

ENVIRONMENT AND SOCIAL REQUIEREMENTS FOR CONTRACTORS

Following the Environmental Social Impact Assessment (ESIA) of the PICP SEZ, and to mitigate/reduce the impacts of the construction works, some recommendations have been made for the preparation and construction phase.

The following must be strictly implemented by all contractors (main and sub-contractors).

I. General requirements

The contractor will propose an Environment and Social Management System (ESMS) that will enable them to develop, implement and monitor their Environment and Social Management Plan (ESMP) procedures and Health and Safety (H&S) specifications and perform the necessary E&S site visits as well as the related reporting during the construction period.

This document referred to as Construction Environment and Social Management Plan (CESMP) will be applied to all the contractors' activities and work areas.

The CESMP shall meet **PICP's ESMS** and the **specific procedures described below**.

The CESMP submitted by the contractor should also detail an **H&S Plan** which includes PICP's EHS Requirements provided in the tender. The H&S Plan should include an organogram to indicate position of EHS officer or manager and competences of all team members, list of equipment to deploy, list of workers.

The contractor will prepare this document during the tendering phase and is expected to submit it among the requested documents laid out in the Know Your Contractor (KYC) form.

The contractor is expected to **submit the CESMP not less than 30 days prior to the planned start of construction activity**.

The PICP ESG & HSE managers shall **review the contractor's CESMP within 15 days** after receiving the CESMP.

If applicable, the **contractor shall submit the revised CESMP**, integrating the comments, and **re-submit to PICP for review within 7 days after receiving the comments**.

Upon validation, the contractor would be issued a permit to work, and authorization note before any job starts on the ground.

Note: The authorization note/permit is to grant the contractor access to the Security gate. A copy of the list of the contractors' workers and equipment should be deposited with the Security personnel at the Security gate).

1. Specifics management plans

The **Construction's ESMP** shall include **ESMP procedures** regarding each environmental and social receptor/resource that could be impacted.

The following general structure should be applied to each ESMP procedure:

- Scope of procedure: outline the purpose of the procedure.

- Regulation and planification framework: identify all applicable laws and regulation, objectives, performance indicators and related documents that should be considered.
- Procedure details: outlines the mitigation measures proposed by the procedure, with appropriate details enabling to properly ensure its implementation and monitoring.
- Implementation framework: define all responsibilities for its implementation, monitoring, and review.

Management Plan	Specifics requirements
Provision for location of the contractor base camp	<p><u>Soil</u></p> <ul style="list-style-type: none"> -Preferentially locate work areas and base camp on flat areas to reduce topographical alterations -Locate work areas and base camp as close as possible to the PICP areas in view to reduce the sector affected by an access road - Ensure rehabilitation of all affected area at the end of the works <p><u>Water</u></p> <p>Preferentially locate engine washing areas, hazardous products storage area and waste storage area away from local boreholes and wells in order to limit the risk of accidental contamination</p> <p><u>Vegetation</u></p> <ul style="list-style-type: none"> -Minimize bush clearing areas by maximizing usage of existing cleared areas - Draw up a procedure for bush clearing with preferred brush cutting method (manual brush cutting)
Biodiversity management plan	<p>A procedure should consider:</p> <ul style="list-style-type: none"> -Clean the engine to ensure the absence of invasive plants -Cover the temporary storage of excavated soil with a waterproof geotextile to limit the development of invasive species -Revegetation of works rights-of-way using only species naturally present on site -Limit clearing activities and more generally the works easement to the strict necessary and clearly mark the rights-of-way.
Air emission and noise management plan	<p>Contractor develops an air emissions and noise management plan that complies with local regulations including:</p> <ul style="list-style-type: none"> -The use of good quality equipment and vehicles / regular inspection and maintenance -Regular inspection of vehicles and equipment -The humidification of roads / soil stored, especially during dry season -Daily cleaning of the batching plant yard (removal of the earth and sand to prevent dust) -The covering of trucks transporting pulverulent materials -Dust monitoring -Limit construction works to daytime hours where reasonable and feasible -Using equipment that has been well maintained

	<ul style="list-style-type: none"> -Construct physical noise barriers around main source of noise -Transportation vehicles should maintain appropriate travelling speeds -Noise monitoring on a quarterly basis -Avoid noisy work during off-duty hours, -Noise level must be limited to below 90dBA -Use good quality vehicles with engines in good condition -Work with equipment that meets the required standards in terms of noise emissions
Erosion and soil quality management plan	<p>The main contractor will have to develop an erosion and soil management plan that will include at a minimum the following measures and propose additional measures if deemed necessary:</p> <ul style="list-style-type: none"> -Stripped soil management, -Main excavation work shall be conducted during dry periods, -Optimization of cut and fill, -Implementation of silt fence, -Progressive soil rehabilitation.
Waste management plan	<p>Contractor must develop a plan that complies with local regulations and including the followings:</p> <ul style="list-style-type: none"> -Effluent from batching activities must be collected and treated in line with industry best practices -Sludge resulting from batching plant are considered as hazardous waste and shall be disposed in line with the Contractor’s Waste Management Plan -Implementation of collection, monitoring, and waste treatment plan -Waste reuse, composting and recycling. -Forbid the burning of waste
Hazardous product and spills management plan	<p>The contractor will develop a Hazardous products and spills management plan that comply the Environmental, Health and Safety (EHS) Guidelines, IFC, 2007 and will include at a minimum the following:</p> <ul style="list-style-type: none"> -Identify appropriate place for engine refueling, maintenance and washing -Develop an emergency plan in case of accidental spillage
Water resource and discharges management plan	<p>Contractor will develop a plan including:</p> <ul style="list-style-type: none"> -Implementation of wastewater treatment systems, -Water quality monitoring program from worksite areas, -Use rainwater for works needed water, -Selection of porous asphalt
Cultural heritage management plan	<ul style="list-style-type: none"> - Setting a chance-find procedure for archaeological findings

<p>Occupational Hygiene, Health and Safety Plan</p>	<p>-Manage the workforce and ensure working conditions in accordance with The Republic of Congo’s national regulations (Labour Code), the ILO conventions ratified by Congo, the IFC Performance Standards (PS 2) and the General Environmental, Health and Safety Guidelines from IFC.</p> <p>The plan will include:</p> <ul style="list-style-type: none"> -Make personal protective equipment (PPE) available to workers and ensure that they are worn -Set up and implement a Waste Management Plan and a Hazardous Products Management Plan -Set up and implement a Traffic and Road Safety Plan -Set up and implement an Occupational Hygiene, Health and Safety Plan -Recruit one or several HSE coordinator in charge of monitoring the proper application of the plans <p><i>N/B: Refer to the H&S requirements for more information</i></p>
<p>Traffic and road safety management plan</p>	<p>The contractor will develop a traffic and road safety management plan including:</p> <ul style="list-style-type: none"> -Traffic plan on construction site -Traffic plan outside construction site -Control of drivers ‘capacities and vehicle suitability -Set up and implement a Security personnel management plan
<p>Human resources management</p>	<p>Contractor will develop a plan including:</p> <ul style="list-style-type: none"> -Set up a recruitment program for local labor as a matter of priority, particularly those affected by the project (PAPs) with equal skills (At least 20% of the job’s opportunities shall go to the local community, the contractors are encouraged to go beyond the 20% required. Tangible evidence of this commitment must be provided (Records etc.) -Whenever possible (locally available and financially competitive) give priority to hiring local subcontractors coming from municipalities of Pointe-Noire -Prohibit recruitment at the gate(s) of the construction site and set up one or several decentralized recruitment offices -Respect Congolese national regulations and international standards (ILO conventions) concerning Persons with Disabilities (PWDs) and the prohibition of child labor -Establish positive discriminatory measures that will encourage the recruitment of PWDs for jobs that are suited to their abilities -Facilitate PWDs integration on the construction site by setting up infrastructures dedicated to them -Conduct regular controls to ensure no children under 18 are employed on the construction site -Raise awareness among workers on the rights of vulnerable persons in the Code of Conduct -Refer to the PICP code of Conduct for Contractors and investors to implement all other policies on Child labor, force labor, minimum wage and working hours rules for the project.

	-Condemn any form of discrimination against vulnerable persons by site workers in the Code of Conduct and plan disciplinary measures for offenders
Code of conduct for workers	-Formally prohibit hunting for all employees -Formally prohibit the consumption of bushmeat
Other General ESG requirements	<p>-Contractors have the responsibility to put in place decent temporary toilets for their workers at the site as per ESIA / ESMP recommendation. Mobile toilets with buried plastic tanks or protected dry latrines are recommended.</p> <p>-Contractors have the responsibility to provide potable water to the workers and maintain a clean rest area or changing base.</p> <p>-PICP ESG team would be monitoring the project and apply financial penalties for any deviation, or stop the work if contractors fail to meet any major safety, environmental or social requirement</p> <p>-Any chance finding at the site like human bones, remnants of settlements, shrines, and other artefacts etc. must be submitted directly to Projects ESG Manager’s attention. Work must stop at the location and the zone barricaded to allow local traditional leaders engage a rites performance and include Cultural state agency and ministry if required.</p> <p>-No contractor is allowed to perform a borehole at the site unless appropriate request and study carried out with the approval from PICP ESG team with water abstraction permit from Water agency or ministry.</p> <p>-Training for workers - to improve knowledge and to familiarize workers with how to control job hazards and prevent injuries and other incidents at site.</p> <ul style="list-style-type: none"> ○ Worksite safety orientation including a discussion of the hazards associated with the tasks. ○ Contents of contractor safety manuals. ○ Pre-job briefings and shift meetings. ○ Safety tailgate topics specific to the worksite and job tasks. ○ Trainings required to control a hazard, condition, or behavior. ○ Training of general contractors on the worksite-specific emergency procedures and equipment. ○ Orientations and inductions to equip workers and contractors to cooperate and make fast quality decisions.