

**FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA**

**Response – Recovery – Resilience for Conflict-Affected  
Communities in Ethiopia (3R-4-CACE)  
(P177233)**

**Revised  
ENVIRONMENTAL and SOCIAL  
COMMITMENT PLAN (ESCP)**

**March 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Ethiopia (the Recipient) will implement the Ethiopian Response – Recovery – Resilience for Conflict-Affected Communities Project (3R-4-CACE) (hereafter the Project), with the involvement of the following Ministries/agencies/units: Ministry of Finance (MoF), Ministry of Women and Social Affairs (MoWSA), Ethiopia Disaster Risk Management Commission (EDRMC), the Ministry of Health, the Ministry of Education, as well as the regional states and local districts. The International Development Association (IDA) (hereinafter the Association) has agreed to provide financing for the Project.
2. The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Recipient shall also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Plans (RP), and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above or another entity including the provision of sufficient budget.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and Recipient, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, Recipient will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, such as SEA/SH risks.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to, the implementation of the ESCP, SEP, status of preparation and implementation of E&amp;S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p> <p>The World Bank will engage a Third-Party Monitor to provide, among others, operational review of project’s environment and social risk management performance in high risk areas as well as verification of project results. The PCU E&amp;S staff will cooperate with the Third Party Monitor as necessary.</p>	<p>Quarterly and annually throughout the Project implementation period</p> <p>Throughout the Project implementation period.</p>	<p><i>The MoF FPCU in collaboration with MoWSA PIU</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including safety hazards associated with road obstructions, diversions, or closures to give room to works with concomitant increased traffic volume on public roads and accidents that may occur due to civil works to rebuild or rehabilitate the public centers. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.</p> <p>Subsequently, as per the Association’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Immediately, and in any case within 48 hours after first becoming aware of the incident or accident</p> <p>SEA/SH cases shall be reported within 24 hours to the World Bank. Incident report shall be provided to the bank in line with the procedures outlined in the SEA/SH prevention and response action plan</p> <p>A detailed report of the incident and root cause analysis shall be provided to the Association within a time period acceptable to the Association.</p>	<p><i>The MoF FPCU in collaboration with Contractors</i></p>
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>Require contractors to provide monthly monitoring reports on the environmental, social, health, and safety (ESHS) performance of subprojects in accordance with the requirements outlined in item 1.4 below.</p> <p>The Recipient, through NDRMC, shall ensure that these reports are prepared and submitted to the Association upon request.</p>	<p>Throughout project implementation</p>	<p><i>The MoF FPCU in collaboration with Contractor</i></p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>		
<p>1.1 <b>ORGANIZATIONAL STRUCTURE</b></p> <p>1. Establish and maintain a Federal Project Coordination Unit (FPCU) at the national level within the MoF and PIUs at the MoWSA and regional levels. The FPCU/PIU shall include qualified staff and resources to support the management of environmental and social risks and impacts of the Project, including one Environmental Specialist, one Social Specialist, and one SEA/SH specialist. No actions that will have adverse environmental and social footprint will be implemented before assignment/recruitment of the two specialists.</p> <p>2. Hire a dedicated SEA/SH specialist to develop related instruments and to ensure implementation and oversight of SEA/SH risk management requirements</p> <p>3. Hire or procure additional expertise in accordance with the capacity building action plan and respective timelines approved by the Association (per item 4 below) to ensure implementation of the Project in accordance with the ESSs and this ESCP.</p> <p>4. Allocate, utilize and maintain the required resources including budget to support management of environmental and social risks and impacts for ensuring full compliance with ESSs, ESCP and other relevant instruments including ESMF, RF, LMP, SEP, Security Risk Assessment and Management Plan (SRA&amp;SMP), SEA action plan and any subsequent instruments, such as, ESMPs, or RPs.</p>	<ol style="list-style-type: none"> <li>1. An organizational structure including the three specialists shall be established within two months of Project effectiveness and maintained throughout Project implementation</li> <li>2. Throughout Project implementation in accordance with schedule included in the action plan</li> </ol>	<p><i>The MoF FPCU</i></p>

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<p>1.2 <b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>The Project will undertake the preparation of a series of tools and instruments for mitigation of Environmental and Social risks and impacts, in a manner acceptable to the Bank. The project shall prepare the following ESF instruments and tools as part of the Environmental and Social Risk Management (ESRM), sent to the Association for review and No Objection, consulted upon and disclosed, and once approved implemented by the Recipient:</p> <ul style="list-style-type: none"> <li>a) As the project is prepared under emergency, a preliminary Stakeholder Engagement Plan (SEP) shall be prepared for appraisal.</li> <li>b) Prepare and implement an ESMF to identify and assess the environmental and social risks and impacts of the Project and design appropriate mitigation measures. Project activities shall be screened for E&amp;S risks, and mitigation measures adopted, in accordance with the ESMF.</li> <li>c) A social assessment shall be conducted to identify the type and number of vulnerable and disadvantaged groups in the project areas and prepare a Social Risk Mitigation Strategy. The process shall include community and vulnerable group consultations and field visits to the project regions. The assessment shall also address potential social tensions between displaced and host communities. This instrument shall be annexed to the ESMF. A rapid social assessment shall be prepared based on secondary data analysis prior to Board.</li> <li>d) Project level enhancements to SEA/SH Risk Assessment and corresponding action plan shall be prepared as part of social assessments.</li> </ul>	<ul style="list-style-type: none"> <li>a) <i>The preliminary SEP shall be prepared prior to project appraisal and finalized by prior to Project effectiveness date</i></li> <li>b) <i>ESMF shall be prepared prior to disbursement of funds under Component 1 and 2.</i></li> <li>c) <i>The rapid SA shall be prepared prior to appraisal. The comprehensive SA and Social Risk Mitigation Strategy shall be prepared along the same timeline as the ESMF (prior to disbursement and activities on the ground under Component 1 and 2).</i></li> <li>d) <i>The SEA/SH Risk assessment will be conducted as part of the SA. SEA/SH action plan will be prepared prior to disbursements and activities on the ground under Component 1 and 2</i></li> </ul>	<p><i>The PCU in collaboration with relevant implementing ministries</i></p>
<ul style="list-style-type: none"> <li>e) Prepare and implement a Resettlement Framework (RF) to address involuntary resettlement and land acquired for the project shall also be screened, according to</li> </ul>	<ul style="list-style-type: none"> <li>e) <i>The RF shall be prepared finalized, consulted upon and disclosed prior to any land acquisition for the project</i></li> </ul>	

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<p>1.4 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of this ESCP, including the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors.</p> <p>Develop and implement procedures for managing contractors and subcontractors.</p> <p>Contractor’s capacity to comply with ESHS requirements will be assessed and verified.</p> <p>Environmental and social requirements (including ESMPs and any other E&amp;S plans, Environmental Codes of Practices (ECOPs), etc., which will be included in the procurement and contracting process including bidding documents, for potential civil works.</p> <p>Supervision arrangements including reporting and effective noncompliance remedies will be reflected in contractual requirements and enforced.</p> <p>Thereafter, ensure that the contractors comply with the ESHS specifications of their respective contracts and provide the corresponding reports monthly and upon request.</p>	<p>Prior to the preparation of procurement documents.</p> <p>Supervise contractors throughout Project implementation.</p>	<p><i>The MoF FPCU in collaboration with relevant implementing ministries</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b> Develop and implement Labour Management Procedures (LMP) for all Project workers, namely direct Project workers, contracted workers, and community workers, consistent with Ethiopia Labour Proclamation No. 1156/2019 and ESS2.</p> <p>The LMP shall address all issues identified in ESS2, including the applicable requirements regarding non-discrimination and equal opportunity. The LMP shall also include a grievance redress mechanism (GRM) covering all Project workers, including contractor and subcontractors, throughout Project implementation.</p>	<p><i>The LMP shall be prepared before disbursements and activities on the ground under Component 1 and Component 2.</i></p>	<p><i>The MoF FPCU in collaboration with MoWSA</i></p>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> A GRM for Labour shall be prepared under LMP and will be implemented by the PCU and Contractors</p> <p>Grievance redress mechanisms for workers SEA/SH cases handled through survivor’s centered approach as per the guidance of World Bank GBV good practice note.</p>	<p><i>Grievance mechanism shall be operational prior to engaging Project workers and maintained throughout Project implementation.</i></p>	<p><i>The MoF FPCU in collaboration with MoWSA</i></p>
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b> Prepare, adopt, and implement occupational, health and safety (OHS) measures as part of the ESMF. Also ensure the preparation and implementation of OHS measures by the contractors</p>	<p><i>Throughout Project implementation</i></p>	<p><i>The MoF FPCU in collaboration with Ministry of Health, MOWSA and relevant implementing ministries</i></p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p>Prepare and implement waste management plan as needed as part of the site specific ESMPs</p>	<p><i>Throughout Project implementation</i></p>	<p><i>The MoF FPCU in collaboration with relevant ministries</i></p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b> Resource efficiency and pollution prevention and management measures shall be addressed in the ESMF (in specifically on site specific ESMPs) to be prepared under action 1.2 above.</p>	<i>As part of the ESMF and to be prepared on timeframe specified in 1.2.</i>	<i>The MoF FPCU in collaboration with relevant ministries</i>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY:</b> Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMPs to be developed.</p> <p>The measures and actions to manage traffic and road safety risks shall be included in the ESMF and the specific ESMPs to be developed subsequently under action 1.4 above.</p> <p>Procedures to address traffic and road safety risks that include emergence communication in case of accident and incidents will be prepared and applied to all services provides involved in project implementation</p>	<i>As part of ESMF and Throughout Project implementation</i>	<i>The MoF FPCU in collaboration with relevant ministries</i>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>4.2 <b>COMMUNITY HEALTH AND SAFETY:</b>                      Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from Project activities, behavior of Project workers and risks of labor influx. Incorporate measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Association.</p> <p>Put in place measures to minimize the potential for community exposure to communicable diseases taking into consideration highly vulnerable groups.</p> <p>Ensure that all activities are aligned with WHO guidance on COVID19 risk communications  <a href="https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance">https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance</a> and the GoE’s Ministry of Health COVID19 Infection Prevention and Control protocol.</p>	<p><i>As part of the ESMF and throughout Project implementation</i></p>	<p><i>The MoF FPCU in collaboration with relevant ministries</i></p>
<p>4.3 <b>GBV AND SEA RISKS:</b>                      Prepare, adopt, and implement Sexual Exploitation and Abuse/Sexual Harassment Action Plan (SEA/SH Action Plan), to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA).</p> <p>Establish and maintain dedicated reporting channels for cases of SEA/SH and other forms of project-related GBV. If deemed necessary, a dedicated SEA/SH GRM will be established.</p> <p>Reporting and response protocols, including guidelines for provision of confidential, survivor-centered care, shall be detailed in the SEA/SH Prevention and Response Action Plan.</p>	<p><i>Submit the SEA/SH Action Plan for the Bank’s approval along the timeline of the SA development.</i></p> <p><i>Once approved, the SEA/SH Action Plan shall be implemented and reported throughout Project implementation</i></p>	<p><i>The PCU in collaboration with MoWSA</i></p>

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4.4	<p><b>SECURITY</b></p> <p>Prepare, adopt, and implement a Security Risk Assessment and Management Plan (SRA&amp; SRMP) consistent with the requirements of ESS4, in a manner acceptable to the Association to assess and address security risks related to the Project, including those relating to the involvement of public and private security personnel, to minimize the risk of conflict and insecurity in targeted regions.</p>	<p><i>The SRA&amp;SMP shall be prepared and annexed to the Social Assessment</i></p> <p><i>The document shall be updated in case of any changes to the use of security personnel or other related risk factors during project implementation.</i></p>	<i>The MoF FPCU</i>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT FRAMEWORK AND PLANS:</b></p> <p>a) Prepare, adopt, and implement a Resettlement Framework (RF) in a manner acceptable to the Association.</p> <p>b) The resettlement action plans (RAPs) or Abbreviated Resettlement Plans (ARAPs) shall be prepared in accordance with ESS 5 and consistent with the requirements of the prepared Resettlement Framework (RF) in a manner acceptable to the Association.</p>	<p><i>a) RF shall be prepared prior to any land acquisition for the project activities.</i></p> <p><i>b) RAPs and ARAPs will be prepared and implemented prior to prior to acquiring and civil works s.</i></p>	<i>The MoF FPCU</i>
5.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>Establish and maintain a grievance mechanism (GM) to address resettlement related complaints and shall be described in the RF, RAPs, and SEP.</p>	<i>Prior to commencement of resettlement activities</i>	<i>The MoF FPCU</i>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Biodiversity risk management shall be addressed in the ESMF to be prepared under action 1.2 above, which will specifically include criteria and procedures to ensure that sub-project investments are designed and implemented in ways that avoid damage to protected areas or critical habitats. As per the ESMF requirements, conduct a preliminary screening and assess each of the proposed activity/subproject for financing, in terms of its risks and impacts on biodiversity and ensure all activities/subprojects with such impacts and/or located within important and/or critical natural habitats will be excluded from the Project financing.</p> <p>Biodiversity Management Plans shall be prepared as part of the site specific ESMPs, as needed.</p>	<p><i>ESMF to be prepared on timeframe specified in 1.2.</i></p> <p><i>Prior to commencing project activities</i></p>	<p><i>The MoF FPCU in collaboration with MoWSA</i></p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>INDIGENOUS PEOPLES PLAN:</b></p> <p>Prepare, adopt, and implement a SSAHUTLC assessment and plan, in a manner acceptable to the Association.</p>	<p><i>The SSAHUTLC Assessment &amp; Plan shall be prepared prior to disbursements and activities on the ground under Component 1 and 2. Once approved, implement the SSAHUTLCP throughout Project implementation.</i></p>	<p><i>The PCU in collaboration with MoWSA</i></p>
7.2	<p><b>GRIEVANCE MECHANISM:</b></p> <p>Ensure that a grievance mechanism is established for the Project, as described in ESS10, which is culturally appropriate and accessible to affected Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities and considers the availability of judicial recourse and customary dispute settlement mechanisms among the communities.</p>	<p><i>Project GRM shall be established and operationalized prior to activities on the ground of component 1 and 2.</i></p>	<p><i>The PCU</i></p>

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<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS:</b> Adopt and implement a Chance Find procedure in the ESMF developed for the Project in accordance with ESS8. Integrate Chance Find procedure in subproject ESMPs.</p> <p>In the event of a find, the Ministry of Culture and tourism that is entrusted with the protection of cultural heritage in Ethiopia shall be contacted within 72 hours of the find.</p> <p>- .</p>	<p>Before construction on any sites</p> <p>Chance Find procedure integrated in sub-project ESMPs and implemented and monitored throughout Project implementation.</p>	<p><i>The MoF FPCU</i></p>
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
Not applicable			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>a) Prepare a preliminary SEP including a stakeholder assessment and requirements and planning on stakeholder engagement throughout the Project lifecycle.</p> <p>b) Prepare an updated SEP, including consultations with affected and interested parties, adopted and disclosed. The SEP will govern stakeholder engagement throughout the Project lifecycle.</p> <p>c) The SEP shall be implemented and regularly updated to reflect new stakeholders identified and appropriate ways to consult them.</p>	<p>a) Prior to project appraisal</p> <p>b) Prior to disbursements and activities on the ground under Component 1 and 2</p> <p>c) Throughout Project implementation</p>	<i>The MoF FPCU</i>

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<p>10.2 <b>PROJECT GRIEVANCE MECHANISM:</b></p> <ul style="list-style-type: none"> <li>- The SEP shall include the design of a Grievance Redress Mechanism.</li> <li>- The Grievance Redress Mechanism shall provide Project-affected parties (including IDPs and host communities) with accessible and inclusive means to raise issues and grievances in accordance with ESS10, the ESF and this ESCP and all E&amp;S instruments, and in a manner acceptable to the Association.</li> <li>- Prepare the GRM guidelines.</li> <li>✓ The Grievance mechanism including SEA/SH grievance mechanisms, process or procedure shall address concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all segments of the Project-affected communities, at no cost and without retribution.</li> <li>✓ The Grievance mechanism addressing SEA/SH issues shall follow the respective requirements, including confidentiality and protection from retaliation, and shall be handled through survivor’s centered approach as outlined in the SEA/SH Action Plan.</li> <li>✓ The mechanism, process or procedure shall not prevent access to judicial or administrative remedies.</li> <li>✓ The Project-affected communities shall be informed about the grievance process (except for SEA/SH cases since SEA/SH cases strictly confidential) in the course of its community engagement or stakeholders’ engagement activities</li> </ul> <p>Handling of grievances shall be done in a culturally appropriate manner and be discreet, objective, sensitive and responsive to the needs and concerns of the Project-affected communities.</p>	<p>Prepare the GRM guideline prior to project effectiveness</p> <p>Establish and Operationalization the GRM prior to component 1 and 2 implementation and implementation throughout the Project implementation</p>	<p><i>The MoF FPCU in collaboration with MoWSA</i></p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>CAPACITY SUPPORT (TRAINING)</b>		
<p>1 Capacity building training for Project staff, other relevant stakeholders (like MOWSA, MoF, NDRMC) at federal and regional and Project workers on occupational health and safety including:</p> <ul style="list-style-type: none"> <li>- Capacity building for PCU staff and level on specific requirements of the ESSs/ESF, the ESMF,</li> <li>- Environmental and Social screening and Site-specific instrument preparation</li> <li>- SEA/SH and response mechanism/Risk management for experts at all levels and communities.</li> <li>- Project Grievance Redress Mechanism including proper handling of SEA/SEA cases</li> <li>- Occupational and Community Health and Safety</li> <li>- Monitoring and reporting</li> <li>- Covid-19 prevention based on the MOH and the World Bank guideline</li> <li>- RP preparation and implementation.</li> <li>- Security Risk Assessment and Management Plan (SRA&amp;MP),</li> <li>- <i>SSAHUTLC Assessment and Plan</i> and engagement with IPs</li> <li>- Other measures, as relevant and necessary, to implement the Project in accordance with the ESSs.</li> </ul>		