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MINISTRY OF HEALTH - ETHIOPIA
የዜጎች ጤና ለሃገር ብልጽግና!
HEALTHIER CITIZENS FOR PROSPEROUS NATION!

Environmental and Social Management Plan (ESMP)
For EFDA Laboratory Renovation Project

Catalog

List of Abbreviations

CoC	Code of Conduct
E&S	Environment and Social
EFDA	Ethiopian Food and Drug Authority
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environment and Social Standard
GBV	Gender-based violence
GM	Grant Management
GRM	Greivance Rederess Mechanism
GTP	Growth and Transformation Plan
HEPRR	Health Emergency Preparedness, Response and Resilience
ML-3	Maturity level 3
MoH	Ministry of Health
OHS	Occupational Health and Safety
PMU	Project Management Unit
PPE	Personal protective equipment
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
WHO	World Health Organization

Executive Summary

The Maturity Level 3 (ML-3) certification for the Ethiopian Food and Drug Authority (EFDA) laboratory marks a significant milestone in strengthening the country's regulatory system for medical products. The World Health Organization's (WHO) evaluation and accreditation of the EFDA's laboratory with an impressive score of over 97% underscores its commitment to ensuring the safety, quality, and effectiveness of medicines.

To achieve the WHO maturity level 3 the laboratory renovation project is planned. The EFDA laboratory renovation project will significantly enhance public health protections, strengthen regulatory frameworks, and promote environmental and operational sustainability, positioning Ethiopia as a regional leader in pharmaceutical quality assurance

Objective of the ESMP: The Environmental and Social Management Plan (ESMP) aims to identify potential environmental and social related negative impacts of the EFDAs' Laboratory Renovation project, instruct mitigation measures, while also ensuring that the project contributes to improved health outcomes and promoting social sustainability.

Project description: The primary objective of the renovation project is to achieve World Health Organization (WHO) Maturity Level 3 certification for EFDA facilities, enhancing their regulatory oversight and quality assurance capabilities. The renovation includes extensive activities such as: controlled demolition of existing walls and construction of new layouts, inspection and repair of roofing for improved weatherproofing and insulation, replacement of wooden and aluminum doors with new honeycomb cleanroom doors and double-glazed, airtight windows tailored for laboratory standards, application of high-quality, anti-fungus, and anti-stain paint finishes on internal surfaces, upgrades to sanitary facilities, including plumbing and drainage systems, to meet health and safety standards and renovation of electrical systems to ensure safety and reliability for laboratory equipment.

The completion of these upgrades will position EFDA as a regulatory authority operating at an advanced level, thereby bolstering its credibility and effectiveness in safeguarding public health through stringent regulation of medical products and food safety.

Policy, Legal and Institutional Framework of Environmental and Social Management: The relevant legal and institutional frameworks were incorporated in the ESMP. these include the Constitution (1995), which establishes fundamental rights for environmental protection, and the Environmental Policy, along with the Public Health Policy (1998) and various health sector development programs (HSDP, HSTP I and II). Additional significant frameworks include the Climate Resilient Green Economy (CRGE) strategy, the Occupational Safety and Health Policy (2014), and a series of proclamations addressing environmental impact assessments, pollution control, waste management, and food and medicine safety, recent regulations, including the Proclamation (2021) and Regulation (2023), define governance structures and reinforce the role of the Ethiopian Food and Drug Authority. Further more, World Bank Environmental Standards.

Project Beneficial Impacts: In addition to achieving the goal of WHO maturity level 3, the project is expected to enhance Public Health & Safety , improve regulatory and supply chain and environmental and operational sustainability.

Adverse Environmental and Social Impacts and Mitigation Measure:The construction phase of the project poses several adverse environmental impacts, including contamination of water resources from hazardous substances, noise and vibration disturbances, dust generation, improper disposal of construction waste, and occupational health and safety risks. To mitigate these impacts, measures include proper storage and handling of hazardous materials, installation of noise barriers, scheduling noisy activities during off-peak hours, and regular dust suppression through water spraying. Additionally, a robust waste management plan is essential for safe disposal and recycling of construction debris, while personal protective equipment (PPE) must be provided to workers to minimize health risks.

During the operation phase, risks include exposure to physical, biological, and chemical hazards, as well as the generation of laboratory waste that can lead to environmental pollution. Proposed mitigation measures involve ensuring adequate PPE for all workers, establishing a comprehensive waste management system, and implementing infection control protocols. Social risks, such as community health and safety concerns due to increased labor influx and potential gender-based violence (GBV), are addressed through awareness training, secure facilities, and a grievance mechanism.

Institutional and Implementation Arrangement for the ESMP: The main implementing institution of the Project is the Ministry of Health (MoH) in collaboration with the EFDA and EFDA is responsible for leading and managing the routine implementation of the ESMP.

Greavance Redress Mechanism: The contractor should establish a separate GM for project workers. Contractor will have the primary responsibility for managing workplace grievances for its own workforce. The MOH or PMU GM system will function as a second GM for unresolved grievances and as a mechanism to prevent retaliation.

Monitoring the implementation of ESMP: This involves tracking the effectiveness of mitigation and enhancement measures, ensuring compliance with environmental and social standards, and identifying adverse impacts. Monthly monitoring will be conducted by MoH E&S team to systematically evaluate the ESMP implementation progress and the effectiveness of mitigation measures.

Costs for Implementing ESMP: The estimated cost for implementing mitigation measures during the construction phase is birr 434,200 whereas the projected Environmental and Social (E&S) management expenditure for the operational phase is anticipated at birr 680,000 The cumulative E&S management cost encompassing all project phases amounts to birr 1,114,200.

1. Introduction

The Ethiopian Food and Drug Authority (EFDA) is the National Regulatory Body of Ethiopia which is under the Ministry of Health. Established by proclamation No. 1112/2019 and responsible for regulating Food, Medicines, Medical Devices, Cosmetics and Tobacco Products.

Ethiopian Government is taking several steps to incentivize development of the local pharmaceutical industry and Pharmaceutical manufacturing identified as priority sector in the second Growth and Transformation Plan (GTP II).

The EFDAs' vision is to be a center of excellence in food and health products regulation in Africa. The authority has implemented a web-based electronic regulatory information system (eRIS) for submission and management of nearly regulatory activities.

“National strategy and plan of action for pharmaceutical manufacturing development in Ethiopia (2015–2025)”.

The EFDA has announced the expansion of its quality testing program to include drug samples from various African countries, alongside local and imported medications. This initiative aims to ensure the safety, quality, and efficacy of all pharmaceutical products available in Ethiopia. Ensuring the safety of medicines is one of the authority’s most critical responsibilities. The quality inspection process involves checking for harmful substances, such as ethylene glycol, diethylene glycol, and nitrosamine impurities, which should not be present in any medication. The Authority is committed to address drug safety concerns through comprehensive quality testing.

The laboratory is working in collaboration with IGAD member countries, which underscores the Authority’s dedication to ensuring access to safe and effective medicines across the region.1

Maturity Level 3 (ML-3) in medicines regulation will ensure consistent access to safe, high-quality, and effective medicines, as well as marking a significant progress in strengthening the regulatory system for medical products in the country. The World Health Organization (WHO) on June 23, 2024, had conducted an evaluation of the Ethiopian Food and Drug Authority (EFDA)`s efforts to achieve International ML-3 in pharmaceutical sector regulation. The Authority’s drug quality testing laboratory is

accredited with ISO 17025 and has received a ML3 audit from the WHO, achieving an impressive score of over 97 percent. The ML-3 reinforces the laboratory's commitment to protecting public health by ensuring that medicines meet strict safety and quality criteria, installing HVAC system2.

This ESMP has been prepared to meet the requirements outlined in the ESMF for HEPRR Project. According to the environmental and social screening report for the EFDA Laboratory Renovation project is not expected to cause any land related impacts and the project's design and operational protocols are built upon WHO laboratory and medical regulation standards for maturity level 3, ensuring both efficiency and quality. This regulatory compliance to standards minimizes operational phase impacts, leading to responsible and manageable operational process.

The project`s environmental and social impacts are more likely to align with construction phase and are expected to be manageable. Therefore, the environmental and social risks of the project are categorized as Moderate and scheduled 2, requiring environmental and social management plan (ESMP) for the project. This ESMP is therefore prepared according to the E&S screening recommendation.

1.1. Objectives of the ESMP

1.1.1. General objective

The Environmental and Social Management Plan (ESMP) aims to identify potential environmental and social related negative impacts of the EFDAs' Laboratory Renovation project, instruct mitigation measures, while also ensuring that the project contributes to improved health outcomes and promoting social sustainability.

1.1.2. Specific objectives

The specific objectives of the ESMP are;

[1] https://www.efda.gov.et/the-authority-begins-quality-testing-of-drug-samples-for-african-countries/

[2] UPDATES IN THE NATIONAL REGULULATORY SYSTEM OF ETHIOPIA 2024, PHARMA REG AFRi SUMMIT

- Determine the environmental and social impacts of the EFDAs' Laboratory Renovation project workers, laboratory users, EFDA office users, local communities, and the environment;
- Determine and recommend appropriate mitigation and/or enhancement measures that can protect or minimize or eliminate expected possible environmental and social impacts of the EFDA Laboratory Renovation project;
- Ensure that the project comply with national environmental policies, legislation, and the World Bank's ESSs;
- Ensure a safe working environment for workers and EFDA staff while enforcing waste management practices, regulate dust, noise, and vibration.
- Develop environmental and social management and monitoring plans with estimated implementation budget which can ensure that the proposed mitigation and management measures are fully implemented;
- Determine responsible bodies for implementing proposed mitigation measures and monitoring activities; and
- Ensure grievances related to the project`s environmental and social issues are resolved in a fair and accountable manner.

1.2. Scope of the ESMP

The scope of the project ESMP is limited to the EFDAs' Laboratory Renovation project to be implemented in the EFDA main office at Bole, Addis Ababa, Ethiopia. Accordingly, the scope of the ESMP is limited to the project intervention related environmental and social issues.

1.3. Description of the Project

As a considerable commitment to achieving Maturity Level 3, the EFDA, through the HEPRR Project, MoH has planned to renovate the current national laboratory in accordance with WHO recommendations. This project involves the comprehensive renovation of the Ethiopian Food and Drug Authority (EFDA) Headquarters, encompassing the 2B+G+8 building and its vital Microbiology Laboratories. The primary goal is to elevate these facilities to meet the rigorous requirements for World Health Organization (WHO) Maturity Level 3 certification, thereby significantly

enhancing EFDA's capacity for robust regulatory oversight and quality assurance in alignment with international standards.

The renovation encompasses a wide array of activities, including the controlled demolition and removal of existing internal and external walls to facilitate new layouts, along with subsequent wall construction and modification for improved spatial arrangements. It also covers the inspection, repair, and potential replacement of roofing components to ensure optimal weatherproofing, insulation, and building envelope longevity. Furthermore, the project involves demolition of existing wooden or Aluminum doors and installing new honeycomb cleanroom doors for pharmaceutical Factories and double-glazed, airtight, dust-free windows that meet specific laboratory environmental control standards. High-quality paint finishes (anti-fungus, anti-stain special paint) will be applied to all renovated internal surfaces for a clean, durable, and professional appearance. Comprehensive upgrades to sanitary facilities, including plumbing, fixtures, and drainage systems, will ensure compliance with health and safety standards, especially within laboratory environments. Finally, the electrical systems will undergo a complete overhaul and installation, covering wiring, lighting, power outlets, and specialized provisions for laboratory equipment, guaranteeing safety, reliability, and sufficient capacity. Upon completion, the EFDA HQ facility and its Laboratories will achieve full compliance with WHO Maturity Level 3, signifying a regulatory authority that consistently operates at an advanced level of performance, thereby enhancing EFDA's credibility, operational effectiveness, and its critical ability to safeguard public health through the stringent regulation of medical products and food safety.

2. Policy, Legal and Institutional Framework of Environmental and Social Management

The relevant policies and legal frameworks reviewed and used to prepare the ESMP are:

The Constitution

The Federal Democratic Republic of Ethiopia's constitution, issued in 1995, outlines principles for environmental protection and management. Articles 43, 44, and 92 of the constitution outline the rights to sustainable development, environmental rights, and the right to participate in national development.

The Environmental Policy of Ethiopia

The policy aims to improve health, quality of life, and meet the needs of present generations without compromising future generations' ability to meet their own needs. It includes principles like Environmental Impact Assessment, early consideration of impacts, public consultation, mitigation plans, auditing, and legal binding requirements.

Public Health Policy (1998)

The policy prioritized Information Education and Communication (IEC), control of communicable diseases, occupational health, environmental health, rehabilitation of health infrastructures, appropriate health service management, traditional medicines, applied health research, essential medicines, and expansion of frontline and middle-level health professionals.

The Ethiopian Health Sector Development Program (HSDP)

The HSDP was implemented in four phases from 1997 to 2015, aiming to develop a comprehensive health system that provides integrated Primary Health Care (PHC) services at community health facilities.

Ethiopia's Health Sector Transformation Plans (HSTP I and II)

Ethiopia's Health Sector Transformation Plans (HSTP I and II) focus on quality and equity, universal health coverage, and transformation, with reproductive, maternal, newborn, child, adolescent health and nutrition (RMNCAH+N) being a top priority. The HSTP II aims to enhance health equity, public health emergency management,

health information system management, evidence-based decision making, and strengthen the enabling health regulatory system.

The Climate Resilient Green Economy (CRGE)

The (CRGE) is Ethiopia's national strategy towards a green economy, aiming to foster economic development, reduce future GHG emissions, and improve climate change resilience.

The National Occupational Safety and Health Policy and Strategy, July 2014

The policy aims to implement labor rights and International Conventions on Occupational Health and Safety, emphasizing worker rights, necessity, prevention of accidents, and cooperation and coordination.

Environmental and Social Impact Assessment Proclamation No. 1317/2025

This new Proclamation marks a significant advancement from the 2002 framework, establishing a more modern and inclusive approach to environmental governance. This new proclamation broadens the focus from solely environmental impacts to encompass social, economic, and cultural dimensions, aligning with international standards and reflecting national priorities. Key updates include mandatory ESIA clearance for all qualifying projects, requiring accredited consultants for assessments, and instituting regular environmental and social audits. The review timeline has been extended to accommodate complex projects, while ongoing obligations for annual renewals and triennial updates to management plans have been introduced. Enhanced penalties for non-compliance signal a stronger enforcement mechanism.

The Environnemental Pollution Control Proclamation (Proclamation No. 300/2002).

The proclamation aims to eliminate or mitigate pollution from social and economic development activities, protect the environment, human health, and maintain the biota and aesthetic value of the environment through control measures and incentives.

The Solid Waste Proclamation (Proclamation 513/2007)

The proclamation encourages community participation in waste management to prevent negative impacts and enhance benefits.

The Hazardous Waste Management and Disposal Control Proclamation (Proclamation No.1090/2018).

The legislation emphasizes the importance of preventing and controlling hazardous wastes to prevent harm to human and animal health and the environment. It aims to

create an environmentally sound management and disposal system for hazardous waste and prevent damage to human or animal health, the environment, biodiversity, and property due to mismanagement.

Food and Medicine Proclamation No.1112/2019.

The proclamation establishes a national legal framework to regulate food, medicine, medical devices, cosmetics, and tobacco products, aiming to prevent unsafe and ineffective medicine and medical devices. The proclamation sets regulations for manufacturing, import, trade, and distribution of medicine and medical equipment.

The Medicinal Waste Management and Disposal Directive, 2011

Mandates the disposal of medicinal waste, requiring disposal firms to secure an appropriate site based on an Environmental Impact Assessment with Federal Environmental Protection Authority support, and adhere to prescribed facility and practice standards.

The Guideline for Waste Handling and Disposal in Health Facilities (2006).

The guideline aims to protect health professionals, raise awareness about safe waste disposal, prevent environmental pollution, and provide technical support for daily health inspection and control activities.

Water Resources Management Proclamation (197/2000)

The purpose of the Proclamation is to ensure that the water resources of the country are protected and utilized for the highest social and economic benefits of the people of Ethiopia, to follow up and supervise that they are duly conserved, ensure that harmful effects of water are prevented, and that the management of water resources is carried out properly.

Ethiopia's Labor Law, Proclamation 1156/2019

The proclamation was amended to protect child labor and address workplace vulnerability. Employers are required to ensure workers are properly instructed about occupational hazards, receive directives, establish an occupational safety and health committee, and provide protective equipment.

Proclamations on Persons with Disability and Vulnerable Groups Proclamation No. 568/2008.

The proclamation Prohibits discriminatory practices and conditions limiting equal employment opportunities for persons with disabilities, requiring employers to provide suitable work environments and affirmative measures.

The World Bank's Environmental and Social Standards (ESS)

The standards aim to help clients manage risks and impacts of projects, improving their environmental and social performance.

EHS General Guidelines

The EHS General Guidelines cover environmental, occupational, community, and construction and decommissioning impacts of healthcare facilities, providing strategies to minimize occupational health and safety hazards, such as over-exertion, slips, falls, and working in confined spaces.

Proclamation No. 1263/2021

The proclamation defines the powers, duties, and organizational structure of the executive organs of the Federal Democratic Republic of Ethiopia. It outlines the roles of the Prime Minister, Deputy Prime Minister, Council of Ministers, and line ministries, aiming to promote accountable governance and effective implementation of national policies. A notable focus of the proclamation is the prioritization of inclusive development, ensuring that policies and programs advance the interests of women, children, and youth.

Regulation No. 531/2023,

Enacted by the Council of Ministers, establishes the legal foundation and governance structure of the Ethiopian Food and Drug Authority (EFDA). This regulation entrusts the EFDA with the mandate to safeguard public health by regulating the safety, quality, and effectiveness of food, medicines, medical devices, cosmetics, and related health products. It also empowers the authority to curb the harmful effects of alcohol and tobacco through regulatory controls. To strengthen its oversight function and strategic guidance, the regulation introduces an Advisory Board composed of experts appointed by the Minister of Health, reinforcing the EFDA's role as a central pillar in Ethiopia's health regulatory system.

3. Environmental and Social Impacts and Mitigation Measures

The EFDA in collaboration with the MoH have conducted a preliminary environmental and social assessment and consultation with the EFDA officials and Medicine Quality Test Laboratory Executive Office. During the consultation the potential project related environmental and social risks and impacts and proposed actionable measures were discussed. The planned project is very important to the attainment of WHO Maturity Level III, establishing a resilient foundation for continuous advancement in health product regulation and public safety.

On the other hand, the civil works and related activities of the projects have a potential to inadvertently trigger a variety of environmental and social challenges, including disruptions to the existing work environment of the EFDA office and service delivery and day to day operations of the EFDA office, unsustainable resource usage, and the risk of exacerbating social tensions within already distressed communities. The details of the beneficial and adverse environmental and social impacts of the project are presented in the following sub-sections.

3.1. Project Beneficial Impacts

Public Health & Safety Enhancements

The laboratory renovation project will significantly strengthen public health protections through advanced food safety measures. By implementing cutting-edge technologies the facility will be able to detect a wide range of contaminants including pathogens, pesticides, heavy metals, and food adulterants with unprecedented accuracy. This technological upgrade will improves quality control for both imported and locally produced foods. The enhanced capabilities will ensure full compliance with rigorous international standards providing consumers with greater confidence in the safety of their food supply.

The project will also play a critical role in combating the growing global problem of substandard and falsified medicines. Through advanced analytical techniques, the facility will be able to detect counterfeit drugs and verify the quality and potency of active pharmaceutical ingredients. Through implementing pharmaceutical quality control measures, the laboratory will help ensure that patients receive medications that are both safe and effective, addressing a major public health challenge.

Regulatory & Supply Chain Improvements

The project will implement stronger regulatory frameworks that transform food and drug safety oversight. The project will create a more proactive, data-driven approach to food and drug safety regulation. The laboratory will enhance detection and oversight capabilities and implement robust supplier verification programs to combat fraud and mislabeling, while making safety reports publicly accessible to build consumer trust in regulated products.

Environmental & Operational Sustainability

The Laboratory renovation project incorporates comprehensive sustainability measures including automated waste segregation systems, toxic residue neutralization protocols, and strict biosafety level compliance to minimize environmental impacts. Energy efficiency will be improved through LED lighting and smart HVAC systems. The project will implement ergonomic designs, advanced ventilation systems and regular safety training to protect laboratory staff. Additionally, the project will create local employment opportunities during construction.

3.2. ADVERSE ENVIRONMENTAL IMPACTS AND MITIGATION MEASURES

The laboratory renovation project is to be implemented in the existing EFDA main laboratory located at Addis Ababa, Bole. The major environmental and social risks related to the project construction and operation are expected to be minimal for two main reasons: The first one is that the project will be implemented at the existing EFDA building from floor 5 to 7 and the second reason is the project is designed to comply to the WHO requirements for maturity level III, therefore it is expected that the operation phase related risks of the project are to be managed and minimized by the project by itself.

The laboratory renovation works will be undertaken within the existing EFDA main office building, ensuring minimal environmental and social impacts both during construction and operation phases. Since the project will be situated above the fifth floor of the EFDA office building, it eliminates concerns related to ground disturbance, land use changes and displacement of surrounding environmental and communities. Additionally, the confined nature of the renovation activities reduces potential noise, dust and waste related impacts on the immediate environment.

The project has been designed to comply with international environment and safety standards, further mitigating operational risks. By adhering to stringent regulatory requirements, the laboratory will incorporate proper waste management protocols and advanced safety measures to minimize emissions, resource consumption and workplace hazards. This proactive approach ensures that the laboratory operates sustainably with built in controls to effectively manage any residual risks. The combination of contained construction area and compliance with global international practices ensures that potential environmental and social impacts of the laboratory renovation project is a "low risk" project.

3.3. Environmental risks during construction phase

A. Impact on water resources

Contamination of water bodies including sedimentation due to release of used oils, solid waste and other pollutants

Proposed Mitigation Measures:

- Prevent pollution by hazardous substances such as oil, fuel, cement sludge, and detergents through proper storage and handling of these substances.
- Provide dedicated bins for hazardous waste, located on hard standing within the construction areas.
- Prepare a construction waste management plan for the project site and ensure compliance with it.

B. Noise and Vibration Impacts

Noise and vibration disturbance to the EFDA workers and costumers due to use of machinery, demolition works, and transportation of materials and movement of workers.

Proposed Mitigation Measures:

- Install noise barriers/silencer on the construction machinery.
- Schedule high-noise activities during off-hours, such as evenings, weekends, or non-peak business periods, to reduce disturbances to workers and costemers of the EFDA office.
- Use modern, well-maintained machinery equipped with noise-suppressing features (e.g., mufflers, dampers, and acoustic panels) to reduce sound at the source.
- Locate noisy machinery or vibration-intensive activities away from sensitive receptors (e.g., offices, customer-facing areas, clinics) whenever possible.

- Provide timely notifications to EFDA office staff and customers ahead of any particularly disruptive construction activities, clearly outlining the expected duration, nature of the disturbance, and any precautionary measures in place to minimize inconvenience.

C. Dust generation

Construction related activities, particularly the movement of heavy vehicles, can contribute significantly to air pollution in the surrounding area. The emissions released may pose environmental risks and create potential health hazards, including respiratory and skin conditions, especially for nearby workers and the public.

Proposed Mitigation Measures:

- Keep vehicles and machinery in good condition to prevent excessive smoke from exhausts.
- Regularly spray water\ wet the soil exposed areas during construction.
- Provide personal protective clothing such as face mask by building users.
- Use of well-ventilated work spaces for site activities to prevent inhaling toxic fumes
- Limit the speed and Mapping out of vehicular routes to reduce dust to dwelling areas

D. Impact of construction waste

Improper disposal of hazardous waste like paints, and chemicals can contaminate work environment and common use facilities in the building. Dust and volatile organic compounds (VOCs) released during demolition and renovation activities can contribute to poor air quality and improper accumulation of waste, debris and broken materials will reduce aesthetic value of the environment

Proposed Mitigation Measures:

- Implement proper collection and safe handling of waste at the site
- Recycle and reuse construction wastes at the site to reduce size of waste
- Dispose construction waste (“spoil”) only at designated sites approved by the responsible body
- Consider reusing of the spoil soil for land restoration purpose.
- Cover vehicles hauling dirt and any open load with a tarpaulin or other secure covering to minimize dust emissions and droppings.

E. Occupational health and safety risks

Project activities may pose various occupational health and safety (OHS) risks, including exposure to hazardous chemicals, poor air quality from dust and waste material, noise and vibration, and potential biological contamination, fire, electrical hazards, structural instability, and physical strain.

Proposed Mitigation Measures:

- Provide necessary PPE to workers and enforce its use on-site to minimize exposure to hazards.
- Ensure adequate signage is in place to communicate risks to workers and surrounding communities.
- Conduct safety induction training focused on the correct use of PPE and hazard awareness.
- Monitor OHS performance and conduct regular inspections.
- Control hazardous materials with clear labeling, secure storage, and disposal protocols.
- Maintain clean, secure, and ventilated workspaces, with gender-segregated hygiene facilities.
- Conduct site inductions and post visible safety signs throughout the workplace.

3.4. Environmental risks and impacts during Operation phase

A. Occupational Health and Safety Risks

Workers may be exposed to various physical, biological, and chemical hazards that can impact their health and safety.

Proposed Mitigation Measures:

- Ensure all workers are equipped with the necessary PPE and enforce its use on-site.
- Provide clear signage regarding potential hazards and ensure that all workers receive safety training.
- Regularly assess OHS performance to identify risks and implement corrective actions.
- Establish protocols for handling infectious materials and ensure proper training on hygiene practices.

A. Risks and Impacts of Laboratory Waste

The laboratory operation generate infectious, pathological, chemical, and general wastes including sharps, diagnostic materials, and packaging. Inadequate waste management can lead to environmental pollution and health risks through contamination of air, water, and soil.

Proposed Mitigation Measures:

- Establish, operate and maintain a waste management system adequate for the scale and type of activities and identified hazards.
- Plan and implement Infection Control and Waste Management Plan for the laboratory and associated facilities.

3.5. Social risks and impacts during construction phase

The project will be carried out within the premises of an already occupied and operational main office, eliminating the need for land acquisition or any form of physical or economic displacement. As a result, typical social risks associated with the laboratory renovation project such as impacts on cultural heritage sites or historically underserved communities are not anticipated. This minimizes broader social concerns, allowing the focus to remain on optimizing the renovation process while ensuring minimal disruption to ongoing operations.
However, certain social risks may still arise if proper mitigation measures are not implemented. These include potential temporary disruptions to office productivity due to noise and dust, community health and safety risks, labor and working condition related risks SEA\SH and GBV risks and possible community grievances if local labor is not engaged where feasible.

A. Community Health and Safety Risks

Spread of Infectious Diseases

An influx of labor can increase people in the area, elevating the risk of communicable disease transmission among project workers, EFDA staff, office visitors and the local community .

Proposed Mitigation Measures:

- Provide training on identifying symptoms of locally prevalent communicable diseases and preventive measures.

- Ensure proper provision of sanitation and waste management facilities at the construction site.
- Restrict access to the site by fencing, signage, and communication of risks to the local community.
- Ensure that construction waste is properly contained and disposed off.
- Implement a functioning project grievance mechanism. Promptly investigate and address community concerns.

Traffic and Road Safety

- Increased vehicle movement due to construction may pose safety hazards to workers, residents, and pedestrians.

Proposed Mitigation Measures:

- Conduct routine inspections and maintenance of all construction vehicles and ensure drivers are trained on designated speed limits and safe driving protocols.
- Develop clear traffic management plans, including designated routes, posted speed limits, and appropriate signage to guide construction and public traffic safely around the site.
- Inform nearby communities about traffic related risks, especially those affecting pedestrian movement.
- Maintain clear, debris-free roads and walkways to ensure public safety.
- Install fencing, signage, and other physical barriers to restrict unauthorized entry and reduce potential hazards to the public.
- Securely contain and dispose of construction waste to prevent roadside littering or contamination.

B. Labor and Working Conditions Related Risks

Child Labor: The potential for employing children for construction work poses ethical and legal concerns, as it violates labor rights and exposes minors to hazardous environments.

Labor Influx and Social Tensions: An influx of workers may lead to competition for local resources, resulting in social tensions between local communities and incoming labor forces.

Labor Disputes: Disagreements over employment terms, conditions, and wages can lead to grievances, work stoppages, and diminished project morale, potentially impacting project timelines.

Proposed Mitigation Measures:

- Ensure minimum age for employment for a project is 14 or higher, according to national law.
- Verification of age before employment by requesting the applicant to provide a legal confirmation, such as a birth certificate, Kebele ID Card, certificate, or other official documents.
- Documentation of the personal records of the project workers.
- Provide induction training for workers on conduct and local community values and traditions
- Develop and operate a grievance redress mechanism for project workers to address it
- Employment of project workers based on the principle of equal opportunity and fair treatment
- Employment of local labor, including disadvantaged groups, with a focus on female community members, local residents

C. **Risks of SEA/SH and Other Forms of GBV**

The potential for SEA and SH can increase during construction phases, particularly in environments where oversight is lacking.

Proposed Mitigation Measures:

- Foster a safe and respectful workplace culture that prioritizes the dignity of all workers.
- Provide adequate facilities for men and women to ensure safety and comfort.
- Conduct training on SEA/SH risks for project staff to raise awareness and promote prevention.
- Empower women in leadership roles to influence workplace culture positively.

D. Incident and Accident

There is always a risk of accidents occurring on site, which can lead to injuries or fatalities among workers and community members. Incidents and accidents that needs special attention include sexual exploitation and abuse, sexual harassment, accidents resulting in death or serious injury, and exposure to hazardous waste or infectious disease.

Proposed Mitigation Measures:

- Timely reporting and thorough documentation of incidents and accidents with potential significant impact on the environment, communities, the public, or workers resulting from project activities is mandatory.

- For any incident that causes or has the potential to cause material or serious environmental harm, the site supervisor shall notify the incident to the project manager or the next appropriate level, including EFDA and MOH, as soon as possible.
- MoH should notify the incident to World Bank within 48 hours after learning of the incident documenting the incident's severity and causes, outlining immediate and future mitigation measures, and maintaining thorough records.
- Special provisions apply to SEA/SH cases, requiring confidential reporting channels and survivor-centered care.

3.6. Social Risks and Impacts During Operation Phase

A. Risk of SEA/SH and Other Forms of GBV

Risks of SEA and SH can arise in workplaces where power dynamics are uneven and oversight is insufficient.

Proposed Mitigation Measures:

- Ensure adequate toilet and washing facilities are available, separated by gender.
- Provide training on GBV prevention and gender sensitivity for all workers.
- Establish a grievance mechanism that is sensitive to GBV issues faced by workers and community members.

B. Community Health and Safety Risks

Communicable Diseases and Road Safety

Increased movement and interaction can heighten the risk of disease transmission and traffic-related incidents.

Proposed Mitigation Measures:

- Ensure proper maintenance of the laboratory and associated facilities.
- Ensure that the laboratory and the related facilities are well-maintained and hygienic, reducing the risk of health issues.
- Perform routine evaluations of the laboratory and associated facilities to ensure cleanliness and operational efficiency.
- Awareness creation on health, hygiene and sanitation practice issues, and on how to use the laboratory and associated facilities properly.

- Ensuring that vehicles are properly maintained and providing better lighting for Vehicles
- Ensure that drivers are trained in safe driving practices with skills on defensive driving techniques, emergency first aid response, and handling potentially hazardous situations.

3.7. Environmental and Social Management Plan for EFDA Laboratory Renovation Project

Table 1 Environmental and Social Management Plan for EFDA Laboratory Renovation Project

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
Construction Phase				
Environmental risks and impacts				
1.	Impact on water resources	• Creating awareness among construction workers about the importance of water conservation. • Prevent the piling up of excavated soil, raw material, and construction debris at the site by proper management and disposal; minimize run-off by using sprays for curing. • Construction of soak pits/septic tanks to dispose of the domestic wastewater generated from labor camps to prevent the disposal of sewage in surface water bodies. • Prevent pollution by hazardous substances such as oil, fuel, cement sludge, and detergents through proper storage and handling of these substances. • Provide dedicated bins for hazardous waste, located on hard standing within the construction areas. • Prepare a construction waste management plan for the project site and ensure compliance with it. • Regular inspections at the site to monitor leakages in water storage tanks.	Contractor	25000

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
2.	Noise and Vibrati Impacts	● Install noise barriers/silencer on the construction machinery. ● Schedule high-noise activities during off-hours, such as evenings, weekends, or non-peak business periods, to reduce disturbances to workers and costemers of the EFDA office. ● Use modern, well-maintained machinery equipped with noise-suppressing features (e.g., mufflers, dampers, and acoustic panels) to reduce sound at the source. ● Locate noisy machinery or vibration-intensive activities away from sensitive receptors (e.g., offices, customer-facing areas, clinics) whenever possible. ● Provide timely notifications to EFDA office staff and customers ahead of any particularly disruptive construction activities, clearly outlining the expected duration, nature of the disturbance, and any precautionary measures in place to minimize inconvenience.	Contractor	15000
3.	Dust generation	● Keep vehicles and machinery in good condition to prevent excessive smoke fr exhausts. ● Regularly spray water\ wet the soil exposed areas during construction. ● Provide personal protective clothing such as face mask by building users. ● Use of well-ventilated work spaces for site activities to prevent inhaling toxic fumes ● Limit the speed and Mapping out of vehicular routes to reduce dust to dwelling areas	Contractor	50000
4.	Impact of construction waste	• Implement proper collection and safe handling of waste at the site • Recycle and reuse construction wastes at the site to reduce size of waste • Dispose construction waste (“spoil”) only at designated sites approved by the responsit body • Consider reusing of the spoil soil for land restoration purpose. • Cover vehicles hauling dirt and any open load with a tarpaulin or other secure covering minimize dust emissions and droppings.	Contractor	200000

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
5.	Impacts on utilities	• Apply power-saving techniques such as switching off equipment when not in use and using natural light whenever possible. • Use machines with power-saving technologies like high-efficiency equipment,	Contractor	20000
	Occupational Health and Safety (OHS) Risks			
6.	Physical hazards	• Provide the workers with the required PPE and enforce their use while at the work sites. • Provide adequate signage and communication of risk to workers and communities. • Provide safety induction for workers during induction process and training of workers on the use of personal protection equipment (PPEs). • Provide sanitary facilities for workers. • Perform ongoing monitoring and reporting of OHS performance	Contractor	20000
7.	Biological hazards	• Provide workers with necessary PPE, including gloves, masks and eye protection. • Implement safe handling and disposal procedures for sharps (needles, scalpels, etc.) using sharps containers. • Equip the project sites with spill kits, and conduct regular drills to ensure preparedness for spills, exposures, and other incidents involving biological hazards. • Inspect storage facilities, handling practices, and waste disposal procedures.	Contractor	10200

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
8.	Chemical hazards	• Ensure materials are of high quality and comply with safety standards. • Designate secure and well-ventilated storage areas, away from sensitive areas and with restricted access. • Maintain accurate records of all chemicals and hazardous materials, including quantities, locations, and expiration dates. • Train all workers on the safe handling, use, and storage of chemicals and hazardous materials and emergency response procedures and conduct regular drills to ensure preparedness. • Provide workers with necessary PPE, such as gloves, masks, and eye protection. • Establish clear procedures for handling, using, and disposing of chemicals and hazardous materials. • Clearly label all containers with the name of the material, its hazards, and safety precautions. • Ensure proper clean-up and closure upon completion of work. • Conduct periodic inspections of storage facilities, handling practices, and waste disposal procedures.	Contractor	25000
9.	Electrical Hazards	• Regularly inspect and test all electrical devices for exposure, damage and any other fault including for underground electric systems. • Marking all energized electrical devices and lines with warning signs • Double insulating all electrical equipment used in environments that are, or may become, wet; using equipment with ground fault interrupter (GFI) protected circuits • Protecting power cords and extension cords against damage from traffic by shielding or suspending above traffic areas • If there is a power line carrying 750 or more volts, establish “No Approach” zones we haven’t of course observed high power line • Fence the construction site to restrict entry of unauthorized persons and curb electrical accidents	Contractor	10000

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
10.	Fire Hazards	• Store flammables away from ignition sources and oxidizing materials. • Arrange natural or passive floor and ceiling level ventilation • Avail and equip fire extinguishing devices • Define and label fire hazards areas to warn of special rules (e.g. prohibition in use of smoking materials, cellular phones, or other potential spark generating equipment) • Provide specific training in handling of flammable materials, and in fire prevention • Avail full first aid kit at the construction site	Contractor	15000
	Social risks and impacts			
	Community health and safety risks			
11.	Spread of Infectious Diseases	● Provide training on identifying symptoms of locally prevalent communicable diseases and preventive measures. ● Ensure proper provision of sanitation and waste management facilities at the construction site. ● Restrict access to the site by fencing, signage, and communication of risks to the local community. ● Ensure that construction waste is properly contained and disposed off. ● Implement a functioning project grievance mechanism. Promptly investigate and address community concerns,	Contractor	5000

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
12.	Traffic and Road Safety	● Conduct routine inspections and maintenance of all construction vehicles and ensure drivers are trained on designated speed limits and safe driving protocols. ● Develop clear traffic management plans, including designated routes, posted speed limits, and appropriate signage to guide construction and public traffic safely around the site. ● Inform nearby communities about traffic related risks, especially those affecting pedestrian movement. ● Maintain clear, debris-free roads and walkways to ensure public safety. ● Install fencing, signage, and other physical barriers to restrict unauthorized entry and reduce potential hazards to the public. ● Securely contain and dispose of construction waste to prevent roadside littering or contamination.	Contractor	15000
	Labor and working conditions related risks			
13.	Risk of child labor	● Implement the minimum age for employment or engagement in connection with the project, as the age specified in national law or in ESS2, is the age of 14, whichever is higher. ● Sign agreement prohibiting child labor, which is included in the code of Conduct. ● Verify age prior to employment of the project workers by requesting the applicant to provide a legal confirmation such as birth certificate, Kebele ID Card, school certificate, or other official documents. ● Document the personal records of the project workers.	Contractor	0
14.	Labor risks associated with labor influx and social tensions,	Provide induction training for workers on expected conduct and local community values, customs and traditions.	Contractor	0

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
15.	Labor disputes over terms and conditions of employment	• All project workers, direct, contracted and others should have the right to organize. • Develop and operationalize grievance management mechanism for project workers to promptly address their workplace grievance.	Contractor	4000
16.	Discrimination and exclusion of disadvantaged /vulnerable groups	• Employment of project workers based on the principle of equal opportunity and fair treatment • Priority will be given to hiring local labor, including disadvantaged groups, with a focus on female and local residents.	Contractor	0
	SEA\SH and GBV risks			
17.	Risks of SEA/SH and Other Forms of GBV	• Foster a safe, respectful, inclusive, and open working environment. • Ensure adequate, well-lit sanitation and washing facilities, with separate arrangements for men and women. • Raise awareness on SEA/SH risks among project and health facility staff. • Promote women's participation in leadership roles • Strengthen treatment and referral pathways for SEA/SH survivors, ensuring access to confidential psychosocial support and protection against retaliation. • Provide training on SEA\SH and GBV prevention, and response protocols to all workers.	Contractor	20000
	Total Cost for construction phase			434,200
	Operation phase			
	Environmental risks and impacts			

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
18.	Occupational Health and Safety Risks	• Ensure all workers are equipped with the necessary PPE and enforce its use on-site. • Provide clear signage regarding potential hazards and ensure that all workers receive safety training. • Regularly assess OHS performance to identify risks and implement corrective actions. • Establish protocols for handling infectious materials and ensure proper training on hygiene practices.	EFDA	200000
19.	Risks and Impacts laboratory waste	● Establish, operate and maintain a waste management system adequate for the scale a type of activities and identified hazards. ● Plan and implement Infection Control and Waste Management Plan for the laboratory a associated facilities.	EFDA	400000
	Social Risks and Impacts			
20.	Risk of SEA/SH and Other Forms of GBV	● Ensure adequate toilet and washing facilities are available, separated by gender. ● Provide training on GBV prevention and gender sensitivity for all workers. ● Establish a grievance mechanism that is sensitive to GBV issues faced by workers and community members.	EFDA and MoH	50000

S.N	Potential Environmental & Social Impacts	Recommended Mitigation Measures	Responsible Body	Estimate d cost (Eth. Birr)
21.	Community Health and Safety Risks	● Ensure proper maintenance of the laboratory and associated facilities. ● Ensure that the laboratory and the related facilities are well-maintained and hygienic, reducing the risk of health issues. ● Perform routine evaluations of the laboratory and associated facilities to ensure cleanliness and operational efficiency. ● Awareness creation on health, hygiene and sanitation practice issues, and on how to use the laboratory and associated facilities properly. ● Ensuring that vehicles are properly maintained and providing better lighting for Vehicles ● Ensure that drivers are trained in safe driving practices with skills on defensive driving techniques, emergency first aid response, and handling potentially hazardous situations.	EFDA	30000
Total Cost for operation phase				680,000
Total Cost				1,114,200

3.8. Environmental and Social Monitoring Plan for EFDA Laboratory Renovation Project

Table 2 Environmental and Social Management Plan

S.N	Potential Environmental & Social Impacts	Monitorin Indicator	Responsible Body	Estimate d cost (Eth. Birr)
Construction Phase				
Environmental risks and impacts				
1.	Impact on water resources	• Number of oil/chemical spill incidents in to water bodies • % of Properly collect used oil and other chemicals and safely disposed through accredited oil disposal agency • % of proper use of sanitation facilities at the site	MoH and EFDA	10000
2.	Impact of of construction waste	• Volume of construction waste generated and percentage recycled disposed of properly	MoH and EFDA	
3.	Impacts on utilities	• Number of reported service interruptions and response times for utility issues.	MoH and EFDA	
	Occupational Health and Safety (OHS) Risks			10000
4.	Physical hazards	• Number of reported physical injury incidents per month.	MoH and EFDA	
5.	Biological hazards	• Number of health screenings for biological exposure conducted quarterly	MoH and EFDA	
6.	Chemical hazards	• Number of chemical spills reported and response actions taken.	MoH and EFDA	
7.	Electrical Hazards	• Number of electrical incidents or near-misses reported.	MoH and EFDA	

S.N	Potential Environmental & Social Impacts	Monitorin Indicator	Responsible Body	Estimate d cost (Eth. Birr)
8.	Fire Hazards	• Number of fire drills conducted and compliance with safety procedures.	MoH and EFDA	
	Social risks and impacts			20000
	Community health and safety risks			
9.	Spread of Infectious Diseases	● Number of health complaints from the community related to project activities. ● Number of infectious disease cases reported in the community. ●	MoH and EFDA	
10.	Traffic and Road Safety	Number of traffic accidents involving project vehicles reported.	MoH and EFDA	
	Labor and working conditions related risks			
11.	Risk of child labor	• Number of child labor incidents reported on-site.	MoH and EFDA	
12.	Labor risks associated with labor influx and social tensions,	Number of reported conflicts or disputes in the community related to labor influx.	MoH and EFDA	
13.	Labor disputes over terms and conditions of employment	• Number of labor disputes filed and their resolution status.	MoH and EFDA	
14.	Discrimination and exclusion of disadvantaged /vulnerable groups	• Percentage of disadvantaged groups represented in the workforce.	MoH and EFDA	
	SEA\SH and GBV risks			20000
15.	Risks of SEA/SH and Other Forms of	• Number of reported cases of SEA/SH and GBV and follow-up actions taken. • The number of workers, contractors, and consultants trained on gender	MoH and EFDA	

S.N	Potential Environmental & Social Impacts	Monitorin Indicator	Responsible Body	Estimate d cost (Eth. Birr)
	GBV	sensitivity, GBV/SEAH prevention, and SEA risks and CoC. • Existence and effectiveness of a GBV-sensitive GRM accessible to project workers and the community.		
	Total Cost for construction phase			60000
	Operation phase			
	Environmental risks and impacts			
16.	Occupational Health and Safety Risks	• Number of reported OHS incidences • Number of awareness creation activities	MoH and EFDA	40,000
17.	Risks and Impacts of laboratory waste	• Number of incidents involving laboratory waste mishandling reporte	MoH and EFDA	55,000
	Social Risks and Impacts			
18.	Risk of SEA/SH and Other Forms of GBV	• Number of awareness programs conducted on SEA/SH and GBV	MoH and EFDA	20,000
19.	Community Health and Safety Risks	• Community feedback mechanisms in place and response times to health complaints.	MoH and EFDA	60,000
	Total Cost for operation phase			175,000

S.N	Potential Environmental & Social Impacts	Monitorin Indicator	Responsible Body	Estimate d cost (Eth. Birr)
Total Cost				

4. Institutional and Implementation Arrangement for the ESMP

The institutional and implementation arrangement required for the ESMP is detailed below:

4.1. The MoH

The main implementing institution of the Project is the Ministry of Health (MoH) in collaboration with the EFDA.

The Grant Management Unit is the main section under the ministry to coordinate the Environmental and Social staff and partner institutions.

- The MoH had identified the project through consultative process. The identified project was reviewed and were consolidated into the project's annual action plan. The project eligibility was verified against the eligibility criterion of the ESMF.
- The E&S team of f the MoH had carried out site visits and carried out the environmental and social screening for the project and developed this ESMP as required.

Further responsibilities of the MoH include:

- Facilitate the approval of the ESMP and disclose the approved ESMP on MoH website;
- Ensure contractor had signed the required code of conducts (CoCs);
- Overseeing the overall execution of the ESMP ;
- Collaborate closely with the EFDA, the World Bank, Environmental Protection Authority, contractor, and other relevant stakeholders; and
- Conduct thorough supervision and monitoring activities, and provide timely and accurate reports on the ESMP implementation progress;

4.2. EFDA

The EFDA is responsible for leading and managing the routine implementation of the ESMP. EFDA is responsible for :

- Enforcing the implementation of each mitigation measure as detailed in the ESMP;

- Conduct awareness raising for project workers and local community on project related E&S risks and mitigation measures and grievance management procedures;
- Ensure that every project workers had signed workers code of conduct (CoC);
- Ensure that the GRM for the project workers is created, put into place, and that the project workers are aware of it;
- Report any in-compliance with the ESMP and incidences of insecurity in the project site to the GMU at MoH; and
- Carry out frequent site visit to the project site, conduct supervision and monitoring activities, and submit comprehensive monthly, quarterly, and annual reports detailing ESMP implementation progress to GMU at MoH.

4.3. Addis Ababa Environmental Protection Authority

The Environmental Protection Authority with respect to this ESMP, The Addis Ababa EPA`s within their respective jurisdictions and areas of authority is responsible for:

- Reviewing and issuing environmental permits and licenses for project;
- Investigation and monitoring of project compliance against the ESMP; and
- Providing technical assistance and capacity building.

5. Grievance Readdress Mechanism

The aim of a grievance mechanism (GM) is to assist and resolve grievances in a timely, effective, efficient and transparent manner. It also builds trust and cooperation as an integral component of stakeholders and broader community consultation.

An integrated system will be established with Grievance Readdress Committee (GRC), with the necessary system and manpower at MOH, as well as sub project levels. Grievances if any, may be submitted through various mediums, including in person, in written form to a noted address, through a toll-free phone line or through direct calls to concerned focal or officials, and online. They could also request that their name be kept confidential.

The GM will be accessible to beneficiaries, community members, contractor, civil society, media all of whom will be encouraged to refer their grievances and feedback to the GM.

The implementation of the project will abide by the national legal frameworks and should commit itself for proactive disclosure and sharing of information with the key stakeholders, including the communities/beneficiaries

The contractor should establish a separate GM for project workers. Contractor will have the primary responsibility for managing workplace grievances for its own workforce. The MOH or PMU GM system will function as a second GM for unresolved grievances and as a mechanism to prevent retaliation.

6. Monitoring the implementation of ESMP

Monitoring an Environmental and Social Management Plan (ESMP) involves tracking the effectiveness of mitigation and enhancement measures, ensuring compliance with environmental and social standards, and identifying adverse impacts. It's a continuous process that involves gathering data, analyzing results, and taking corrective actions.

Given the emergency nature of the project and its planned completion within three months, monthly monitoring will be conducted by MoH E&S team to systematically evaluate the ESMP implementation progress and the effectiveness of mitigation measures.

7. Costs for Implementing ESMP

The costs associated with Environmental and Social (E&S) management activities during the construction phase shall be borne by the contractor. Responsibility for E&S management during the operation phase lies with the client, with associated costs considered as estimates subject to revision during implementation. Additionally, the costs related to monitoring E&S performance are to be covered by the client and are expected to primarily include expenses for fuel and consultation workshops.

The estimated cost for implementing mitigation measures during the construction phase is 434,200, whereas the projected Environmental and Social (E&S) management expenditure for the operational phase is anticipated at birr 680,000. The cumulative management cost encompassing all project phases amounts to birr 1,114,200, with an additional allocation of birr 175,000 earmarked for annual monitoring and evaluation of E&S implementation performance.

Annex 1: Codes of Conduct for Contractors and the SEA/SH Prevention and Response Action Plan

1. To build a system for SEA/SH risk prevention and mitigation, the project must:
   - Have all employees of contractors (including sub-contractors), supervising Engineers and other consultants with a footprint on the ground in the project area sign codes of conduct (CoCs);
   - Have an effective SEA/SH Action Plan so that workers understand behavior expectations and policies, as well as an effective Grievance Mechanism (GM). This Action Plan should include training and communication. It should also include plans to make the project-affected community aware of the CoC the project staff have just signed; and
   - As part of the SEA/SH Action Plan, define accountability and response protocols, which set out the procedures followed for holding individuals accountable and penalizing staff that have violated SEA/SH policies.

Codes of Conduct from Standard Procurement Document

Note to the Employer:

The following minimum requirements shall not be modified*. The Employer may add additional requirements to address identified issues, informed by relevant environmental and social assessment.*

The types of issues identified could include risks associated with: labor influx, spread of communicable diseases, Sexual Exploitation and Sexual Abuse (SEA) *etc.*

Code of Conduct for Contractor's Personnel (ES) Form

Note to the Bidder:

The minimum content of the Code of Conduct form as set out by the Employer shall not be substantially modified. However, the Bidder may add requirements as appropriate, including to take into account Contract-specific issues/risks.

The Bidder shall initial and submit the Code of Conduct form as part of its bid.

Code of Conduct for Contractor's Personnel

We are the Contractor, [enter name of Contractor]. We have signed a contract with [enter name of Employer] for [enter description of the Works]. These Works will be carried out at [enter the Site and other locations where the Works will be carried out]. Our contract requires us to implement measures to address environmental and social risks related to the Works, including the risks of sexual exploitation, sexual abuse and sexual harassment.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Works. It applies to all our staff, labourers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting us in the execution of the Works. All such persons are referred to as "Contractor's Personnel" and are subject to this Code of Conduct.

This Code of Conduct identifies the behavior that we require from all Contractor's Personnel.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation

REQUIRED CONDUCT

Contractor's Personnel shall:

1. carry out his/her duties competently and diligently;
2. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person;
3. maintain a safe working environment including by:
    a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
    b. wearing required personal protective equipment;
    c. using appropriate measures relating to chemical, physical and biological substances and agents; and
    d. following applicable emergency operating procedures.
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
6. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Contractor's or Employer's Personnel;
7. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
8. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;

9. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH);
11. report violations of this Code of Conduct; and
12. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Redress Mechanism.

RAISING CONCERNS

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done in either of the following ways:

1. Contact [enter name of the Contractor's Social Expert with relevant experience in handling sexual exploitation, sexual abuse and sexual harassment cases, or if such person is not required under the Contract, another individual designated by the Contractor to handle these matters] in writing at this address [ ] or by telephone at [ ] or in person at [ ]; or 2.
2. Call [ ] to reach the Contractor's hotline (if any) and leave a message.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

Any violation of this Code of Conduct by Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

FOR CONTRACTOR'S PERSONNEL:

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact [enter name of Contractor's contact person(s) with relevant experience] requesting an explanation.

Name of Contractor's Personnel: _____

Signature: _____

Date: (day month year): _____

Countersignature of authorized representative of the Contractor:

Signature: _____

Date: (day month year): _____