

## **Specifications for Environmental, Social, Health and Safety Management (ESHS) of the Works**

In these ESHS Specifications, General Requirements, the Bidder is required to sign each paragraph in the space provided if he is compliant and committed to implement the requirements. The Bidder thereby declares that he has read the requirements and that he is willing and able to implement them.

In Specific Requirements, the Bidder is required to enter "Yes" in the space provided if he is compliant and committed to implement the requirements. In case the Bidder enters "No" he should explain his reason for doing so.

<b>A. General Requirements for ESHS Management</b>		
<b>Topic / Potential Impact</b>	<b>Requirements for Mitigation, Management and Enhancement</b>	<b>Bidder's signature</b>
1. Responsibilities and liabilities	<p>1.1. In conjunction with his obligations defined under the Contract, the Contractor will plan, execute and document construction works pursuant to the present Environment, Social, Health and Safety specifications (ESHS).</p> <p>1.1 (a) Develop a Construction Environmental and Social Management Plan (CESMP), appropriate to the E&amp;S impacts and risks levels of the works to be carried out.</p>	
	<p>1.2. The Contractor is liable for all damages to the environment and people caused by the execution of the works or the methods used for execution, unless it is established that the execution or methods were necessary, according to the provisions of the Contract or an Engineer's instruction.</p>	
	<p>1.3. Under the Contract and as introduced by the present ESHS Specifications, the term "Project Area" means:</p> <ul style="list-style-type: none"> <li>a) The land where work will be carried out; or</li> <li>b) The land necessary for the implantation of construction facilities (work camp, workshops, offices, storage areas, concrete production plants) and including special access roads; or</li> <li>c) Quarries for aggregates, rock material and riprap; or</li> <li>d) Borrow areas for sand and other selected material; or</li> <li>e) Stockpiling areas for backfill material or other demolition rubble; or</li> <li>f) Any other location, specifically designated in the Contract as a Project Area.</li> </ul> <p>The term "Project Area" encompasses any individual Project Area or all Project Areas.</p> <p>For the sake of clarity, Project Area is a different concept than Site under CC Sub-Clause 1.1.17.</p> <p>Project Area defines an area within which the Contractor is to comply with environmental,</p>	

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	<p>social, health and safety obligations defined in the present ESHS Specifications.</p> <p>Site is the places where the Permanent Works are to be executed and to which Plant and Materials are to be delivered, and where right of access to, and possession of, is to be given by the Employer to the Contractor. The Employer is under no similar obligation for any area located outside the Site, even if within the Project Area, where access is at Contractor's risk.</p> <p>In term of physical footprint, the CC Sub-Clause 1.1.17 Site is included in the Project Area. The Project Area is then of greater geographical extent than the Site.</p>	
	<p>1.4. The ESHS Specifications refer to:</p> <ul style="list-style-type: none"> <li>a) Protection of the natural environment (water, air, soil, vegetation, biological diversity) in areas within any Project Area and its surroundings, i.e. including but not limited to access roads, quarries, borrow areas, stockpiling of backfill material, camps or storage areas;</li> <li>b) Health and safety conditions to be maintained for the Contractor's personnel and any other person present on the Project Areas, or along access routes;</li> <li>c) Working practices and the protection of people and populations living near the Project Area but exposed to the general disturbance caused by works.</li> </ul>	
	<p>1.5. Subcontractors</p> <p>The Contractor shall ensure that all Subcontractors and Suppliers (in particular those for major supply items) are familiar with the ESHS requirements and guidelines valid on Site and Project Area.</p>	
	<p>1.6. Applicable regulations</p> <p>The Contractor must comply with all applicable national laws, permits and regulations and the World Bank Group's Environmental and Social Health and Safety Standards in relation to the</p>	

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	protection of the environment and people during construction (e.g. management of impacts and disturbances related to water, air, soils, noise, vibration, vegetation, fauna, flora, waste, groundwater, national labour standards, if relevant indigenous populations, standards on occupational exposure, other). For identifying the applicable regulations, the Contractor may seek external support from a specialist.	
	1.7 Notwithstanding the Contractor's obligation under the above clauses, the Contractor shall implement all measures necessary to avoid undesirable adverse environmental and social impacts wherever possible, restore work sites to acceptable standards, and abide by any environmental performance requirements.	
3. Management of Non-conformities	3.1 Non-conformities detected during inspections carried out by the Supervisor, shall be addressed through measures adapted to the severity of the situation and which may include deductions from Interim Payments in accordance with GC 11.3.	
4. Resources allocated to ESHS management	<p>4.1 Environment, Social, Health and Safety Officer</p> <p>4.1.1 The Contractor appoints at least one or several Environment, Social, Health and Safety persons in charge, who is/are fully or in part, time in charge of implementing the ESHS requirements. The ESHS person in charge speaks fluently the language of communication of the Contract. The Contractor informs all staff and workers of the name and authority of the ESHS person in charge.</p> <p>4.1.2 The ESHS person in charge holds the power within the Contractor's organization to escalate non-conformities, and in the event of severe ESHS non-conformities and in agreement with the Employer, suspend the works if considered necessary, and allocate all resources, personnel and equipment required to take any corrective action considered necessary.</p>	

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	<p>4.2 Personnel in charge of relations with stakeholders</p> <p>4.2.1 If applicable, the Contractor nominates a Stakeholders Relations Officer (or Community Liaison Officer if appropriate) who is responsible for relations and engagement with local communities, administrative authorities, and other stakeholders and representatives of economic activities. For contracts with a low level of ESHS risks and impacts, this could also be the Contractors site staff. The Community Liaison Officer must speak the language of the local population in the Project Area. The Stakeholder Relation Officer speaks fluently the language of the local population.</p> <p>4.2.2 The Stakeholders Relations Officer will be located onsite or within reasonable travelling time from the Project Area.</p> <p>4.2.3 Local authorities will be informed of the existence of this person as of the start of works and will be provided with telephone contact details so as to be able to contact this person if a problem arises during the execution of works, or concerning the behaviour of the Contractor's Personnel, inside or outside the Project Area or any other public disturbances caused by the works.</p>	
	<p>4.3 Both the ESHS and Stakeholder Relations Officer [Community Liaison Officer] will be equipped with the necessary resources to operate independently and get to all location of the Project Area without delay.</p>	
5. Inspections	<p>5.1 The Employer will regularly inspect the Project Area and Project sites for adherence to the contract conditions including the ESHS requirements. State environmental authorities may carry out similar inspection duties. The Contractor shall comply with directives from such inspectors to implement the required measures.</p>	

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6. Reporting	6.1 The Contractor prepares regular ESHS progress reports as part of the contractually agreed reporting requirements to the Employer. This will include reporting of accidents and incidents in line with Paragraph 24.	
7. Code of Conduct	<p>7.1. The Contractor establishes a Code of Conduct and displays it clearly within the Project Area. The Contractor will regularly make personnel and workers aware of the Code of Conduct and the associated provisions.</p> <p>The Code of Conduct addresses the following issues:</p> <ol style="list-style-type: none"> <li>1. Compliance with applicable laws, rules, and regulations</li> <li>2. Compliance with applicable health and safety requirements to protect the local community (including vulnerable and disadvantaged groups), the Employer's personnel and the Contractor's personnel, including sub-contractors and day workers (including wearing prescribed personal protective equipment, preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment)</li> <li>3. The use of illegal substances</li> <li>4. Non-Discrimination in dealing with the local community (including vulnerable and disadvantaged groups), the Employer's personnel and the Contractor's personnel, including sub-contractors and day workers (for example on the basis of family status, ethnicity, race, gender, religion, language, marital status, age, disability (physical and mental), sexual orientation, gender identity, political conviction or social, civic, or health status)</li> <li>5. Interactions with the local community(ies), members of the local community(ies), and any affected person(s) (for example to convey an attitude of respect, including to their culture and traditions)</li> </ol>	

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	<ul style="list-style-type: none"> <li>6. Sexual harassment</li> <li>7. Violence including sexual and/or gender-based violence</li> <li>8. Exploitation including sexual exploitation and abuse</li> <li>9. Protection of children (including prohibitions against sexual activity or abuse, or otherwise unacceptable behavior towards children, limiting interactions with children, and ensuring their safety in the Project Area).</li> <li>10. Sanitation requirements (for example, to ensure workers use specified sanitary facilities provided by their employer and not open areas)</li> <li>11. Avoidance of conflicts of interest</li> <li>12. Respecting reasonable work instructions (including regarding environmental and social norms)</li> <li>13. Protection and proper use of property (for example, to prohibit theft, carelessness or waste)</li> <li>14. Duty to report violations of this Code</li> <li>15. Non-retaliation against workers who report violations of the Code, if that report is made in good faith.</li> </ul>	
8. ESHS training	The Contractor provides ESHS inductions and trainings to the workforce, in particular regarding Health and Safety risks and mitigation measures tailored to the project scope. The Contractor makes personnel aware about the importance to protect species, habitats, fauna and flora and the safety and rights of neighbouring communities.	
9. Standards	The Contractor complies with all applicable national norms, standards and discharge, emission etc. limit values defined in the national regulations.	



**B 1 Protection of the Environment and People**

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10. Protection of adjacent areas	10.1 Establish means of protection to avoid or minimise adverse effects on vegetation, soils, groundwater and surface water, biodiversity, natural drainage and the water quality within the works area. Use construction methods to minimise impacts to the extent possible.		
	10.2 Restrict excavation activities during periods of intense rainfall. Use temporary bunding to reduce the risk of sediment, oil or chemical spills to the receiving waters.		
	10.3. Carry out excavation works in cut off ditches to prevent water from entering excavations.		
	10.4 Bring work site boundaries and limits in accordance with plans agreed upon in advance. All construction activities should be carried out within boundaries.		
	10.5 Keep distances in compliance with national regulations and as appropriate: a) from any permanent water course and outside of floodable areas; b) from sensitive urban services and buildings (health centre, school, water supply for populations); c) from any housing; cultural sites, archaeological areas, sensitive wetlands, forest reserves or any other valued ecosystem component, or on high or steep ground or in areas of high scenic value. d) Where it is not possible to keep distances, permission shall be obtained from the appropriate authorities.		
	10.6 After construction, form reshaped land so that it is inherently stable, adequately drained and suitable for the desired long-term land use and allows natural regeneration of vegetation.		
	10.7 Minimize long-term visual impacts.		
11. Pollution prevention	11.1 For all works minimize pollution risk (e.g. liquid effluents; air emissions; noise and vibration management; vehicle and equipment		



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	maintenance and selection; fuel, oil and chemical storage and handling).		
	11.2 Identify potentially toxic overburden and screen with suitable material to prevent mobilization of toxins.		
	11.3 Use in as much as possible, local materials to avoid importation of foreign material and long-distance transportation.		
12. Effluents	12.1 Contain and store construction wastewater appropriately, including sanitary water. Do not discharge untreated effluents.		
13. Emissions and dust	13.1 Comply with national requirements for emissions.		
	13.2 Minimise the effect of dust on the surrounding environment resulting from earth mixing sites, asphalt mixing sites, dispersing coal ashes, vibrating equipment, temporary access roads, etc. to ensure safety, health and the protection of workers and communities living in the vicinity of dust producing activities. Use best practice to ensure minimisation of dust emissions (e.g. proper stockpiling, watering etc.) during dry and windy conditions and transportation.		
	13.3 Use vehicles in appropriate technical conditions and provide emissions control equipment where applicable (e.g. filters).		
	13.4 Switch off vehicles when not in use.		
	13.5 Keep speed limits on site.		
	13.6 Sensitise drivers with regards to all measures with regards to avoiding dust and emissions and safe driving.		
14. Noise and vibration	14.1 Avoid operations and vehicle movements at night. Sensitise drivers.		
	14.2 Set traffic speed limits. Sensitise drivers.		
	14.3 Locate stationary equipment (such as power generators) as far as possible from nearby		

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	receptors (e.g. worker resting areas, populated areas and environmentally sensitive areas).		
	14.4 Keep noise levels emanating from machinery, vehicles and noisy construction activities (e.g. excavation, blasting) at a minimum for the safety, health and protection of workers within the vicinity of high noise levels and nearby communities.		
15. Waste	15.1 If not otherwise instructed by the Employer, identify waste management facilities and waste management contractors. Ensure disposal through waste contractors, licensed for treatment/removal/recycling of each of the waste types, if existent.		
	15.2 Properly collect all wastes produced including containers, litter and any other waste generated during the construction and dispose and segregate at designated disposal sites in line with applicable government waste management regulations.		
	15.3 Minimise the waste production to the extent possible.		
	15.4 Check that areas for depositing hazardous materials such as contaminated liquid and solid materials are approved by the Employer and appropriate local and/or national authorities before the commencement of work. Use existing, approved sites over the establishment of new sites.		
	15.5 Bund all vessels (drums, containers, bags, etc.) containing oil/fuel/surfacing materials and other hazardous chemicals in order to contain spillage.		
	15.6 Remove construction waste left in stockpiles along the road, and reuse or dispose of on a daily basis.		
	16. Vegetation clearing	16.1 Limit vegetation clearing to areas within the site boundary where it is strictly necessary.	

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	16.2 Avoid clearing mature trees and endangered species.		
	16.3 Do not clear vegetation more than two months in advance of operations.		
17. Biodiversity management	17.1 Avoid to the extent possible areas of ecological value.		
	17.2 Avoid disturbances on flora and fauna and natural habitats.		
	17.3 Avoid Forest fires.		
18. Erosion and sediment transport	18.1 If construction takes place on inclined surfaces/slopes, take appropriate erosion control measures (e.g. retain trees and other vegetation, use of natural contours for roads and drainage networks, excavated drainage channels).		
	18.2 Appropriately store removed topsoil. After construction, use topsoil as backfill for restoration of the area.		
	18.3 Topsoil shall not be stored in large heaps. Low mounds of no more than 1 to 2 m high are recommended.		
	18.4 Soils shall not be stripped when they are wet as this can lead to soil compaction and loss of structure.		
	18.5 Re-vegetate stockpiles to protect the soil from erosion, discourage weeds and maintain an active population of beneficial soil microbes.		
19. Site rehabilitation	19.1 To the extent practicable, reinstate construction working areas and natural drainage patterns where they have been altered or impaired after construction activities are completed. Rehabilitate the site progressively so that the rate of rehabilitation is similar to the rate of construction. Revegetate with plant species that will control erosion, provide vegetative diversity and, through succession, contribute to a resilient ecosystem. If appropriate, for larger revegetation areas consult experts.		

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	19.2 Avoid that rehabilitated areas pose health and safety risks (such as holes, ponds).		
	19.3 Rehabilitate borrow areas, backfill material stockpile sites and access roads, where applicable.		
	19.4 Re-establish existing water flow regimes in rivers, streams and other natural or irrigation channels where they have been disrupted due to works being carried out.		

<b>B 2 Health and Safety</b>			
<b>Topic/ Potential Impact</b>	<b>Requirements for Mitigation, Management and Enhancement</b>	<b>Comp- liance Yes/No</b>	<b>Please explain in case of No</b>
20. Health and safety plan	<p>20.1 Develop an Occupational Health and Safety (OHS) Plan, appropriate to the ESHS impacts and risks level of the works to be carried out. Set a minimum of OHS Standards for each task. Implement prevention, protection and monitoring measures as described in the OHS Plan.</p> <p>The OHS Plan shall include at least:</p> <ul style="list-style-type: none"> <li>• Provisions to guarantee a safe and healthy work environment, taking into account inherent risks in its particular sector and specific classes of hazards in the work areas, including physical, chemical, biological, and radiological hazards;</li> <li>• Provisions of preventive and protective measures, including management and safety of hazardous materials;</li> <li>• Training of workers;</li> <li>• Documentation and reporting of occupational accidents, diseases, and incidents;</li> <li>• Emergency preparedness and response arrangements;</li> <li>• Provisions for appropriate securing of the sites and work-places (e.g. fencing, signage);</li> <li>• If appropriate: Appointment of site security personnel;</li> <li>• Road safety measures;</li> </ul>		

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	<ul style="list-style-type: none"> <li>• First aid and medical assistance;</li> <li>• ESHS measure at community level to avoid community exposure to health issues (see also Paragraph 47).</li> </ul>		
21. Occupa- tional Health and Safety (OHS) Reporting	21.1 Document in a structured and transparent system, (e.g. a Site Accident record sheet) all accidents, dangerous occurrences and investigations.		
	21.2 Produce an OHS report documenting OHS performance and progress (e.g. statistics: month, number of workers, number of health and safety staff on site, number/type of OHS trainings); number of near misses, first aid cases, incidents with more than three days of absence, fatalities; summary of all accidents resulting in more than three days of absence (accident details to be enclosed in the Annex); third party incidents (e.g. community members, road traffic etc.)..		
22. Accident reporting procedure	22.1 Record all health and safety related incidents (e.g. observations, accidents, witness statements) on site and follow up immediately and properly. A reportable incident includes any accident to any person on site requiring medical attention or resulting in the loss of working hours or that resulted, or could have resulted in injury, damage or a danger to the works, persons, property or the environment. If applicable, the Contractor will also notify and report of incidents of subcontractors and suppliers (in particular those for major supply items).		
	22.2 Inform the Employer immediately of any accident involving serious bodily injury to a member of personnel, a visitor or any other third party, caused by the execution of the works or the behaviour of the personnel of the Contractor.		
	22.3 Inform the Employer as soon as possible of any near-accident (or near misses) relating to the execution of the works, which, in slightly different conditions, could have led to bodily injury to people, or damage to private property or the environment.		

<b>B 2 Health and Safety</b>			
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23. Personal protective equipment	23.1 Make sure that all workers wear Personal Protective Equipment (PPE) (hardhats, masks, safety glasses, safety boots etc. depending on project type).		
24. Emergency scenarios prevention	24.1 Provide necessary prevention equipment on site in line with applicable regulations to respond to emergency scenarios, e.g. fire, explosion, floods, natural hazards, etc.		
	24.2 Immediately clean any spills and remediate contaminated areas.		
	24.3 Maintain high standard in housekeeping on site to avoid emergencies. Properly store construction materials and light equipment.		
	24.4 Train the workers to handle emergency situations.		
25. First-aid	25.1 Keep minimum first aid equipment and provisions on site (e.g. suitably stocked first-aid kits; a person, respectively an adequate number of trained first-aid helpers, inform staff and workers about first-aid arrangements).		
26. Access to health care and training	26.1 Organize for the workforce access to medical treatment within or in the vicinity of the Project Area.		
	27.2 Make contingency arrangements for transporting injured persons to a hospital as quickly as possible.		
28. Hygiene, accommodation and food	28.1 Provide clean and functional hygienic and sanitary facilities and, if applicable accommodation and food, at the site, including shaded welfare areas, bathrooms, toilets, changing rooms and potable water. Ensure toilets and changing rooms are separated between male and female employees.		
	28.2 Organize for the workforce adequate accommodation if applicable, supply of water, adequate sewage and garbage disposal system, appropriate protection against heat, cold, damp, fire and disease-carrying animals, adequate sanitary and washing facilities, adequate lighting, and basic medical services, in accordance with all applicable health and safety regulations and norms.		



<b>B 3 Local labour and relations with local communities</b>			
<b>Topic/ Potential Impact</b>	<b>Requirements for Mitigation, Management and Enhancement</b>	<b>Comp- liance Yes/No</b>	<b>Please explain in case of No</b>
29. Labour conditions	29.1 The Contractor complies with labour standards as both per national laws and ILO Fundamental Conventions (e.g. prohibit child labour under minimum age; forced labour; sexual assault; discrimination; ensure non-discrimination and equal opportunities of workers; provide information to workers that is clear and understandable regarding their terms and conditions of employment; respect their rights related to hours of work, wages, overtime, benefits at the beginning of the work; ensure payment on a regular basis etc.).  Grant the same rights to contracted workers, community workers and primary supply workers.		
	29.2 Develop and implement labour management procedures which set out the way workers will be managed in accordance with the standards mentioned above in Paragraph 42.		
	29.3 Establish a simple but functional complaints mechanism that all workers have access to (e.g. letter boxes which are emptied regularly) and are aware of so that they can raise workplace relevant complaints anonymously (e.g. about unfair treatment, unsafe driving).		
30. Local recruitment	30.1 Prioritise local employment and staff from local communities for the supply of goods and services to the works and local workforce, where appropriate.		
	30.2 Provide additional specialised training to local workforce in skills required by contractor (i.e. administrator, driving etc.).		
31. Transport	31.1 Organise carpools/buses for worker transportation where needed.		



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32. Workers accommo- dation	32.1 If workers campsites need to be installed, ensure that accommodations provide separate toilets and locker rooms for women and men; hygiene and electrical/fire safety standards are maintained; workers have access to an adequate and convenient supply of free potable water; there are no triple deck bunks; mattresses and linens are provided.		
33. Meals	33.1 If applicable, provide for at least two meals per shift to local personnel pursuant to proper hygiene conditions. If no canteen is available, pay workers at least for a minimum of 2 meals per day per shift.		
34. Community interaction and safety	34.1 Engage, communicate with and inform communities and local authorities about the works. Obtain local knowledge regarding chance finds and land acquisition matters.		
	34.2 Initiate an efficient grievance mechanism and timely grievance redress to allow potentially affected individuals to raise their concerns regarding damages and disturbances caused by the Contractor or sub-contractors.		
	35.3 Undertake all measures necessary to avoid conflicts with local communities regarding water demands.		
	36.4 Abstract both surface and underground water only after consultation with the local communities and after obtaining a permit from the relevant water authority.		

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	<p>36.5 In order to avoid accidents in particular related to the creation of water reservoirs/ ponds or construction site dumps, excavation areas:</p> <ul style="list-style-type: none"> <li>• Take necessary precaution measures to protect children/residents/workers from falling into ponds, excavation areas, etc.</li> <li>• Restrict access to these areas; install climbing ladders in ponds; install signs and rescue ropes and lifebuoys.</li> <li>• Prepare for emergencies and response arrangements.</li> <li>• Sensitise the population including local primary schools</li> </ul>		
37. Damage to people and property	37.1 Train workers and drivers to respect the safety and rights of neighbouring people, communities and their properties to avoid disturbances. Supervise that they respect communities' houses, cultures, animals, properties, customs and practices.		
	38.2 Appropriately fence, protect, light and sign-post site areas. Use hazard notices/signs/barriers to protect children and other vulnerable people from harm and prevent access to the sites to non-workers.		
39. Land acquisition and land take	39.1 Check if permissions for building or storing/stocking material have been obtained, including if relevant from local authorities or private landholders. Obtain confirmation that in case of necessary resettlements, people have been compensated and if applicable, have been resettled.		
40. Traffic management	40.1 Establish signage and create public awareness of increased traffic and of potential hazards caused by construction equipment near the Project Area and laydown areas.		
	40.2 Reduce accidents, by minimizing vehicle movements; train drivers for driving and security and check that they have the appropriate permits for driving vehicles.		

**B 3 Local labour and relations with local communities**

<b>Topic/ Potential Impact</b>	<b>Requirements for Mitigation, Management and Enhancement</b>	<b>Com- pliance Yes/No</b>	<b>Please explain in case of No</b>
41. Fossils/ Archaeolo- gical Chance Finds	41.1 If applicable, establish specific procedures to manage the protection of archaeological and historical sites, chance finds and fossils.		
	41.2 Report all finds of cultural heritage (e.g. graves, old ceramic, old building fragments) immediately to the relevant authority and avoid construction in the vicinity of a chance find, fence the chance find and await instructions from the competent authority.		