafter implement the WMP throughout Project	CI-ENERGIES Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		implementation.	
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the Contractor ESMPs, consistent with ESS3.	Prior to commencement of the relevant civil works and implementation of the C-ESMPs throughout Project implementation.	CI-ENERGIES Contractors
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the C-ESMPs .	Prior to commencement of the relevant works and implementation of the C-ESMPs throughout Project implementation.	CI-ENERGIES Contractors
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage the specific risks and impacts to the community arising from Project's activities, including risks of labor influx, risk of collapse of power transmission towers, behavior of Project workers, response to emergency situations etc., and include mitigation measures in the C-ESMPs to be prepared.	Prior to commencement of the relevant works and implementation of the C-ESMPs throughout Project implementation.	CI-ENERGIES Contractors
4.3	SEA AND SH RISKS Prepare and implement a SEA/SH Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.	Prior to commencement of the relevant works and implementation of the ESMPs throughout Project implementation.	CI-ENERGIES Contractors
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	<p>RESETTLEMENT ACTION PLANS</p> <p>Prepare and implement Resettlement Action Plan (RAP) and accompanying Livelihood Restoration Plan (LRP) for Côte d'Ivoire Respective Part of the Project consistent with ESS5.</p>	<p>The RAP preparation is ongoing and will be submitted for the Association's approval before the Effective Date. CI-ENERGIES will implement the respective RAP or LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.</p>	CI-ENERGIES
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Prepare and implement a Biodiversity Management Plan (BMP) for component 1 of the Project, consistent with ESS6.</p>	<p>Prepare the BMP prior to carrying out the relevant works of component 1 of the Project, and thereafter implement the BMP throughout Project implementation.</p>	CI-ENERGIES
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS]</p> <p>Not Applicable to this project</p>		
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Prepare and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMP, in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8.</p>	<p>Prepare the CHMP as part of the ESMP prior to commencement of any activities that would have significant impact on cultural heritage, and thereafter implement the CHMP throughout Project implementation.</p>	CI-ENERGIES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.2	<p>CHANCE FINDS Describe and implement the chance finds procedures, ESMP to be prepared for the component 1 of the Project.</p>	Describe the chance find procedures in the ESMP. Implement the procedures throughout Project implementation.	CI-ENERGIES
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	<p>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) Not Applicable to this project</p>		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN Prepare and implement a 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.</p>	Prepare and disclose the SEP prior to the completion of the project Appraisal stage, and thereafter implement the SEP throughout Project implementation.	CI-ENERGIES
10.2	<p>PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible grievance mechanism, 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.</p> <p>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.</p>	Establish the grievance mechanism prior to commencement of the relevant works , and thereafter maintain and operate the mechanism throughout Project implementation following the date of installation and continue to maintain and run it for the duration of the project.	CI-ENERGIES
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>i) establishment of E&S risk management units in the Project Implementation Entities, ii) recruitment and training of E&S staff within Project Implementation Entities, iii) Memorandums of Understanding or other written agreements/arrangements between Project Implementation Entities and other concerned agencies to ensure proper coordination of E&S risk management activities; iv) E&S effectiveness or disbursement conditions, if deemed warranted, v) E&S assessments and plans to be prepared by the Recipient at the onset of implementation; vi) other project-specific requirements related to E&S readiness for implementation.</p>		

Republic of Ghana

**Ghana Grid Company Limited (GRIDCo)
and
Ministry of Energy (MoEn)**

**WAPP Ghana - Côte d'Ivoire Interconnection
Project (P178923)**

**Phase 1(b) of the West Africa Regional Electricity
Market Program under a Multi-Phase Programmatic
Approach**

Negotiated

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

November 22, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Ghana (GoG) (the Recipient) will implement the WAPP Ghana - Côte d'Ivoire Interconnection Project Phase 1(b) of the West Africa Regional Electricity Market Program under a Multi-Phase Programmatic Approach (the Project) with the involvement of the Ghana Grid Company Limited (GRIDCo) and the Ministry of Energy (MoEn) as set out in the Financing Agreement and the Project Agreement (the Agreements). The International Development Association (hereinafter the Association) has agreed to provide financing for the Project, as set out in the Agreement.
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, this 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. Once adopted, 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	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Implementation Unit (PIU) at GRIDCo, with qualified staff and resources to support the management of the environmental, social, health and safety (E&S) risks and impacts of the Project. The terms of reference for these positions and the necessary qualifications will be reviewed by the Association for no-objection. Additional consultants may be hired by the PIU during implementation as needed.</p>	<p>Establish the PIU within GRIDCo before the effective date. Recruit an Environmental Management and an experienced Social Development Consultant as well as an experienced and a certified Occupational Health and Safety Consultant to support GRIDCo internal safeguards team before the start of civil works and thereafter, maintain these positions and the GRIDCo internal safeguards team throughout Project implementation.</p>	<p>GRIDCo</p>
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <ul style="list-style-type: none"> • Prepare and implement the capacity building plan the following capacity building measures: Training of PIU staff, stakeholders, affected community members, Project workers and consultants on the following subjects: <ul style="list-style-type: none"> ○ Project Management (scope, implementation, monitoring and Reporting) ○ World Bank Environmental and Social Framework (including the Environmental, Social Standards (ESSs)) ○ Grievance Redress Mechanism ○ Community health and safety ○ Occupational Health and Safety ○ Environmental and Social Monitoring and Reporting ○ GBV/SEA risk management and child rights protection 	<p>Throughout the project implementation period.</p>	<p>GRIDCo</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> ○ Gender and Disability inclusion ○ Information on World Bank’s Safeguards Incidents Reporting Tool (ESIRT) provided. <ul style="list-style-type: none"> ● During implementation of the Project, the training plan shall be modified as required. 		
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association, regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> ● 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. ● E&S performance of contractors and subcontractors as reported through monthly contractors’ and supervision firms’ reports. ● Number and status of resolution of incidents and accidents reported under action E below. 	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the World Bank no later than 15 days after the end of each reporting period.</p>	GRIDCo
D	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit monthly reports to the Association upon request and as annexes to the reports to be submitted under action C above.</p>	GRIDCo
E	<p>INCIDENTS AND ACCIDENTS</p> <p>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</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p>	GRIDCo

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment;; forced or child labour; displacement without due process (forced eviction); allegations of sexual exploitation and abuse (SEA), or sexual harassment (SH), or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p> <p>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.</p>	<p>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. timeframe is agreed to in writing by the Association.</p>	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>1. Prepare and implement Environmental and Social Impact Assessments (ESIAs), and corresponding Environmental and Social Management Plans (ESMPs) for Components 1 and 2 of the Project respectively, consistent with the relevant ESSs.</p>	<p>ESIA for Component 1 has been prepared and approved by the Bank awaiting disclosure. Prepare the ESIAs and ESMPs for Component 2 prior to the Project Appraisal and thereafter implement the ESIAs and ESMPs throughout Project implementation.</p>	GRIDCo
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the ESIAs and corresponding ESMPs, the Waste Management Plan (WMP), the Occupational Health and Safety (OHS) Management Plan, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.</p>	GRIDCo

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	relevant contracts with contractors/subcontractors and supervision firms to the Association.		
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, feasibility studies, 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. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	Throughout Project implementation.	GRIDCo
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, disclose and adopt the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health, and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Prepare, disclose and adopt the LMP prior to before the Effective Date, and thereafter implement the LMP throughout Project implementation.	GRIDCo
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>b. Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project. And c. Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with the ESIA/ ESMPs</p>	Prepare the OHS Management Plan as part of ESMP of ESIA prior to commencement of any civil works, and thereafter implement the plan throughout Project implementation.	GRIDCo and Contractors
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish the Grievance Mechanism prior to engaging Project workers and thereafter maintain and operate it throughout the Project	GRIDCo and Project Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		implementation.	
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of the ESMP prepared for the Project based on the ESIA's of activities of components 1 and 2, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Prepare the WMP prior to the commencement of civil works which will generate hazardous and non-hazardous wastes, and thereafter implement the WMP throughout Project implementation.	GRIDCo
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the C-ESMPs to be prepared..	Prior to the commencement of civil works and implementation of the C-ESMPs throughout Project implementation.	GRIDCo Contractors
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the C-ESMPs.	Prior to the commencement of works and implementation of the C-ESMPs throughout Project implementation.	GRIDCo Contractors
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage the specific risks and impacts to the community arising from Project's activities, including risks of labor influx, potential use of security forces, risk of collapse of power transmission towers, behavior of Project workers, response to emergency situations etc., and include mitigation measures in the C-ESMPs to be prepared.	Prior to the commencement of civil works and implementation of the C-ESMPs throughout Project implementation.	GRIDCo Contractors
4.3	SEA AND SH RISKS Prepare and implement a SEA/SH Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.	Prepare the SEA/SH Action Plan before prior to the commencement of works, and thereafter implement the SEA/SH Action Plan throughout	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Project implementation.	
4.4	<p>SECURITY MANAGEMENT</p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities as set out in the Security Risk Assessment and Management Plan to be prepared.</p>	Prior to engaging security personnel, and thereafter throughout the Project implementation.	GRIDCo
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT ACTION PLANS</p> <p>Prepare and implement Resettlement Action Plans (RAPs) and accompanying Livelihood Restoration Plans (LRPs) for Ghana Respective Part of the Project consistent with ESS5.</p>	The RAP preparation is ongoing and will be submitted for the Association's approval before the Effective Date. GRIDCo will Prepare and implement the respective RAP or LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	PMU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Prepare and implement a Biodiversity Management Plan (BMP) to complement the ESMPs, in accordance with the guidelines of the ESIA's prepared for the Project's components 1 and 2, and consistent with ESS6.</p>	Prepare the BMP prior to commencement of works that may pose significant risks and have adverse impact on biodiversity and thereafter implement the BMP throughout Project implementation.	PMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS]		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Not Applicable to this project		
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Prepare and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMP, [in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8.</p>	Prepare the CHMP as part of the ESMP prior to commencement of any activities that would have significant impact on cultural heritage, and thereafter implement the CHMP throughout Project implementation.	GRIDCo
8.2	<p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures, ESMP to be prepared for the Project.</p>	Describe the chance find procedures in the ESMPs. Implement the procedures throughout Project implementation.	GRIDCo
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	<p>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</p> <p>Not Applicable to this project</p>		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Prepare and implement a 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.</p>	Prepare and disclose the SEP prior to the completion of the project appraisal stage and thereafter implement the SEP throughout Project implementation.	GRIDCo
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, 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.</p>	Establish the grievance mechanism before the Effective date and thereafter maintain and operate the mechanism throughout Project implementation following the date of installation and continue to maintain and run it for the duration of the	GRIDCo

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.	project.	
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <p>i) establishment of E&S risk management units in the Project Implementation Entities, ii) recruitment and training of E&S staff within Project Implementation Entities, iii) Memorandums of Understanding or other written agreements/arrangements between Project Implementation Entities and other concerned agencies to ensure proper coordination of E&S risk management activities; iv) E&S effectiveness or disbursement conditions, if deemed warranted, v) E&S assessments and plans to be prepared by the Recipient at the onset of implementation; vi) other project-specific requirements related to E&S readiness for implementation.</p>			