

Draft Environmental and Social Management Plan (ESMP)
Construction of the Calibishie Forest Service Centre
(Forest Station)

Subcomponent B.1: Restoration of Key Infrastructure in Forestry

June 8th, 2022

Proposed Site for the construction of the Calibishie Forest Station



Revision Record

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Chapter 1. Introduction and Background

1.1 EALCRP Project Overview and Objectives

After the passage of Hurricane Maria in September 18, 2017, The Government of the Commonwealth of Dominica (GoCD) with funding from the World Bank Group commenced with the implementation of the Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP). The objectives of the Project are to contribute to restoring agricultural livelihoods and enhancing climate resilience of farmers and fisher folks affected by Hurricane Maria in Dominica.

Under component B, the project is design to deliver a series of infrastructure projects to the Division of Agriculture in the Ministry of Blue and Green Economy, Agriculture and National food Security. The Forestry, Wildlife and National Parks Division is also targeted to receive three upgraded field offices, referred to as Forest Stations or Forest Service Centers.

This Subcomponent B.1 will help in the process of restoring forest stations and associated forest extension services that severely impacted as a result of the passage of Hurricane Maria in September 2017. These facilities are located at Delices in South East, Calibishie in the Northeast and D'leau Gommier in the Central Forest Reserve.

1.2 ESMF and ESMP for the Project

The established Environmental and Social Management Framework (ESMF) for the project requires all project related activities, including sub-project activities to be reviewed and assessed to ensure that environmental and social impacts associated with their implementation throughout the project's life cycle are avoided, mitigated, or compensated. The Environmental and Social Management Plan (ESMP) is one of the safeguards instruments used to address the environmental and social impacts and risks of projects, and as a result this ESMP has been prepared.

This ESMP describes the status and details of the project, due-diligence of the works accomplished to date and in compliance with applicable World Bank safeguards requirements and laws of Dominica. Based on the screening conducted for this project (see Annex 1), an Environmental and Social Management Plan (ESMP) is required to identify and appropriately manage environmental, social, health and safety impacts and risks.

This ESMP has been prepared to provide guidance and mitigation measures to the implementing entities (Local Government Authorities, and contractors/sub-contractors) to ensure that the construction of the Calibishie Forest Station is compliant with national and regional environmental regulations, and consistent with international best practices and World Bank safeguards policies, and the ESMF created for the project¹. Specifically, it will ensure the conservation of the forest plantation, protection of construction workers and Staff of the Ministry

¹ The Environmental and Social Management Framework (ESMF) for the EALCRP in Dominica can be found at: [dominica.EALCRP.ESMF.pdf\(agriculture.gov.dm\)](http://dominica.EALCRP.ESMF.pdf(agriculture.gov.dm))

of the Environment, Rural Modernization and Kalinago Upliftment during the operation of the forest station. of Blue and Green Economy, Agriculture and National Food Security, Forestry Division, Ministry and Protection of Contractors from environmental and social impacts and risks associated with the construction activities, such as fugitive dust, waste management, health and safety, and providing timely and clear public information on the project.

This ESMP will be disclosed on the EALCRP website after World Bank's approval, and the records of the disclosure will be documented and recorded. This ESMP for the construction of the Calibishie Forest Station can be accessed at EALCRP website <http://www.piu.agriculture.gov.dm/>.

1.3 Forest Extension Services

The Forestry, Wildlife and National Parks Division is the government agency charged with the day to day responsibility for managing the country's Forests. To achieve this objective four (4) administrative systems has been put in place to manage the four Forest Ranges on Island:(i) the Northern Forest Reserve, (ii) The Roseau or the Southern Forest Range, (iii) the La Plaine or Eastern Forest range and (iv) the Central Forest Range.

Personnel at each of these administrative divisions include a Forester I, who is the Officer in charge and who is ably assisted by a Forester II and other temporary staff as required for specific work programs or projects. The Calibishie forest station has been the hub for all forest management related activities for the 54.75 square kilometres of the Northern forest range, which was established in 1977. The Forester and his subordinate staff are assigned to work in the range and function out of the Calibishie Forest Station or Forest Service Center. Presently, the staff compliment comprises of one Forester 1 and two Forester II together with 2 temporary staff.

The Forestry Staff at each of these facilities is responsible for ensuring that the forest estate is protected and guarded against illegal human activities. To do that they patrol the forests, support the conduct of research activities, manage the process for timber sales (e.g. timber cutting licences, and permits for the removal of forest produce), undertake various wildlife protection programs such as issuing hunting and fishing licences or for keeping wildlife in captivity; undertake forestry extension services such as visits to schools and other institutions for environmental awareness purposes and generally carry out the directives of the Director of Forestry that would ensure the sustainable utilization of the country's forest and wildlife resources.

1.3.1 Duties of Forest Staff

a. Issuing of Removal Permits

Forest Officers are responsible for the issuance of timber removal (transportation of timber) permits to both State owned and private forests within the Northern Forest Range. This function

also provides for the monitoring of harvested timber and the specific location of removal. This effectively reduces on the incidents of theft of forest products.

b. Forest and Wildlife Patrol

This is a basic activity for all Forestry Officers. This entail patrolling the forested areas of Dominica (on foot) to deter and or mitigate theft of forest products; illegal occupation of State-owned lands (squatting); illegal hunting of wildlife.

c. Timber Harvesting

There is a great demand for timber and timber products both from locals and individuals outside the immediate community. This is an important socio-economic activity which sustains livelihood of the local communities.

d. Forest Plantation Management

An important management tool is to thin out the plantation at set intervals to allow for a more robust development of the remaining trees in the plantation. The trees that have been thinned, depending on their size and intended use may be sold to the public.

e. Environmental Education and Awareness

Forest Officer are engaged in forest education to local schools, University students as well as community organizations on either side of the forest range, who wish learn about various natural resources management issues. On occasions there are requests from visiting researchers to camp out at the facility in order to remain sufficiently close to their subject of research during their field research exercise.

f. Forestry/Agriculture Relationships

Forest Officers must maintain a constant presence with local farmers in promoting the concept of agroforestry and increase crop production without compromising the integrity of the forest resources and enhancing their livelihood. Forestry Officers are integral to any program aimed at promoting sustainable agriculture and resource conservation / management.

Chapter 2. Project Description

2.1 Location and Regional Setting

The Calibishie Plantation is located in the northeast part of Dominica in the village of Calibishie. This plantation forest consists of 5.29 acres which is bordered by: the public road and ravine to the north; uncultivated farm lands and private forested lands to the south and west and private forested lands to the east. The plantation forest is managed by the Forestry, Wildlife and Parks Division. The main specie of significant economic value is *Swietenia mahogany* and *Swietenia macrophylla* and Caribbean pine (*Pinus Caribbeae*) to a lesser extent. The plantation was established over 50 years as part of a pioneering effort to introduce new species of forest plants into Dominica and to assist in soil conservation.

The proposed site for the Calibishie Forest Station is approximately 5,000 sqft, to be hatched out from the 5.29 forest plantation, which is only 2.16% of the total area. A further 2000 sqft (40%) will be hatched-out from the 5,000 will be used for the actual building.

Map #1. Depicting the location 3 Forest Station

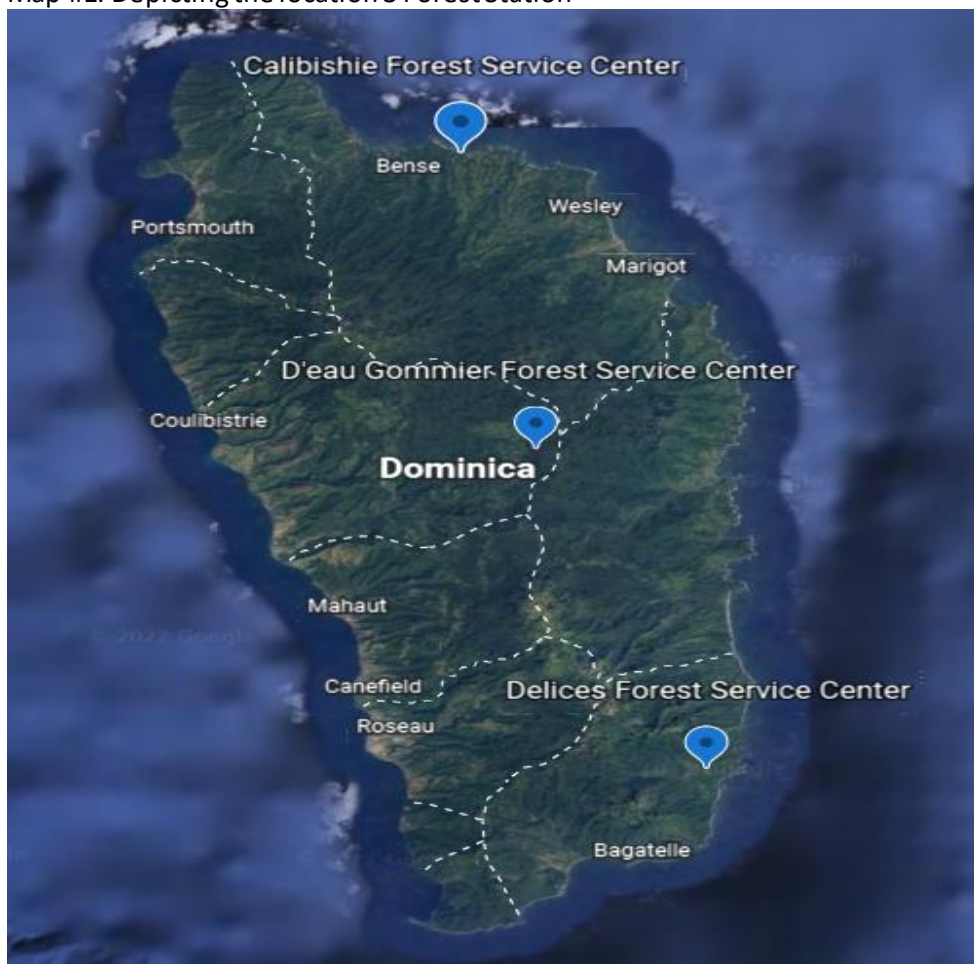


Photo # 1. Aerial view of Calibishie Forest Plantation



Photo # 2. Aerial view of Calibishie Forest Plantation in comparison to alternative locations



2.2 Proposed Project Site, Details and Status

The area demarcated for the construction of the Calibishie forest station will be approximately 2000 sqft and will include the following amenities:

- Provision for a small meeting room that can also double up for overnight camping purposes when there are larger numbers of people visiting.
- A kitchenette equipped with stove, fridge, sink and other facilities in the preparation of meals for Forest Officers.
- Two Offices for residing Forest Officers.
- Cater for the installation of solar panel by installing a changeover switch for the provision of solar energy in the absence of electric power. The consultants must therefore include architectural designs for the provision of solar energy
- Cater for the harvesting of rain water by construction of concrete pillars for holding water storage tank.

Photo # 3. Alternative Sites



2.3 Study of Alternatives

2.3.1 Option # 1

The old Calibishie Forest Station was constructed in the mid-1960 and over time the building has been in a derelict state and further destroyed by Hurricane Maria. This Forest Station is sandwich between the edge of the cliff facing the Atlantic Ocean and Old Police Station (see photo #1). In 2014 a new Police Station was constructed, completely blocking of the access to the derelict forest station. This forest station was ruled out as the first option due to the sharing the same access with the new police station. This would hinder the services provided at that police station and interfering with nation security. Secondly, renovation of the forest station would leave no room for expansion, such as the erection of a silviculture area. Finally, the cliff directly adjacent to the forest station is constantly being eroded due weathering caused by the Atlantic Ocean. **This option was not selected.**

Photo # 4. New Police Station



Photo # 5: Damaged Forest Station as option # 1



2.3.2 Option # 2

The Second site is located on the ruins of a bar (photo # 3 & 4) which is at an advanced stage of poor maintenance and disrepair. There is also a bus stop (photo # 5) on the same side of the road directly in front of this proposed forest station. This vicinity is in close proximity to the first and again leaving no space for parking nor expansion and facing the cliff at a much higher and more dangerous elevation, than the area shown in photo # 2. Towards the eastern boundary, the land drops at a very steep gradient and would require tall pillars on the south-eastern end of the building in order to be level with the main road. Other than that, the facility would have to be tiered according to the gradient of the slope. **This option was not selected.**

Photo # 6 & 7: propose sites for Calibishie Forest Station as option # 2



Photo # 8. Bus stop along the roadside as part of option 2



2.3.4 Option # 3 – Preferred Option

The third proposed site (photo # 6) is located in a forested area, the Plantation Estate. This area is void of water, electric power and access to the site is by foot. This area would require some work outside of the project scope to include the surfacing of an existing road track making it motorable. The distance between the main road and the construction site of the proposed forest station is approximately 321 feet which would require the establishment of a road before construction commences. Notwithstanding these few challenges this area would allow for adequate parking and sufficient space for expansion. The establishment of the road would also provide motorable access to farmers farming in this area. This site was thus preferred over the other two sites as the location for the Calibishie Forest Station. **This is option was selected.**

Photo # 9: propose site for Calibishie Forest Station as final option

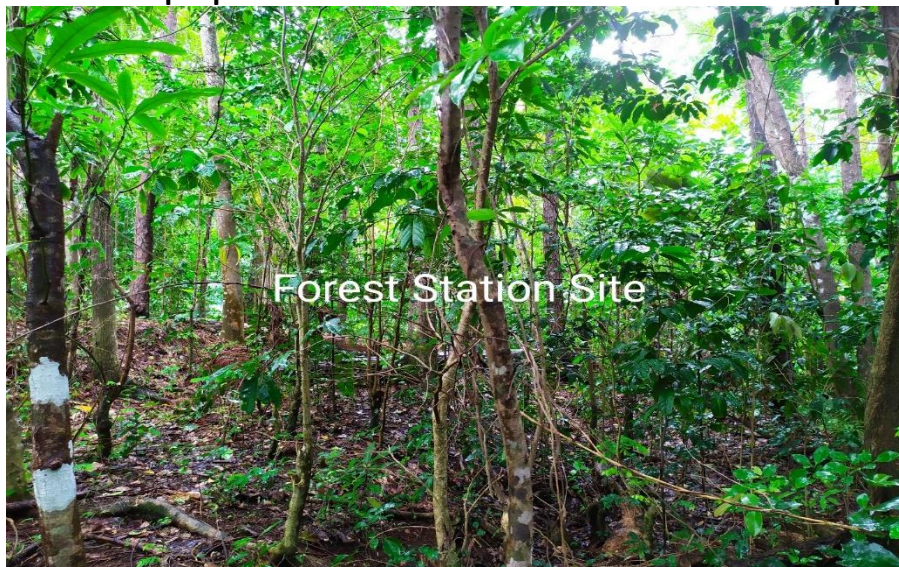


Photo # 10: Aerial view of propose site



Photo # 11: Alternative site within the plantation



Chapter 3. The Legal and Administrative Framework

The ESMP was prepared against the background of ensuring the proposed construction of the Calibishie Forest Station are managed, mitigated and compliant with the relevant laws of Dominica and the World Bank Environmental and Social Safeguards and Environmental, Health and Safety Guidelines. A comprehensive review of the policy, regulatory and legal framework in Dominica is described within the general ESMF for the Emergency Agricultural Livelihoods and Climate Resilience

3.1 Relevant National Laws and Policies for the project

3.1.1 Physical Planning Act (2002)

The Physical Planning Act (2002) provides for the orderly and progressive development of land and for the granting of permission to develop land and for other powers of control over the use of land. This Act details the application and approval process which is executed through the Physical Planning Division of the Physical Planning and Development Authority. The Act states that 'No person shall carry out any development of land except under and in accordance with the terms of a development permission granted in that behalf prior to the commencement of such development. It makes provision for the Authority to consult with local authorities where such consultation is desirable in the interests of good planning. Since the location was already utilized for the similar purpose as now proposed, there is no requirement for spatial planning permission. However, in terms of the resilience of the structure, the Physical Planning Division will be required to approve the proposed structural plans to ensure compliance with prevailing building codes.

3.1.2 Environmental Health Services Act (1997)

This act is mandated by the Environmental Health Department and makes provision for the conservation and maintenance of the environment in the interest of health generally and in relation to places frequented by the public. The Physical Planning Division works in close collaboration with in the Environmental Health Department in the inspection and certification of buildings for the installation / construction of for proper sewage disposal systems prior to construction.

3.1.3 Forestry and Wildlife Act (1990)

This Act provides for the protection, conservation and management of wild mammals, fresh water fishes and amphibians, crustaceans and reptiles, and for the purpose connected therewith. Forest reserve means any area declared by the President by Notice in the Gazette to be a forest reserve.

3.1.4 Forest Act (1990)

This Act make provision for the conservation and control of forest. This is critical especially where forest land (reserves) is bordering with agricultural lands and important watersheds / catchments areas.

3.1.5 Water and Sewage Act (1989)

This Act to make provision for a national policy for water, for the granting of an exclusive licence to the Dominica Water and Sewerage Company Limited (DOWASCO) for the development and control of water supply and sewerage facilities in Dominica and for connected or incidental purposes. Whilst the Dominica Water and Sewerage Company Limited is responsible for the production (collecting from our rivers and treatment) and distribution of water island-wide, it has no responsibility in law for the protection of watersheds. That responsibility by statutes, is vested firmly with the Forestry, Wildlife and National Parks Division

3.1.6 National Parks and Protected Areas Act (1990)

This Act respects the national parks and protected areas. National Parks are all lands set apart as protected areas and shall constitute the national parks system and are hereby vested in the State and dedicated to the people of Dominica for their benefit, education and enjoyment. Notwithstanding any other Act, the lands within the national park system shall be maintained and made use of so as to leave them unimpaired for the enjoyment of future generations.

3.1.7 Solid Waste Management Act 2002

Solid Waste Management Act (2002) is mandated by the Dominica Solid Waste Management Corporation (DSWMC). It sets out requirements for Waste Management licenses and permits. It prohibits the importation of waste and establishes liability and ownership of waste. It outlines requirements for the handling of waste, and provides for the management of used oil. It also addresses derelict motor vehicles, white goods and other scrap metal. The DSWMC is the authority responsible for the management of the landfill, where the majority of the projects waste will be disposed. The functions of the DSWMC are: (a) provided storage facilities for solid waste; (b) procure equipment for the collection, transportation and disposal of solid waste; (c) oversee the management of all solid waste collection and disposal systems in the State.

3.1.8 Pesticides Control Act (Cap. 40:10)

The Pesticides Control Act provides for the control of the importation, sale, storage and the use of pesticides. It creates a Pesticides Control Board to advise the Minister and to carry out provisions of the Act and its Regulations. It gives power of entry to an inspector. The Minister may make regulations to affect the provisions of the act. Subsidiary legislation includes the Pesticides Control (Labelling of Pesticides) Regulations and the Pesticides Control (Registration and Licensing) Regulations. This Act is relevant as the construction site of Forest Station will be treated for the prevention of termites' infestation.

3.2 World Bank Social and Environmental Safeguards

3.2.1 Safeguard Policies

The World Bank (WB) has developed Safeguard Policies that guide the development of projects including the EALCRP. Accordingly, the ESMF was prepared for the EALCRP as a guidance document, and currently the ESMP has been prepared for this project. World Bank Safeguards triggered by rehabilitation/construction cover aspects such as assessment and management of environmental and social risks and impacts, occupational health and safety, pollution prevention and management, public disclosure, natural habitat, and antiquities protection, among others. For a thorough discussion of these, please refer to the ESMF document (<http://piu.agriculture.gov.dm/publications>) or the WB website (<https://www.worldbank.org/en/projects-operations/environmental-and-social-policies>).

3.2.2 EHS Guidelines

Environmental, Health and Safety guidelines have also been prepared by the WB. There are general guidelines that cover most activities related to construction projects involving the renovation of existing buildings or construction of new facilities. Some parts of these general guidelines are applicable to the project, particularly such aspects as dust and noise control and workers' health and safety. For more information refer to the EHS Guidelines on the WB website.²

²https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/ehs-guidelines

Chapter 4. Potential Environmental and Social Impacts

The proposed construction of the Calibishie Forest Station is expected to generate positive benefits such as increasing available office for the Forest Officers/Guard, employment of contractors, improved working environment, etc. Notwithstanding the numerous positive benefits expected to accrue from the project, the following negative environmental and social impacts have been identified for the construction of the Calibishie Forest Station. Mitigation measures for each of the impacts and risks identified below are presented in Chapter 5.

This ESMP attempts to address the most significant environmental and social impacts and risks associated with the proposed construction of the Calibishie Forest Station, such impacts on the natural forest, soil erosion, water pollution and waste management etc.

4.1 Site Preparation

The Calibishie Forest Station will be located on state forest land managed by the Forestry Division of the Ministry of the Environment, Rural Modernization and Kalinago Upliftment. In preparation of the propose site, The Division of Planning has to provide survey maps of the area identifying all the boundary points. The area for construction is a greenfield and materials as waste comprises mainly of forest trees, which can be used for timber. After the demarcation of the construction site, the Forestry Division will be responsible for clearing of lands and harvesting of trees. All site preparation activities to include felling of trees, hauling out of trees, and selling of trees. The surfacing and drainage of the access road to the site will be a joint effort between the Ministry of Agriculture, Blue and Green Economy and National Food Security and the Ministry of Environment in particularly the Forestry Division.

Also note that the forest site is void of all infrastructure to include electricity, water and internet services all of which must in available prior to construction.

4.1.1 Felling of trees

The forestry Division will be responsible for the felling and removal of trees from the site and will follow all safety guidelines of such activities. The PIU have developed the Safe Use of Chainsaw brochure, which provides the instruction on the safe use of chainsaws at: <http://piu.agriculture.gov.dm/index.php/media2/brochures>.

4.1.2 Site Access and Access Road

The access road leading to the proposed forest station site is non motorable due to its non-paved surface. The access road is bordered by an embankment on one side and a steep slope (120 degree) on the other side bordering the public road. The access road is approximately 327 ft in length and 5 ft wide. There are no drains and as of such the road is primarily waterlogged, especially in the rainy season or after heavy rains. For vehicular access to the forest station the road must be drained and covered with an impermeable surface such as concrete or asphalt. Drains must be constructed on the embankment (inner) side of the road away from the slope.

This trench will allow for storm water to drain into the main storm water system and reduce soil erosion and protect the access road surface.

Photo # 12: Access Road



Photo # 13. End of access road



Photo # 14. Red line indicates the public road and blue line indicates the access road



4.2 Construction Phase

Construction activities may pose significant hazards related to the stockpiling and removal of construction debris, fugitive dust formation from raw materials, noise from equipment and improper use of tools and equipment by construction workers, disposal of construction debris and waste materials. Potential fall of materials or tools, as well as ejection of solid particles from abrasive or other types of power tools can result in contractor and workers injuries.

Social risk associated with the construction phase include child labour, gender-based violence and force labour (see sections 4.3.1, 4.3.2, & 4.3.3 under operation below)

4.2.1 Noise and dust control

During construction activities, noise and vibration may be caused by the operation of motorized equipment or power tools such as jackhammer, drills and electric saw. Recommended noise reduction and control strategies to be applied. Fugitive dust formation from construction works can trigger respiratory illnesses for contractor workers.

Noise from the grading of road and digging for drains is expected, but the impacts will be minimal as there are no neighbours to be disturbed. The project can't foresee dust pollution being an issue in such environment as the area is predominantly wet.

4.2.2 Debris and solid waste management

Construction waste to include pieces of blocks, concrete, scrap metal, nails and pieces of lumber will be disposed of in accordance with the Dominica Solid Waste Management Corporation requirements and at an approved disposal site. The EALCRP PIU Environmental Safeguards Specialist will monitor the relocation/disposal of these materials to ensure compliance with the laws of Dominica and the World Bank standards and policies.

4.2.3 Traffic management

The public road bordering the property of the proposed Calibishie forest station is the primary road connecting the northeast part of Dominica to the North of the Island. This public road is primarily used by travellers to and from the Douglas Charles Airport to the northern part of the Island, and also by travellers visiting the northeast of the Island. The surfacing and drainage of the access road will surely have impacts on the flow of traffic traversing the public road.

Heavy equipment or machinery working on the access road will create a certain degree of soil erosion, especially in times of heavy rain. There may be the increased risk of soil spillage on the surface of the public road caused by the movement of heavy machinery and other vehicles moving to and from the access road to the public road. Soil accumulation on the public road will reduce traction thus increasing the risk of vehicular accidents. Therefore, the necessary safety traffic signs to include; “slow men at work”, reduce speed construction works ahead” should be erected prior to road construction.

Figure 4. Intersection between access road and public road



4.2.5 Workers Health and Safety

The construction of the Calibishie forest station will expose contractor and workers to potential health and safety risks. Exposure to health and safety risks will require the contractor to develop an occupational health and safety plan (OHS), including, but not limited to, providing personal protection equipment (PPE) to workers, to prevent or reduce the risk of accidents at the work site. Specifically, the contractor will be responsible for implementing international good practice and safe work procedures in high-risk activities (such as when working on heights, scaffolds and ladders), and providing the appropriate PPE such as safety boots, helmets, reflector vest, gloves, protective clothes, dust mask, goggles, and ear protection at no cost to the workers. A well stock first aid kit equipped with medication and supplies to treat basic construction related injuries,

must be available to workers. The Contractor will also be required to prepare and submit a Code of Conduct to the EALCRP PIU for review and acceptance (**Annex 4**).

Any accidents or near misses on the construction site must be documented. The Supervisor or safety Officer assigned to the project must also check to see if there are any immediate risk of danger associated with the accident; secondly, ensure that the injured receives the appropriate medical attention. Thirdly, the matter should be reported to the PIU Office, where it is investigated as to the cause and provision of preventative measures. The PIU must report all accidents to the World Bank within two days. The PIU with support from the contractor must also provide a root cause analysis and corrective mitigation actions to reduce against further such accidents

4.2.6 Pest Management

Prior to construction of the forest station the entire perimeter of the construction site must be treated to prevent the infestation of termites. All necessary precautions must be taken and enforced according to the Integrated Pest Management Plan set for the EALCRP (<http://piu.agriculture.gov.dm/>) safeguard section. Safety pesticide application guidelines are also outlined in Chapter 5 of this ESMP. Contractors or Pesticide Applicators can also refer to easy to follow guidelines on the Safe and Effective Use of Pesticides (SEUP), that can be found on the project website (<http://piu.agriculture.gov.dm/>) safeguard section.

4.2.7 Sewage Management

The management of human wastes on site is also critical for maintaining a healthy working environment and reducing the risk of faecal contamination. The contractor will be responsible for providing and adequately managing portable sanitary units.

4.2.8 Energy sources

All utility to include water, electricity and water are critical for any construction activity, therefore prior to the commencement of construction all forms of energy generation will be in place. The Dominica Electricity Services (DOMLEC) has been contacted to provide electricity. Water from (DOWASCO) Dominica Water and Sewage Company will be contacted to supply water to the site.

4.2.9 Forced Labour

The Project will not use of forced labour and/or child labour. The Contractor shall have in place, a grievance redress mechanism for workers to raise workplace concerns and grievances including instances of forced labour. If the Contractor is unable to develop and implement a grievance redress mechanism (GRM), workers will be directed to use the EALCRP PIU's GRM to register complaints, issues or concerns.

4.2.10 Child Labour

No person under the age of 18 years will be employed or engaged in any project activity. Contractor will enforce Code of Conduct (see Annex 4) to prevent child labour; i.e., any person, 18 year or below, forced labour; persons working against their own free will, avoid discrimination especially of vulnerable groups and allow employees to raise workers concerned.

4.2.11 Gender Based Violence

This project does not foresee and is not at high-risk project for SEA/SH cases. However, some cases such as that of sexual exploitation and sexual abuse/ sexual harassment (SEA/SH) are sensitive and may not be reported due to the risks of stigmatization, rejection and reprisals against survivors. This creates and reinforces a culture of silence and survivors may be unwilling to approach the authorities. Therefore, the contractor will need to put in place multiple channels for mitigating and registering complaints in a safe and confidential manner.

The Contractor should also include in the code of conduct (annex 4) measures to address sexual exploitation and abuse and sexual harassment incidents that may occur in the work place

4.3 Operation Phase

The potential impacts of the office operations include wastewater, waste management, energy and water consumption, staff health and safety.

4.3.1 Disability Inclusion

The Project is keen to include people with disabilities into design and implementation of the project activities and prevent discrimination against disability. Discrimination on the basis of disability means creating a distinction, exclusion, or restriction which has the purpose or effect of impairing or excluding a person with disability from being on an equal basis with others, thereby potentially enhancing the negative impacts of the project or limiting project benefits or being able to voice comments or concerns during stakeholder engagement. The project will analyse and identify people with disabilities and provide opportunities 1) to include vulnerable and disadvantaged stakeholders in the information disclosure and consultation process in a meaningful way and 2) to include accessibility measures in project design, where financially and technically feasible, if disability risks and impacts have been identified as part of potential project impacts. Sound mitigation measures can result in not only an inclusive project, but demonstrate good international practice, and can raise awareness on disability issues and accommodating needs of vulnerable groups.

4.3.2 Wastewater

Wastewater from the Calibishie Forest Centre will include water generated from kitchen, bathroom and washing activities. The contaminants from such water will be minimal and will have little impact on surface or ground water as this water is drained into the soak away system.

4.3.6 Waste management

The Calibishie Forest Center will generate mainly paper, kitchen waste and other office waste, which will be stored in garbage bins for weekly pick-up by the Dominica Solid Waste Management Corporation.

4.3.7 Energy and water consumption

The energy demand for Calibishie Forest Service Center will include water, electricity and air conditioning units. Energy efficiency methods will be applied to reduce losses in energy distribution, improve energy conversion efficiency, exploit energy purchasing opportunities and overall lower the use of carbon fuels. Energy saving appliances to include LED light bulbs, and air condition unit with the correct BTU based on the area of the building to be air conditioned.

4.3.8 Emergency Response

An Emergency Response Plan is a set of scenarios–based procedures to assist staff and emergency response teams during real life emergency and training exercises. Calibishie Forest Station will be equipped with a functional fire extinguisher and a well-stocked first aid kit. Workers must be trained to use fire extinguishers to put out any fire that may occur.

4.3.5 Occupational Health and Safety

Supervisors of the Calibishie Forest Service Center are obliged to implement all reasonable precautions to protect the health and safety of workers. Preventive and protective measures should be introduced to eliminate and if not mitigate negative impacts. Calibishie Forest Service Center must be structurally safe, provide appropriate protection against the inclement weather, and have acceptable lighting and noise conditions. This forest service center must have available a first aid kit that is well equipped and easily accessible.

Chapter 5. Mitigation Measures

This section of the ESMP provides the mitigation measures to address each of the environmental and social risks identified in Chapter 4. Detailed/specific mitigation measures are provided in sections 5.1, 5.2 and 5.3 below for site preparation, construction and operation of the Calibishie Forest Station.

5.1 Site Preparation

Aspect	Potential Impacts	Proposed Mitigation/Compensation
Site Preparation	<ul style="list-style-type: none"> ○ Injury to workers while felling trees/hazard trees. ○ Unsustainable felling of trees ○ Clearing an area that is larger than the necessary ○ Felling trees that are harbouring birds or other nests. ○ Potential release of stored CO (in the form of CO₂) ○ Noise from the use of chainsaw 	<ul style="list-style-type: none"> ○ Wear PPE's to include helmets, harness, belts, ear muffs etc. Only trained Staff in the operation of chainsaw will be allowed to fell trees supervised by the Forestry Staff. ○ Proper functioning chainsaw and other equipment's. ○ To propagate and plant of 80,000 mahogany trees on private and State lands, See Annex 2. ○
Surfacing and draining of Access Road	Loss of valuable top soil Injury to workers	<ul style="list-style-type: none"> ○ Avoid drenching during the rainy season ○ Erect traffic safety signs, indicating motorist at works ○ Soil stabilisation by using compacted tarish immediately after grading of road. ○ Reduce soil erosion by planting grasses or cover the soil immediately after exposing the soil. ○

5.2 Construction Phase

Aspect	Potential Impacts	Proposed Mitigation
Construction Excavation	<ul style="list-style-type: none"> ○ Increase soil erosion 	<ul style="list-style-type: none"> ○ Use topsoil from the construction site, in landscaping or silviculture activities. ○ Designating an area or waste bin for stockpiling construction materials.
Construction Waste and Debris	<ul style="list-style-type: none"> ○ Improper storage and/or disposal of materials ○ Dispersion of materials in nearby stream 	<ul style="list-style-type: none"> ○ The contractor shall handle construction material debris and solid waste in accordance with approved procedures of Dominica Solid Waste Management Corporation (DSWMC). ○ Construction wastes must be stockpile away from circulation areas and not pose safety hazards to workers. ○ Wastes must be stored in containers and removed from the site on a regular basis; containers must not overflow. ○ Collect and segregate wastes based on their classification and ensure disposal by the DSWMC. ○ No burning of waste material ○ Ensure appropriate and safe disposal of contaminants such as fuels, construction materials and wastes. ○ In case of accidental waste spills, the relevant environmental authority shall be informed, and restoration measures shall be applied. ○ Ensure immediate cleaning of any spills and remediation of contaminated areas after construction.
Pesticide application	<ul style="list-style-type: none"> ○ The risk of pesticide application may lead to accidental exposure 	<ul style="list-style-type: none"> ○ Ensure that pesticides to be used are registered by Dominica Pesticide Board

Aspect	Potential Impacts	Proposed Mitigation
	inhalation, spillage and entry into the natural ecosystem	<ul style="list-style-type: none"> ○ Ensure workers use the appropriate PPE's when applying pesticides ○ Read label and abide by the instructions, to include storage & disposal, direction for use, precautionary statements and first aid. ○ Follow the project IPMP.
Sewage/Wastewater Management	Improper disposal and treatment of sewage/wastewater	<ul style="list-style-type: none"> ○ Portable sanitary units will be established to collect human wastes. Human waste will be disposed at sewage treatment facility to comply with local laws and regulations of Dominica.
Dust and noise from construction activity	<ul style="list-style-type: none"> ○ Poor air quality due to emissions from vehicles and dust generated ○ Respiratory impacts on site workers, Noise generation from the use of tools and construction equipment can affect workers. 	<ul style="list-style-type: none"> ○ Dust suppression methods such as wetting materials, dust barriers/curtains, a slow work approach should be employed as needed to avoid visible dust from or construction activities ○ Wear dust masks/ respirators ○ PPEs - Hearing protection for working around machinery where the noise exceeds 85 dB (according to approved procedures) ○ Maintain vehicles and Contractors machinery according to maintenance requirements.
Traffic Management during construction activities	Traffic congestion and unsafe transportation of construction materials on and off site.	<ul style="list-style-type: none"> ○ Ensure that a Traffic Management Plan is in place where this might be an issue. ○ Ensure that contractor employs safe drivers. ○ Prevent storage of construction materials, equipment and machineries on the road traffic lanes. ○ Avoid transporting materials during wet conditions. ○ Maintain the free movement of traffic on project access roads. ○ Site access roads are to remain free of any spillage. ○ Establish road signage to warn and inform pedestrians and

Aspect	Potential Impacts	Proposed Mitigation
		vehicular traffic of the proposed site and movement of equipment.
Community Health and Safety	<ul style="list-style-type: none"> ○ Movement of supply vehicles and equipment may cause traffic problems and create unsafe situations for local motorists entering site. ○ Unauthorized entry of local persons may place them in jeopardy if they are on the work site locations. 	<ul style="list-style-type: none"> ○ Ensure that a Traffic Management Plan and a Community Safety Plan is in place where this might be an issue. ○ Ensure that sites are properly barricaded during construction. ○ Enforce access control measures to restrict the public from going to the construction site during and outside working hours by placing posters, reflecting tapes and erecting barriers.
Workers' health and safety	Workers' accidents on the construction site	<ul style="list-style-type: none"> ○ Contractor must prepare and submit incident reports to the PIU. ○ Train workers on prevention of accidents and managing incidents. ○ Workers must wear personal protective equipment (PPE). ○ Provide first aid kit and emergency plan for accidents or incidents. ○ Proper supervision of the construction workforce. ○ Contractor must develop and implement Management Strategies and Implementation Plans (MSIP) including a site-specific OHS management plan for the most dangerous activities, such as, working on heights (ladder or scaffolding), among others and develop Standard Operation Procedures -SOP prior to the start of works. ○ Contractors must also develop a Job Hazard Analysis and convene Daily Safety Talks.
Workers sexual exploitation, sexual abuse and sexual harassment	Physical, psychological abuse of a sexual nature interferes with the productivity of work and displays a lack of respect for project workers	<ul style="list-style-type: none"> ○ Contractor must prepare and submit incident reports to the PIU and World Bank. ○ Contractor is required to develop and implement a Code of Conduct reflecting community, health and

Aspect	Potential Impacts	Proposed Mitigation
		safety prevention and mitigation measures, including, prevention of gender-based violence and sexual exploitation and abuse (Annex 4)
Labour and working conditions	unfair treatment and discrimination and unequal opportunity of project workers	<ul style="list-style-type: none"> ○ No person under the age of 18 years will not be employed or engaged in any project activity. ○ Contractor will enforce Code of Conduct to prevent child labour i.e any person 18 year or below and forced labour, avoid discrimination especially of vulnerable groups and allow employees to raise workers concerns. ○ The Contractor will develop a grievance Redress Mechanism, so that workers can file complaints or develop a means where employees concerns are address.

5.2 Operation Phase

Aspect	Potential Impacts	Proposed Mitigation
Occupational Health and Safety	Worker/employee accidents/injury on property	<ul style="list-style-type: none"> ○ Develop a Job Hazard Analysis, train staff how to properly execute hazardous activities, how to use PPE and ensure there is adequate supply ○ Regularly monitor performance and conduct maintenance of equipment
Sewage/Wastewater Management	Improper disposal and treatment of sewage/wastewater	<ul style="list-style-type: none"> ○ The building will be connected to the sewage system. Thus, sewage/wastewater disposal and treatment system will comply with local laws and regulations of Dominica.
Waste Management	Improper disposal of solid waste	<ul style="list-style-type: none"> ○ Solid waste will be stored in designated containers with lids between collection times, collected and disposed of by DSWMC.

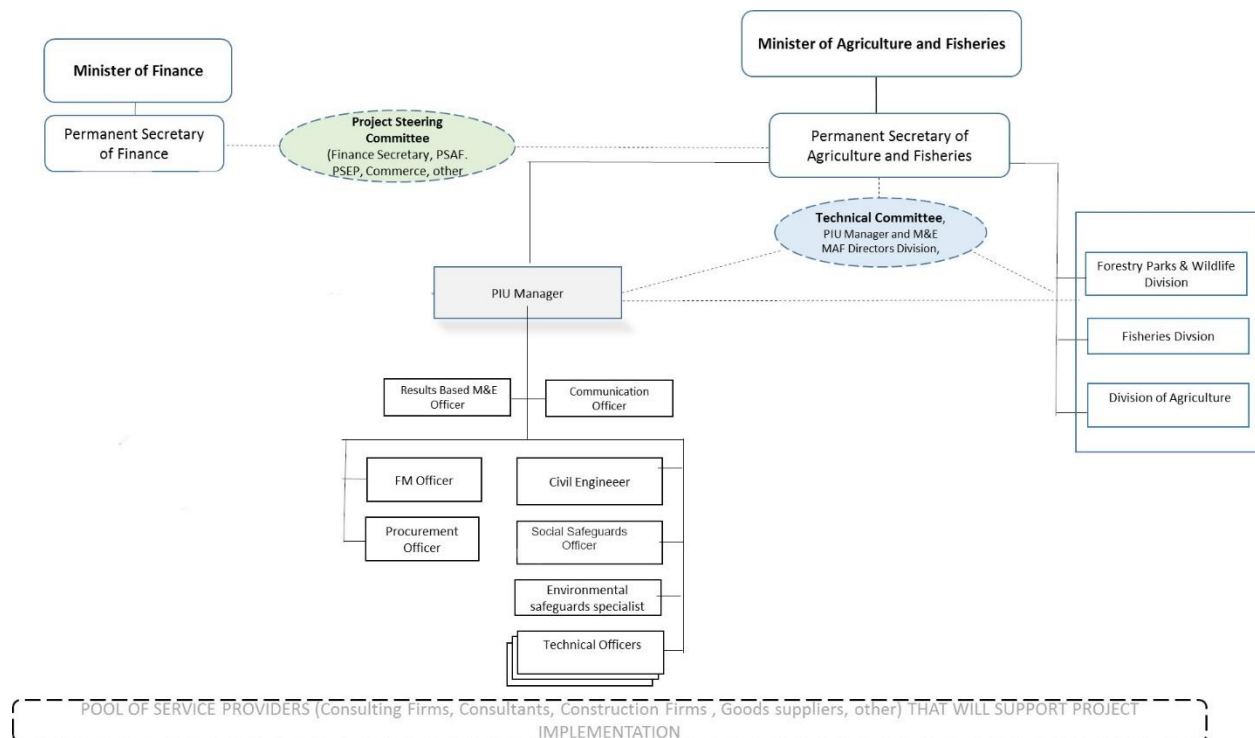
Aspect	Potential Impacts	Proposed Mitigation
Emergency Preparedness and Response	<ul style="list-style-type: none"> ○ Accidental fire ○ Injury to staff ○ Natural disasters (hurricane, earthquake, flooding, etc.) 	<ul style="list-style-type: none"> ○ Develop an Emergency Preparedness and Response Plan to address the most common and likely emergency medical, technical and natural disasters' events ○ Fire extinguisher strategic located in the office. ○ First aid kit suitable for staff and degree of treatment likely to be required before transportation to hospital ○ Develop training plan to address firefighting and evacuation (earthquakes, hurricane and flooding)

Chapter 6. Project Management and Institutional Arrangements

6.1 ESMP Implementation Responsibilities

The overall responsibility of ensuring that the mitigation measures under this ESMP are implemented are with the EALCRP Project PIU, Project Manager, Environmental and Social Safeguards Specialists. The figure below provides an overview of the organizational structure that will support and implement the EALCRP Project.

PIU/EALCRP



The PIU will have the overall responsibility for project implementation. The Project Implementation Unit (PIU) is physically located at 19 King George V St, Roseau. A Project Manager will lead the day-to-day implementation of the project and will report to the Permanent Secretary, Ministry of Blue and Green Economy, Agriculture and National Food Security on the coordination of efforts with other partners, and for technical coordination of activities financed under the project. The PIU environmental and social specialists will be responsible for the day-

to-day activities in instructing and monitoring compliance with World Bank safeguards and the relevant laws of Dominica, including this ESMP

6.2 Contractor Responsibilities

Engagement of Contractors will be managed by the EALCRP PIU. Standard environmental and social related requirements will be included in the bidding documents, including compliance with this ESMP. Therefore, for purposes of cost estimation and budgeting, the contractors should be aware of the existence of the environmental mitigation measures and associated ESMP requirements established herein and include cost items for such purposes in their proposals. Environmental and social related clauses will also be developed and appended to or incorporated into contracts and shall remain in force throughout the contract period.

6.3 Supervision, Monitoring and Reporting

It is the responsibility of the PIU Environmental Safeguards Specialist to ensure that the ESMP is being followed by the contractor(s) and site workers. This will be done by conducting site visits as required throughout out the construction phase. The PIU Project Engineer is the technical person for monitoring that the construction specifications are met and provides regular site inspection. The PIU Project Engineer and the Environmental Specialist are in constant communication to ensure that all safeguard procedures are met.

The Environmental Safeguard Specialist will monitor and report to the Bank (monthly/quarterly) on the construction of the Calibishie Forest Station.

During the construction phase, primary environmental and social monitoring will be carried out by the Contractor, with support from the PIU Project Engineer to provide oversight on technical aspects. In addition, the PIU Project Engineer will be required to prepare and submit reports (monthly/quarterly) to the EALCRP PIU Project Manager. These reports provide update on construction works to include: overall project timeline completion status, action items, project risks, non-conformities with the environmental and social and health and safety requirements and the proposed mitigation plans.

Chapter 7. Stakeholder Engagement

7.1 Consultations

On February 25th, 2022 a consultation was conducted with key Staff of the Forestry, Wildlife and Parks Division to discuss the development and construction of the Forest Stations. This early engagement of the primary Beneficiaries allows for input from the Forestry Staff of their expectations of the forest stations. Outcomes for the meeting included the design of the forest station, all Staff members agreed to a conference room/ meeting hall, separate male and female washroom, kitchen and sleeping quarters. The project would also be entitled to secure the perimeter of the building allowing for sufficient space that a nursery can be developed independently of the project, by the Beneficiary. Handicap facilities, such as a ramp must also be included for persons and Staff with disabilities.

Participants	Designation	Concerns	Solution/Result
Mitchinton Burton	Director of Forestry	Delay in project based on time it takes for the conducting safeguard screening and development of the ESMP	He was assured we are in the early stages of developing these documents and ahead of any construction activities. Contract has been signed for the design and audit of forest stations.
Archie Laville	Forester 1 Northern Range (Calibishie)		
Bradley Guye	Forest Officer	Building a lumber yard for the drying of lumber.	
Norma Anthony	Assistant Forest Officer -Forest Management		
Ronald Charles	Forestry Specialist/PIU	Conducting a Stakeholder engagement of the farmers in the Mangolia Plantation where the forest station is to be housed. Contacting land and surveys to clearly identify state lands and	

Participants	Designation	Concerns	Solution/Result
		survey out a parcel for the Calibishie Forest Station.	
Michael McIntyre	Safeguards/PIU		

On the July 25th 2022 a meeting was held with key Staff of the Forestry, Wildlife and Park Division to prioritize on the Forest Station. In attendance were Acting Director of Forestry Ms. Jacklyn Andre; Francisco Maffei, Officer in Charge of conservation, protection and maintenance section. From the PIU were Ronald Charles, Forestry Specialist and Michael McIntyre, Environmental Safeguards Specialist. The outcome of the meeting revealed that the D`leau Gommier forest station, followed by the Calibishie Forest Station and lastly the Delices Forest Station were outline as the order of priority for the Forestry Division. The outcome of the meeting will be forwarded to the Permanent Secretary of the Ministry of Blue, Green Economy and National Food Security for a decision. The Acting Director of Forestry also had the responsibility to inform the Permanent Secretary of Environment of the importance of the Forest Station, to provide further justification and support for the renovation of forest stations for the Forestry Division.

7.2 Disclosure

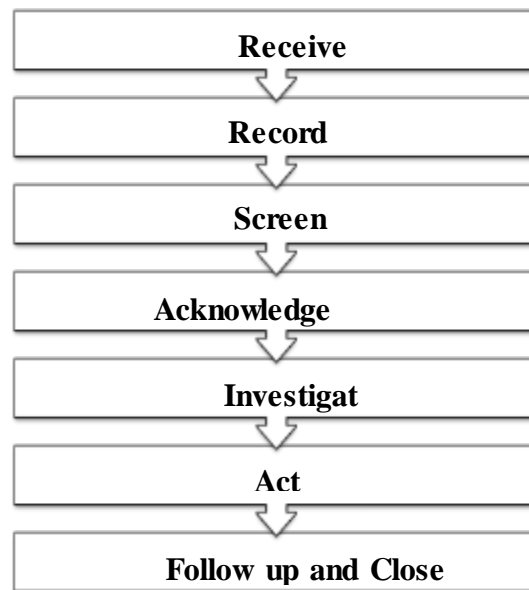
This ESMP is a working document and involves numerous engagements with different stakeholders prior and during construction. The ESMP will be disclosed on the EALCRP PIU's website at <http://piu.agriculture.gov.dm/safeguards>, after it has been reviewed and cleared by the World Bank. This disclosure will allow for comments and feedback. Comments and feedback will be incorporated into the final ESMP document. The final ESMP will be disclosed on the EALCRP PIU's website at <http://piu.agriculture.gov.dm/safeguards>, after it has been reviewed and cleared by the World Bank.

7.3 Grievance and Redress Mechanism (GRM)

7.3.1 EALCRP PIU GRM

The EALCRP PIU has prepared a project-wide Grievance Redress Mechanism (GRM) to receive and facilitate the resolution of concerns and grievances associated with the PIU and/or project related activities. Any grievances associated with the location and construction of the Calibishie Forest Station will be addressed by the PIU's GRM. The GRM can be viewed in detail on the EALCRP PIU's website at <http://piu.agriculture.gov.dm/safeguards>.

The GRM will enable the EALCRP PIU to address any grievances against this specific sub-project activity. It must be noted that this GRM covers grievances that relate to the impacts that the project may have on people and communities. The GRM process is outlined below.



The EALCRP PIU will be responsible for registering, tracking, addressing and resolving any grievances raised by individuals or groups. Grievances can be submitted to the EALCRP PIU:

- **Email:** A complainant can email the EALCRP PIU to complain. Complainant will receive email acknowledging complaint and be advised to complete a grievance form and sign (electronic or by reporting to nearest office).
 - Project Manager, Kervin Stephenson Email: stephensonke@dominica.gov.dm
 - Environmental Safeguards Specialist, Michael McIntyre Email: mcintyrem@dominica.gov.dm
 - Social Safeguards Officer; Kamarsha Sylvester email : sylvesterk@dominica.gov.dm
- **Write a letter:** to the EALCRP PIU, Project Manager, Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP), 19 King George V St., Roseau, Dominica to complain (respond to letters via telephone or email, inviting complainant to complete an official grievance form/transfer information from letter to grievance form; record complaint in log)
- **Telephone:** Complainants can call the EALCRP PIU at (767) 266 3998
- **In Person:** Complainants can report to the EALCRP PIU office at 19 King George V St., Roseau, Dominica, to complete and submit a grievance form. They can also register their complaint directly to the Environmental and Social Safeguards Specialists.

- **Anonymous Complaints:** are accepted through all above-mentioned channels. Complainants can submit their grievances without providing personal contact information.
- **PIU Project Manager or Staff Complaints:** Complainants can telephone, email or write letters to the Permanent Secretary, Ministry of Blue and Green Economy and Agriculture and National Food Security.

A grievance will be acknowledged in writing or email, by the EALCRP PIU within five (5) working days of a grievance being submitted to the EALCRP PIU and high-level cases will be responded within 10-20 working days. The EALCRP PIU will communicate verbally, written form or email to the complainant, as well as contact the complainant to verify that the grievance has been resolved and also gather any feedback on the grievance process. Grievances under this GRM are classified as Level 1 (Low Risk), Level 2 (Substantial Risk) and Level 3 (High Risk). While all grievances are considered important and critical, Levels 2 and 3 are classified as high priority, with Level 3 being the highest priority. If the complainant is not satisfied with the resolution and/or does not agree with the proposed actions, the EALCRP PIU will need to escalate the matter to the Grievance Committee. The EALCRP PIU is committed to resolving complainant's grievance and as required will convene an independent Grievance Committee to resolve the grievance.

The EALCRP PIU will communicate the GRM process to its external and internal stakeholders to raise awareness and offer transparency of how stakeholders can voice their grievances.

7.3.2 World Bank Redress Mechanism

The Grievance Redress Service (GRS) is an avenue for individuals and communities to submit complaints directly to the World Bank if they believe that a World Bank project has or is likely to have adverse effects on them, their community, or their environment. The GRS enhances the World Bank's responsiveness and accountability to project-affected communities by ensuring that grievances are promptly reviewed and addressed.

Any individual or community who believes that a World Bank-supported project has or is likely to, adversely affect them can submit a complaint. Complaints must be in writing and addressed to the GRS. They can be sent:

- **ONLINE** – through the GRS website at www.worldbank.org/grs
- **BY EMAIL** at grievances@worldbank.org
- **BY LETTER OR BY HAND** delivery to any World Bank Country Office
- **BY LETTER** to the World Bank Headquarters in Washington at The World Bank Grievance Redress Service (GRS) MSN MC 10-1018 1818 H St NW Washington DC 20433, USA

Chapter 8. ANNEXES

Annex 1: Environmental and Social Screening Checklist

The form below identifies potential impacts of the proposed activities envisioned under Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP). Many of the actions or activities have low or negligible potential negative impacts, such as purchase of equipment, raw materials and supplies. Some may have impacts that are typical for small construction or rehabilitation projects, such as repair of damaged infrastructure, buildings, or facilities.

Section A: Background information

Subproject Name	Restoration of Key Infrastructure in Forestry
Subproject Purpose	<input checked="" type="checkbox"/> New Structure <input type="checkbox"/> Expansion of existing structure <input type="checkbox"/> Renovation of existing structure <input type="checkbox"/> Construction of waste disposal system
Subproject Location	Calibishie
Subproject property ownership	<input checked="" type="checkbox"/> Government of the Commonwealth of Dominica <input checked="" type="checkbox"/> Own <input type="checkbox"/> Lease Agreement
Subproject current property use	<input type="checkbox"/> Industrial <input checked="" type="checkbox"/> Commercial <input type="checkbox"/> Agricultural <input type="checkbox"/> Residential
Subproject Component	Construction of the Calibishie Forest Station
Estimated Investment	
Start/Completion Date	January 2023 to August 2023

Section B: Construction Issues

Will the sub-project:	Yes	No
Demolish existing structures and require disposal of construction materials? ?		X
Demolish existing structures and require disposal of hazardous materials?		X
Involve the generation of a significant amounts of solid and liquid waste?		X
Construction work generate emissions to the atmosphere (dust, odours, fumes)?		X
Construction work cause a noise nuisance due to the operation of heavy machinery and other on-site activities?	X	
Construction work produce significant amounts of runoff, change drainage patterns and/or erosion?	X	
Construction work affect traffic or public safety?	X	
Cause physical changes in topography and land use?	X	

If answers to any of the above is 'yes', please include an ESMP in sub-project implementation.

Section C: Environmental Issue

Will the sub-project	YES	NO
Create a risk of increased soil erosion?	X	

Create a risk of increased deforestation?		X
Create a risk of increasing any other soil degradation?		X
Affect soil salinity and alkalinity?		X
Divert the water resource from its natural course/location?		X
Cause pollution of aquatic ecosystems by sedimentation and agro-chemicals, oil spillage, effluents, etc.?		X
Introduce exotic/alien plants or animals?		X
Involve drainage of wetlands or other permanently flooded areas?		X
Cause poor water drainage and increase the risk of water-related diseases such as Dengue?		X
Reduce the quantity of water for the downstream users?		X
Result in the lowering of groundwater level or depletion of groundwater?		X
Create waste that could adversely affect local soils, vegetation, rivers and streams or groundwater?		X
Reduce various types of livestock production?		X
Focus on biomass/bio-fuel energy generation?		X

If answers to any of the above is 'yes', please include an ESMP in sub-project implementation.

Section D: Socioeconomic Issues & Community Health and Safety

Will the sub-project:	YES	NO
Displace people from their current settlement?		X
Cause an influx of labour?		X
Interfere with the normal health and safety of the worker/community?		x
Reduce the employment opportunities for the surrounding communities?		X
Reduce settlement (no further area allocated to settlements)?		X
Reduce income for the local communities?		X
Increase safety concerns due to introduction of the project?		X
Increase exposure of the community to communicable diseases such as HIV/AIDS?		X
Induce conflict?		X
Introduce new practices and habits?		X
Lead to child delinquency (school drop-outs, child abuse, child labour, etc.)?		X
Lead to gender disparity or gender-based violence?		X
Lead to poor diets?		X
Lead to social evils (drug abuse, excessive alcohol consumption, crime, etc.)?		X
Cause an increased exposure of the community to COVID-19?	X	

Section E: Natural Habitat

Will the sub-project:	YES	NO
Be located within environmentally sensitive areas (e.g., intact natural forests, mangroves, wetlands) or threatened species?	X	
NB: If the answer is yes, the sub-project should prepare a Natural Habitats Plan (see ESMP).		

Adversely affect environmentally sensitive areas or critical habitats – wetlands, woodlots, natural forests, rivers, protected areas including national parks, reserves or local sanctuaries, etc.)?		X
NB: If the answer is yes, the sub-project should not proceed.		
Affect the indigenous biodiversity (flora and fauna)?		X
NB: If the answer is yes, the sub-project should not proceed.		
Cause any loss or degradation of any natural habitats, either directly (through project works) or indirectly?		X
NB: If the answer is yes, the sub-project should not proceed.		
Affect the aesthetic quality of the landscape?		X
Reduce people's access to the pasture, water, public services or other resources that they depend on?		X
Increase human-wildlife conflicts?		X
Use irrigation system in its implementation?		X

NB: If the answers to any of the above is 'yes', please include an ESMP/ Natural Habitat Management Plan with sub-project application

Section F: Pesticides and Agriculture Chemicals

Will the sub-project:	YES	NO
Involve the use of pesticides or other agricultural chemicals, or increase existing use?	X	
Cause contamination of watercourses by chemicals and pesticides?		X
Cause contamination of soil by agrochemicals and pesticides?		X
Experience effluent and/or emissions discharge?		X
Export produce? Involve annual inspections of the producers and unannounced inspections?		X
Require scheduled chemical applications?		X
Require chemical application even to areas distant away from the focus?		X
Require chemical application to be done by vulnerable group (pregnant mothers, chemically allergic persons, elderly, etc.)?		X

If the answer to the above is 'yes', please consult the IPMP that has been prepared for the project.

Section G: Vulnerable and Marginalized Groups meeting requirements for OP 4.10

Are there:	YES	NO
People who meet requirements for OP 4.10 living within the boundaries of, or near the project?		X
Members of these VMGs in the area who could benefit from the project?		X
VMGs livelihoods to be affected by the subproject?		X
Affect vulnerable people and underserved groups (e.g., children, elderly poor pensioners, physically challenged, women, particularly head of households or widows, etc.)?		X

Require temporary relocation for a vulnerable population affected (children, physically challenged, elderly, minority group etc.)?		X
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If the answer to any of the above is 'yes', please consult the IPP that has been prepared for the project.

Section H: Land Acquisition and Access to Resources

Will the sub-project:	YES	NO
Require acquisition of land (public or private) (temporarily or Permanently) for its development?		X
Use land that is currently occupied or regularly used for productive purposes (e.g. gardening, farming, pasture, fishing locations, forests)?		X
Displace individuals, families or businesses?		X
Result in temporary or permanent loss of crops, fruit trees and Pasture land?		X
Adversely affect small communal cultural property such as funeral and burial sites, or sacred groves?		X
Result in involuntary restriction of access by people to legally designated parks and protected areas?		X
Be on monoculture cropping?		X

If the answer to any of the above is 'yes', please consult the mitigation measures in the ESMF, and if need be adopt the ARAP guidelines.

Section I: Proposed action

Summarize the above: Based on the above screening checklist results and the risk identified an ESMP will be developed.	(ii) Guidance
All the above answers are 'No'	• If all the above answers are 'No', there is no need for further action;
There is at least one 'Yes'	• If there is at least one 'Yes', please describe your recommended course of action (see below).

(iii) Recommended Course of Action

Activities and actions with low potential E&S risk require no further safeguards actions. Those with moderate potential risk will be managed using the general ESMF for the Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP), and will typically require that an ESMP be developed. Those with moderate to substantial potential risk will be managed using the tools in the general ESMF for the Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP) along with the additional safety guidance and information provided in this ESMP.

Annex 2: Calibishie Forest Plantation Assessment

ASSESSMENT OF THE PROPOSED FOREST STATION SITE IN CALIBISHIE



Introduction

The Calibishie Plantation is located in the northeast part of Dominica in the village of Calibishie. This plantation forest consists of 5.29 acres which is bordered by: the public road and ravine to the north; uncultivated farm lands and private forested lands to the south and west and private forested lands to the east. The plantation forest is managed by the Forestry, Wildlife and Parks Division. The main species of significant economic value is *Swietenia mahogany* and *Swietenia macrophylla* and Caribbean pine (*Pinus Caribbeae*) to a lesser extent. The plantation was established over 50 years as part of a pioneering effort to introduce new species of forest plants into Dominica and to assist in soil conservation.

The proposed site for the Calibishie Forest Station is a 10,000 sqft, (4.39% of the 5.29 acres) to be hatched out from the plantation. A further 2500 sqft (25% of the hatched-out portion) from the 10,000 will be used for the actual building.

Objective of the Management Plan

The objective of this forest management plan consists of three sections; to conduct a forest assessment, to develop a safe harvesting plan and to create a plan for the sustainable management of the plantation.

A. Forest Assessment

The objective of this Assessment of the proposed Calibishie forest station site is to determine:

- The numbers of trees in the demarcated area, the type (species) of trees, the basal area of the stand and the Volume of trees.
- The economic and environmental value of the trees
- To determine how many trees needed to be salvaged

An assessment of the proposed Calibishie forest station site was conducted on the 7th September 2022. The Assessment team included Staff from the Division of Forestry, Parks and Wildlife headed by the Forester for the North Forest Range together with PIU Forest Specialist, Support Staff and Environmental Specialist.

The group was deployed as two teams; one team conducting the tree assessment on the proposed access road/track (Annex 1) and the other team conducting the tree assessment on the proposed demarcated area for the forest station building (see cover photo). In achieving the first objective the diameter of the tree at breast (DBH) and height of each tree were measured to generate the basal area.

Basal area is defined as the total cross-sectional area of all stems in a stand measured at breast height, and expressed as per unit of land area (typically square feet per acre). The basal area is important in indicating the amount of area each tree takes up in the forest plantation.

The basal area will provide some guidance and determine the stocking density, (standing volume) how much light enters the understory, competition among tree and understory growth.

The specie and number of trees per acre alone does not provide information on the size of the trees in the stand and the total area it occupies in the stand.

The following trees were assessed and their basal area calculated:

Caribbean Pine (*Pinus Caribaea*)

Caribbean pine is an evergreen tree growing up to 30 m with a broad, rounded crown, often free of branches to a considerable height. Its grey to reddish-brown bark is cracked and sheds in wide flat plates. Leaves are deep-green needle shaped, 15–25 cm long, usually occur in bundles of three and are crowded at the ends of branches. The pine has glossy brown cones that are about 5–10 cm long and 2.5–3.5 cm wide when closed, and a small prickly. The Caribbean pine is a hard pine species native to Central America and the northern West Indies. Caribbean pine is a softwood widely used for construction, flooring, playground furniture and cladding.

The assessment revealed that there were twenty-two (22) Caribbean pine trees in the 10,000 demarked proposed site. Of these only five (5) were alive and the rest of them (seventeen -17, were dead and decomposing, even if standing) These trees will be harvested by the Forestry Division as part of its regular activities in managing the plantation. The basal area for the live pine is 55.412 square feet and that for the dead pine is 188.53 square feet. The basal area for the live pine only accounts for 0.0055% of the 10,000sqft. Seventy-seven percent (77.27%) of the Caribbean pine are dead without any economic value and are considered hazard trees. Foresters traversing the area must be especially mindful of this hazard. Therefore, only five live pine trees will be harvested as part of the clearing operation for construction. The Division of Forestry will be the custodian. The Forestry Division has its internal timber harvesting operations plan that will be engaged during the harvesting. All timber harvesting operations on the site will be undertaken well in advance of the sight being handed over to the construction firm.

Caribbean pine is not on the threatened nor the endangered species list of the International Union for Conservation of Nature (IUCN) and is classified as lower risk /least concerned.

Figure 1. Hazard trees-dead but standing trees

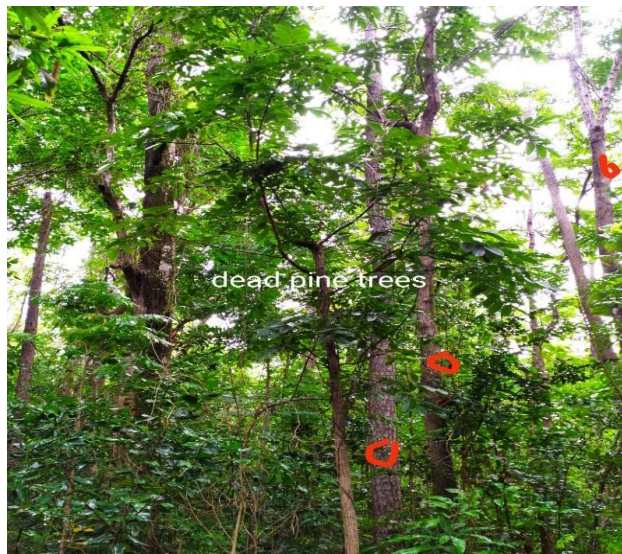


Figure 2. Mahogany pods



White Cedar (*Tabebuia pallida*)

White Cedar) is a species of tree native to the Caribbean. This tree is valuable for its timber production (furniture, construction, boat building arts and craft) and grown for such purposes on that plantation. There was only one (1) white cedar tree on the plantation with a DBH of 67 inches. It is classified as least concerned by the IUCN.

Bigleaf Mahogany (*Swietenia macrophylla*)

Mahogany is an exceptionally durable hardwood, it is the ideal choice for furniture flooring veneers and musical instruments and fittings around the home. Mahogany was introduced to Dominica in the 1950s as part of efforts to diversify the country's forest tree species.

There are seventy (70) mahogany plants of varying DBH within the 10,000 sqft of demarcated area. The basal area was measured to be 511.783 square feet, which is 5.11% of the area to be cleared for construction and only 1.19% of the total plantation (5.29acres) to be impacted.

Big Leaf Mahogany *Swietenia macrophylla* has most recently been assessed by the World Conservation Monitoring Centre for the International Union for the Conservation of IUCN Red List of Threatened Species in 1998.

Swietenia macrophylla is listed as Vulnerable under criteria A1cd+2cd by the International Union for Conservation of Nature (IUCN). (<https://www.iucnredlist.org/species>)

Figure 3. Mahogany tree



Figure 4. Mahogany fruit

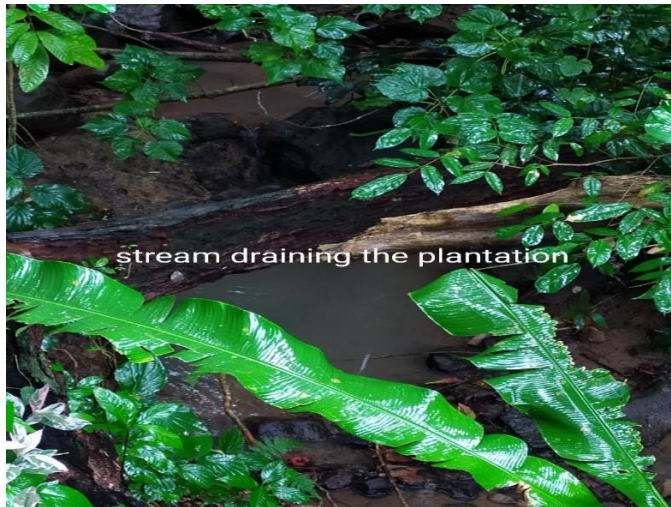


Wildlife Habitat

The plantation has a number of important ecological functions

- Contributes to reduce carbon dioxide in the atmosphere,
- Soil conservation
- contributes to the restored water supply in a small ravine within the plantation.

Figure 5. Stream draining the plantation



The wildlife in the plantation include birds, lizards, snakes, insects' small mammals such as the marsupial (*Didelphys marsupialis*) and the large rodent called an Agouti (*Dasyprocta antillensis*) The remaining contiguous forests in the plantation as well as the nearby natural forests provides an abundance of micro habitats to sustain healthy populations of existing wildlife.

Soil

The soil is primarily loamy in nature with a high humus content accumulated after years of decomposition. The area of land elevates from the ravine to approximately 600 feet before where it plateaus to a flat area where the development is proposed.

The Access Route

The access route is 327 ft long and approximately 6ft wide. Thirty (30) mahogany plants were identified with a basal area of 145.4397 sqft. These 30 mahogany trees will be removed by the Forestry Division timber harvesting and utilization unit prior to handing over the site to the construction crew.

Figure 6. Access road



B. Timber Harvesting Safety Plan.

The tree felling crew from the Forestry Division has its own internal timber harvesting safety protocol. This includes the wearing of hard hats, steel toe shoes, shield on the chain saw, ear muffs and gloves. The immediate zone of operations is a no smoking zone particularly when using refueling equipment. All escape routes have to be properly marked before the start of operations. The Forest Officer can also refer to the PIU brochure “Smart use of Chainsaw” for additional safety information on tree harvesting. See link below.

https://piu.agriculture.gov.dm/images/Chainsaw_Use_Brochure-01_2.jpg

c. Forest Management Plan

The Forestry Division has in place a regular, biennial program of tree thinning within the plantation. The trees are marked, spaced and removed by felling the marked trees. The remaining trees are allowed to grow and develop until the next tree thinning exercise. The felled trees are removed and sold on the local market or utilized at the Forestry Division’s woodwork shop.

All harvested timber is measured and volumes of felled timber are then calculated. Where the felled trees are not of merchantable volumes, these are left on the site and allowed to decompose or be a microhabitat.

The Forestry, Wildlife and Parks Division is undertaking a planting mission to propagate 40,000 to 80,000 Mahogany within a six to eight months period, approximately 2500 to 5000 trees being planted per week. All wildlings, mahogany plants produce through natural regeneration will be harvested from the Calibishie Forest Station site. These mahogany plants will be propagated at the Melville Hall and One Mile Forestry Propagation Centers. Mahogany propagated will be planted on State lands, private lands, other plantations and reserve forest. Therefore, this planting activity compensates for the mahogany trees to be removed for the forest station proposed construction site (5000 sqft) and the access road, approximately 70 plants will be more than compensated for.

The propagation activities take approximately 4 to 5 months from harvesting the wildlings to planting out in the fields. After sourcing and transportation of topsoil for propagation, the plants are removed from the nursery and left outside to be hardened before finally transplanting in the fields.



Annex 3. Sample Code of Conduct

EXAMPLE OF CONTRACTOR'S CODE OF CONDUCT **ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY**

Our Commitment

Our Company is committed to protecting the environment in which we operate and take pride in conducting our business in a safe and responsible manner. We recognise and accept our responsibility to develop our resources with awareness of the environmental, economic and social needs and expectations of stakeholders.

Our Organisation promotes freedom of expression and open communication and we expect all employees to follow our Code of Conduct. All third-party contractors, sub-contractors, consultants and volunteers are also expected to comply with the code as a condition of their engagement with the Organisation.

No operation is considered effective or complete without proper attention to safety and the environment as detailed in our Organisation's Health and Safety Manual (include as Appendix 1). The health and safety of all employees and those visiting the organisation/ work site are of the utmost importance. We are committed to providing and maintaining a working environment that is safe and without risk to health and safety and is committed to complying with all relevant legislative and project requirements.

All parties are expected to demonstrate a high degree of tolerance and respect for all stakeholders associated with the project, including the indigenous and local communities. The guidelines to be followed are set out in the Code of Conduct requirements below and shall apply to all associated project personnel.

Code of Conduct Requirements

This Code of Conduct for the project identifies the behaviour which we require from all project personnel and is aligned with our Organisation's Code of Conduct (add as Appendix). Our workplace is an environment where unsafe, offensive, abusive or violent behaviour will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

In this document the term "child" / "children" means any person(s) under the age of 18 years.

Code of Conduct

Each personnel shall comply with the following:

1. Carry out his/her duties competently, diligently and in accordance with best practice
2. Comply with applicable laws, rules, and regulations of the Country

We will inform our personnel of the applicable legal requirements as identified in the ESMP to ensure that they are aware of the requirements. Each member of our team will be required to familiarise themselves with this document.

3. Compliance with applicable health and safety requirements to protect the local community (including vulnerable and disadvantaged groups), and the Employer's Personnel, including wearing prescribed personal protective equipment [PPE], preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment

It is our duty to ensure that the health and safety requirements are strictly adhered to by all parties. As part of our employment agreement we require that all our personnel must be knowledgeable of our Health and Safety Policy and be informed of the actions required as detailed in the Health and Safety Manual which is in accordance with the ISO 45001. Through our Environmental Specialist, we will assess if any training is required and ensure that this is done. We will also equip all our personnel with the required PPE, and it is mandatory that this be used once on the project site. Safety in workplaces is an un-compromised condition and a mutual and shared responsibility for all our employees.

4. Compliance with environmental requirements identified in the ESMP including erosion control, storm water control, noise and dust control, site cleanliness and disposal of excavated materials and construction wastes
5. Compliance with COVID-19 Prevention Protocols of the Ministry of Health, Wellness and New Health Investment and other national guidance and related protocols

We will remain alert of changing outbreak conditions, locally and regionally, including as they relate to possible community spread or clusters and implement infection prevention measures accordingly. In accordance with OSHA guidelines, our ESHS Experts will periodically assess the hazards to which our personnel and the contractor's workers may be exposed, evaluate the risk of exposure and select, implement, and ensure workers use controls to prevent exposure. All project workers will be trained on the signs and symptoms of COVID-19 and an explanation of how the disease is potentially spread, including the fact that infected people can spread the virus even if they do not have symptoms.

In collaboration with the Project's Safeguards Specialists, we will implement where necessary, standard operating procedures and employee training as it relates to potential exposures. Through our Environmental Safeguards expert, we will ensure to keep updated on all the latest COVID-19 protocols of the Ministry of Health, Wellness and New Health Investments and inform our personnel to ensure these are complied with.

6. Compliance with applicable emergency operating procedures and health and safety requirements

All personnel will be informed of the emergency procedures as prescribed in the project's ESMP and the CESMP which must be strictly complied with.

7. Duty to 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 danger to his/her life or health

Each personnel must assume responsibility for his/ her own health and safety and should report any concerns immediately to the Project Manager/ Site Supervisor, Resident Engineer or ESHS Experts.

8. Respecting reasonable work/ site instructions (including regarding environmental and social norms)

All our personnel are required to be aware of related work/ site instructions and are expected to comply. This is a condition of employment and subject to disciplinary measures if violated.

9. The use of illegal substances

Our Organisation has a zero tolerance for the use of illegal substances - all drugs, alcohol and any controlled substances or medicines. This may result in immediate dismissal if violated. If required, we are prepared to engage the services of a Medical Professional to perform testing for any illegal substances.

10. Sanitation requirements (for example, to ensure workers use specified sanitary facilities provided by their employer and not open areas)

Adequate sanitary facilities and well-equipped hand-washing stations are expected to be provided by the contractor on this project. It is also expected that the contractor will ensure that these facilities are frequently cleaned and sanitised especially given the risks of COVID-19, as a prevention measure. All project personnel, including the contractor's, are required to use these facilities and will be reminded of this should the need arise.

11. Non-Discrimination and respect in dealing with the Indigenous Peoples, the local community (including vulnerable and disadvantaged groups), the Employer's Personnel, the Contractor's Personnel and other related Project Personnel (for example on the basis of family status, ethnicity, race, gender, religion, culture, language, marital status, birth, age, disability, or political conviction)

Our Organisation firmly believes in respect for all and that everyone should be treated fairly. We will ensure that our personnel are aware of the requirements as prescribed in these project documents and abide by them as a condition of employment. We commit to working in close collaboration with all Social Specialists on this project to ensure that there is non-discrimination and respect for all stakeholders on the basis of gender, age, physical or mental disability, race, language, culture, political affiliation, philosophic or religious beliefs or any other reason.

Interactions with community members and any affected persons (for example to convey an attitude of respect and non-discrimination, including to their culture and traditions)

All employees are expected to fulfill their duties with integrity and respect toward customers, stakeholders, and the community. We are committed to the highest social performance standards in a manner that respects the environment, culture and customs of the communities within the area of direct and indirect influence of the project. Any complaints received from communities or stakeholders will be investigated in accordance with the Project's Grievance Redress Mechanism.

12. Sexual harassment (for example to prohibit use of language or behaviour, in particular towards women or children, that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate)
13. Violence, including sexual and/or gender-based violence (for example acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion, and deprivation of liberty)
14. Exploitation including sexual exploitation and abuse (for example the prohibition of the exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading behaviour, exploitative behavior or abuse of power)

Sexual harassment, violence, including gender based, and exploitation are behaviours which are expressly prohibited in our Organisation. These are identified as a form of harassment based on the misuse of power in human relationships and can be defined as behaviours intended to disturb, threaten or upset. Some examples of behaviours associated with these elements are listed in Appendix 1. Any complaints or reports received from communities or stakeholders in this regard will be investigated by our Social Specialist in accordance with the Project's Grievance Redress Mechanism.

15. Protection of children (including prohibitions against abuse, defilement, or otherwise unacceptable behavior with children, limiting interactions with children, and ensuring their safety in project areas)

The rights of the child shall be protected and any observed or reported cases of infringement will be swiftly investigated and required measures taken if deemed necessary. Our Social Specialist will collaborate with the Ministry of Youth Development and Empowerment, Youth at Risk, Seniors Security and Dominicans with Disabilities; Social Welfare Division in this regard.

The Contractor ESHS Expert should provide training related to the environmental and social aspects of the Contract, including on health and safety matters, sexual exploitation and abuse and sexual harassment

Our ESHS Experts will provide short training sessions and concise information leaflets to assist personnel in being informed of the environmental, social and health and safety aspects of the project.

16. Avoidance of conflicts of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favours, are not provided to any person with whom there is a financial, family, or personal connection)

Our Company shall deal fairly and lawfully with all our Clients in accordance with our Business Ethics. We expect our employees to avoid any personal, financial or other interests that might hinder their capability or willingness to perform their job duties. Employees are encouraged to perform self-checks when in doubt or faced with a difficult situation to ensure that decisions are lawful.

17. Avoidance of issues associated with influx of labour, both social and environmental

These issues include many of those identified in this Code, such as sexual exploitation, sexual harassment or gender-based violence. Both our Environmental Specialist and Social Specialist will conduct the requisite monitoring to ensure that these issues are avoided. If any issue should arise or complaint receive, it will be investigated, and the necessary action taken. A report will also be prepared and follow-up done.

18. Protection and proper use of property (for example, to prohibit theft, carelessness or waste)

In accordance with our Organisation's Code each employee must ensure that their actions comply with and are within the meaning and intent of all applicable laws and regulations.

19. Duty to report violations of this Code

Each employee has a duty to report any violations or suspected violations of the code. The person by virtue of this Code will be protected from retaliation. Any reports of violations received will be investigated.

20. Non-retaliation against workers who report violations of the Code, if that report is made in good faith.

Our Organisation is committed to the highest standards of good governance, transparency, honesty, integrity, and accountability. Any of our employees who report unethical conduct or violation of the Code are protected from reprisal. Any reprisal or attempted reprisal against an employee who makes a report in accordance with the Code is considered to be in breach of the Code of Business Conduct. If any employee should feel that they have been discriminated against as a result of reporting unethical conduct or violation of the Code, there is an opportunity to report the discriminatory actions directly to the Company's Director.

Our Personnel are not allowed to smoke illegal substances (drugs) or make open fire in the Project area, including project's vehicles.

Our Personnel are not allowed to carry firearms, explosives, ammunition, or other arms in the Project Area, including Project's vehicles.

Our personnel are not allowed to have pets in the Project area.

Our personnel are not allowed to fish, hunt or remove vegetation from the Project area or surrounding properties.

Our Personnel are not allowed to use open areas instead of the designated sanitary facilities.

Any damage caused by the Project to any property in the Project Area must be immediately informed to the Representative of the Contractor in the Project.

Implementation of the Code of Conduct

The project requires that implementation of the Code of Conduct detail the measures to ensure that there is compliance, these include how the Code will be:

- Communicated to Personnel
- Introduced into the Conditions of Contract
- Violations will be addressed
- Monitored and Reported for Compliance
- Communicated to Communities in case of concerns

Our ESHS Experts on this project will work in close collaboration with the Project's Environmental Safeguards Specialist and Social Safeguards Specialist to ensure compliance with the Code of Conduct during works.

Communication to Personnel

All employees must be open to communication with their colleagues, supervisors or team members. We promote freedom of expression and open communication, but we expect all employees to follow our Code of Conduct. The Code of Conduct for the project will be provided to each personnel on the project and will also be available in hard copy in the project office.

Our ESHS Specialists will provide short training sessions and concise information leaflets to assist personnel in being informed of the environmental, social and health and safety aspects of the project. Training for workers will include awareness of hazards in the project area, health and safety procedures, emergency response, first-aid, incident reporting and accident prevention. Safety and other ESHS issues will also be highlighted at tool-box meetings and monthly project meetings by the Project Manager, Resident Engineer and/or ESHS Specialists. ESHS orientation will also be done for new personnel.

Personnel will have an open communication channel through our ESHS Experts or other designated person to be able to ask questions and make recommendations at any time during the project implementation.

Engagement Conditions and Consequences of Code Violations

All our personnel on the Project are personally responsible for ensuring that their behaviour complies with this Code of Conduct. The Code of Conduct is clearly articulated in this document and is written in plain language (English). As part of the conditions of engagement, each employee on this project is expected to sign an agreement indicating that they have:

- Received a copy of the code
- Had the code explained to them
- Acknowledged that adherence to this Code of Conduct is a condition of employment; and
- Understood that violations of the Code can result in serious consequences, up to and including dismissal, or referral to legal authorities

Clarifying queries and obtaining advice – Our personnel may consult with our Compliance Officer if there are any questions or concerns about this Code of Conduct, or if advice is needed. Our Environmental Specialist and Social Specialist on this project will also be available to provide guidance on the Code.

We will take appropriate investigative action where this Code is breached. Our Organisation may have to take disciplinary action against employees who repeatedly or intentionally fail to follow our Code of Conduct. Disciplinary actions will vary depending on the violation. Possible consequences include:

- Reprimand
- Demotion
- Suspension or termination for more serious offenses
- Detraction of benefits for a definite or indefinite period
- Legal action may also be taken

Monitoring and Reporting

If any person observes behaviour 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 Consultant's Social Safeguard's Expert and Environmental Safeguard's Expert or another individual designated by the Company to handle these matters]* in writing at this address *[insert address]* or by email *[insert email address]* or by telephone at *[insert telephone #]* or in person at *[insert designated location and available times]*
2. Call *[insert telephone #]* to reach the Project's hotline *(if any)* and leave a message including contact number and brief information of issue
3. Utilise the Project's Grievance Redress Mechanism (GRM), available via telephone *[insert #]*, in person at the PCU Office *[insert address]*, through the project website *[insert web address]* or via the GRM App *[insert link, if available]*

The person's identity will be kept confidential, unless reporting of the allegation is mandated by law of the Commonwealth of Dominica. 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 in collaboration with the Project. 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 behaviour prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

Responsibility - Overall responsibility for monitoring and reporting lies with our Project Manager/ Site Supervisor, Resident Engineer and Social Specialist and Environmental Specialist or another designated representative on this project. Periodic assessments will be done by these designated personnel to ensure compliance with the Code of Conduct. Review will also be done at least every six (6) months or as may be necessary to ensure the Code remains current.

Reports will be done monthly as part of the project's progress reporting or immediately if there is an incident. Other reports may be prepared as requested by the Project.

Communication to Communities

In collaboration with the Project's Social Safeguards Specialist and Environmental Safeguards Specialists we will if required:

- Inform the community of our roles and responsibilities on the project
- Inform the community and stakeholders of the requirements of the Code of Conduct, measures for compliance and our commitment to upholding the Code
- Respond to the concerns and views of stakeholders in a timely and open fashion
- Engage interested parties, when necessary, to discuss our operations and the relationship to affected communities and the environment
- Provide clear and candid environmental information about the operations of the Project and our responsibilities.

Appendix 1

Behaviours Constituting Sexual Exploitation and Abuse and Behaviors Constituting Sexual Harassment

The following non-exhaustive list is intended to illustrate types of prohibited behaviours:

Examples of Sexual Exploitation and Abuse include, but are not limited to:

- Consultant's Personnel tells a member of the community that he/she can get them jobs on the project work site (e.g. cleaning, masonry) in exchange for sex or sexual acts
- Consultant's Personnel says that he can give priority for job considerations to women in exchange for sex

- Consultant's Personnel rapes, or otherwise sexually assaults a member of the community or project stakeholder
- Consultant's Personnel denies a person access to the site unless he/she performs a sexual favor
- Consultant's Personnel tells a person applying for employment under the Contract that he/she will only hire him/her if he/she has sex with him/her

Examples of Sexual Harassment or Sexual Misconduct include, but are not limited to:

- Consultant's Personnel comments on the appearance of another personnel's or community member (either positive or negative) and sexual desirability
- When a Consultant's Personnel complains about comments made by another Consultant's/ Contractor's Personnel on his/her appearance, the other Consultant's/ Contractor's Personnel comment that he/she is "asking for it" because of how he/she dresses
- Unwelcome touching of a Consultant's/ Contractor's or Employer's Personnel or community member by another Consultant's/ Contractor's Personnel
- Consultant's Personnel tells another Consultant's/ Contractor's Personnel that he/she will get him/her a salary raise, or promotion if he/she sends him/her naked photographs of himself/herself.

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 (including for sexual exploitation, abuse and harassment cases) in handling those types of cases] requesting an explanation.

Name of Contractor's Personnel: [insert name]

Signature: _____

Date (day/month/year/): _____

Counter signature of authorized representative of the Contractor:

Signature: _____

Date (day/month/year/): _____