# Appendix H

## Environmental and Social Management Plan for Rehabilitation and Upgrading of National Road R46

# 1. Introduction

This is the Environmental and Social Management Plan (ESMP) specific for rehabilitation and upgrading of the R-46 highway. This ESMP does not cover the Center of Maintenance Management, Polotsk bypass or the reconstruction of the bridge over the Dvina River in Polotsk; separate ESMPs will be prepared for these phases once the design details are available.

The present ESMP describes institutional arrangements for the environmental and social (E&S) management of Phase I project, provides mitigation and monitoring plans, presents monitoring and reporting requirements, recommends environmental and social trainings to be conducted by various project entities and proposes the grievance redress mechanisms (GRM).

# 2. Objectives of the ESMP

The purpose of this ESMP is to identify impact avoidance, minimization and mitigation measures to prevent or minimize expected adverse environmental and social impacts of Rehabilitation of Road R46 during its various stages. The specific objectives of the ESMP are to:

- Facilitate the implementation of the mitigation measures discussed in **Chapter 6** of the ESIA.
- Maximize potential project benefits and control adverse impacts;
- Describe the institutional setup for the implementation of the ESMP and outline responsibilities for the Project Implementation Working Group (PIWG), contractors, supervision consultants, and other entities for the environmental and social management of the Phase I project;
- Define a monitoring and reporting mechanism and identify monitoring parameters in order to:
- Ensure the complete implementation of all mitigation measures,
- Ensure the effectiveness of the mitigation measures;
- Assess environmental training requirements for different stakeholders at various levels.
- Describe the GRM to be established for project-affected people and workers.

# 3. Institutional Arrangements

## 3.1. Vitebskavtodor and PIWG Project Implementation Working Group (PIWG)

Ultimate responsibility for the implementation of ESMP lies with RUE “Vitebskavtodor”, which will establish a dedicated PIWG to lead the Project implementation. The PIWG will engage experienced E&S specialists who would ensure that the project activities are implemented in compliance with the AIIB’s ESP, National EIA regulations and procedures, as well as in

compliance with the present ESMP. Their major responsibilities will include:

- managing all environmental and social issues associated with the project;
- overseeing the E&S related aspect of Construction Supervision Consultant (CSC)'s work;
- coordinating with CSC to ensure that the contractors develop Contractor's ESMPs (C-ESMPs) and comply with all ESHS and labor requirements;
- establishing and managing the GRMs for affected people and workers respectively as defined in this ESMP and ensure they are functional through the project lifetime;
- documentation of E&S related issues, ensuring to incorporate environment, social health and safety (ESHS) into Quarterly Project Progress Reports, and submitting semi-annual Environmental and Social Monitoring Reports, and Project Completion Environmental and Social Monitoring Report to AIIB as required in this ESMP, with assistance of CSC;
- identifying E&S training needs and organizing training for all parties involved in the ESMP implementation.

**Figure 1** shows the organization chart for the Project with respect to the implementation of the ESMP.

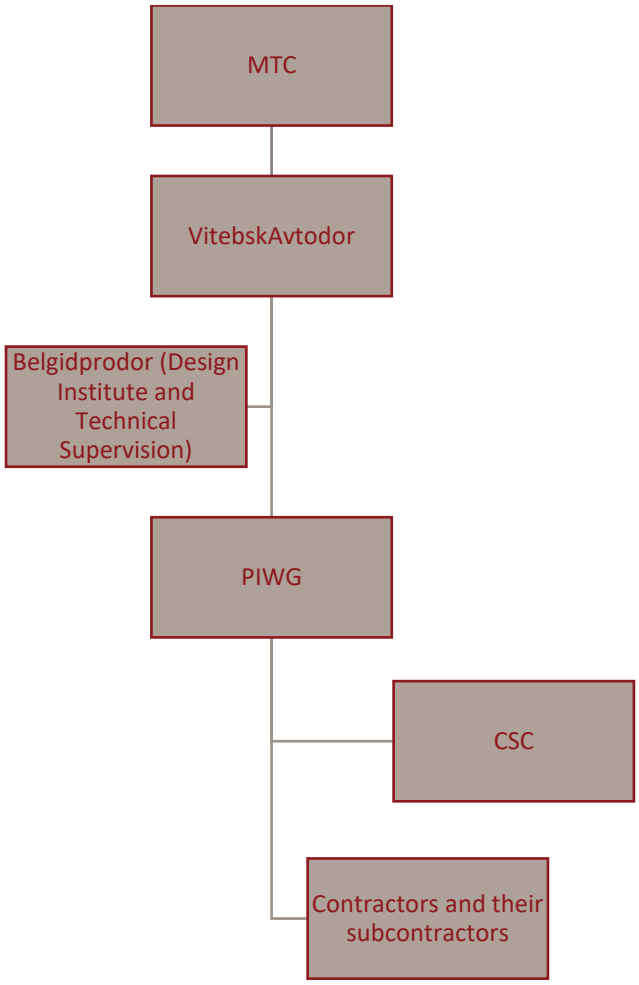


**Figure 1: Organizational Structure**

## 3.2. Construction Supervision Consultant (CSC)

The Project will retain the services of a CSC which will ensure high quality and timely construction undertaken in full compliance with the engineering designs and technical specifications indicated in the contract for the performance of general construction works, and according to this ESMP and Abbreviated Resettlement Plan (ARP) for Phase 1 project. Further, it will review and approve Construction ESMPs (C-ESMPs) and Code of Conduct (COC), and also ensure their effective implementation. Close supervision of the work contracts and the mitigation measures by local authorities and/or communities will also be undertaken, detailed below:

- Ensuring that no civil works are undertaken until ARP is implemented. Support PIWG in implementing the ARP, if and when required.

- Supporting PIWG in obtaining all the national permissions related to environmental, social, health and safety (ESHS) prior to the commencement of construction, and then ensuring compliance with these requirements.
- Supervising and guiding the contractors to prepare C-ESMPs in accordance with this ESMP;
- Supervision of E&S aspects to ensure successful implementation and monitoring of C-ESMP and COC. Implementing the monitoring plan defined in the ESMP and conducting regular monitoring of compliance with the requirements related to ESHS and labor issues. Identifying non-compliance or adverse trends in results and taking corrective measures.
- Supporting PIWG in engaging a certified laboratory for periodic monitoring of air quality, water quality and noise, as defined in the present ESMP.
- Supporting PIWG in liaising with representatives of public authorities and communities in the area of project implementation, with other stakeholders concerning environmental and social issues related to the project, as per the Stakeholder Engagement Plan (SEP).
- Implementing necessary training and capacity building program according to the plan defined in this ESMP.
- Providing ESHS inputs to monthly and quarterly project progress reports.
- Assisting PIWG to prepare semi-annual Environmental and Social Monitoring Report summarizing all ESHS activities.
- Stopping the works if the way of execution is endangering the health and safety of any people and informing the PIWG immediately (within 24 hours) if any event or condition that caused or has the potential to cause serious/significant/material harm to the environment, affected persons, workers or community members, the type or extent of impact that would require an urgent response, e.g., clearing of sensitive areas, chemicals (oil, lubricant) spills, including serious accident cases and fatality.
- Drafting the incident and accident reports, including root cause analysis as well as recommendations and actions to avoid future non-compliances and incidents or other forms of analysis.
- Monitoring and auditing implementation of agreed recommendations with regard to reported non-compliances, incidents and accidents.
- Reporting to PIWG on any Sexual Exploitation and Abuse (SEA), Gender Based Violence (GBV) and Violence Against Children (VAC) cases if found and request the Contractors to take appropriate actions.
- Supporting the implementation and ensure the efficiency of the project Grievance Redressal Mechanism (GRM) at the field level. Following up status of grievances

received and addressed and providing a summary of grievances registered on a bi-annual basis.

- Providing brief information about any civil society organizations (CSO), which bring up environmental and social issues on a bi-annual basis.
- Support implementation of public health measures to mitigate risk of COVID-19 transmissions.

## 3.3. Contractors

Construction Contractors (and their subcontractors) shall ensure full compliance with environmental and social requirements related to construction activities, as laid down in this ESMP. Construction Contractors should have appropriately staffed team consisting of environmental, safety and health and labor professionals, at least one of which should always be present on site. Construction Contractors shall communicate to VitebskAvtodor the name and contact information for this coordinator.

Contractors will also be required to prepare and implement C-ESMPs for the specific sites identified in this ESMP (C-ESMP is discussed later in the document) in accordance with the present ESMP and generic Environmental and Social Codes of Practices (ESCP) (discussed later in the document). In addition, contractor will prepare and implement COC; a sample COC is provided in **Annex A**.

# 4. Contractual Arrangements

## 4.1. Inclusion of Relevant Components of ESMP in Contract Documents

This ESMP shall be included or otherwise referred to in the construction bidding documents and appended to construction contracts. The technical specifications of the bid documents will clearly state that contractor will comply with the mitigation measures provided in ESMP and ECPs; AIIB ESP and ESSs, and national regulatory requirements.

The contractors shall ensure adequate budget to meet all ESHS and labor requirements in the bidding documents. The technical specifications of the bid documents will clearly state that contractor will need to comply with:

- Mitigation measures as provided in this ESMP;
- AIIB ESP and ESSs,
- National Belarussian regulatory requirements.

The Contractors will ensure that all the workers are properly briefed on ESHS matters in terms of the ‘Do’s and Don’ts’ while they work on the project. The Contractors will strictly follow national regulations on labor issues. In particular, forced labor and child labor are strictly forbidden in this project.

## 4.2. BOQs in Bid Documents

A lump sum item for ESMP implementation will be included in the bill of quantities (BOQs) of construction bid documents. This item refers to:

- Preparation and implementation of C-ESMP in compliance with ESMP, ECPs, AIIB ESP and Environmental and Social Standards, and national standards on air, noise, water quality, and others.
- Provision of an Environmental Officer and an Occupational Health and Safety Officer (for the duration of construction phase).
- Providing and maintenance of Noise Meters and Dust Measurement Meters for spot measurement.
- Dust monitoring and noise monitoring as planned in the ESMP at locations specified by the CSC.

After award of the contract and before mobilization, the Contractor will need to prepare a C-ESMP with site specific mitigation measures for approval by PIWG. PIWG will ensure that contractors and their subcontractors carry out their responsibility of implementing the mitigation measures, monitoring plan as well as other environmental and safety measures provided in the C-ESMP.

## 4.3. Payment Milestones

Payments to contractors will be linked to environmental and social performance, measured by completion of the prescribed environmental and social mitigation measures. Contractors will work closely with the PIWG, SCS and local population for the mitigation of adverse impacts of the project. For any non-compliance causing damages or material harm to the natural environment, public or private property or resources, the contractor will be required to either remediate/rectify any such damages in a timeframe specified by and agreed with the engineer, or pay PIWG for the cost (as assessed by PIWG) of contracting a third party to carry out the remediation work.

# 5. Environmental Code of Practices for Construction

The environmental codes of practice (ECPs) are generic and non-site-specific guidelines for the construction phase. The ECPs consist of environmental and social management guidelines and practices to be followed by the contractors for sustainable management of all environmental issues. The contractors will be required to follow them and also use them to prepare C-ESMP. The ECPs are presented in **Annex B**.

- ECP 1: Waste Management
- ECP 2: Fuels and Hazardous Substances Management
- ECP 3: Erosion and Sediment Control
- ECP 4: Topsoil Management
- ECP 5: Borrow Areas Management

- ECP 6: Air Quality Management
- ECP 7: Noise and Vibration Management
- ECP 8: Protection of Flora and Fauna
- ECP 9: Water Quality Management
- ECP 10: Road Safety and Traffic Management
- ECP 11: Construction Camp Management
- ECP 12: Cultural Heritage and Chance Find Procedure
- ECP 13: Community/Occupational Health and Safety.

# 6. Contractors ESMP

Following the preparation of the C-ESMP, the contractor shall have it approved by the SCS and PIWG and implement it according to the agreed timeline and budget. It will be a short, operational document covering exact location of the site covered, including maps and project drawings as relevant; construction activities to be conducted at the site; potential environmental or social impacts to be mitigated at the site; measures to be taken by Contractor to mitigate such impacts; monitoring indicators and frequencies. Specific key elements of the C-ESMP will include:

- **Pollution Prevention Plan** will be prepared and implemented by the contractor on the basis of the mitigation measures given in this ESIA and ECPs.
- **Waste Disposal and Effluent Management Plan** will be prepared and implemented by the Contractor on the basis of the ESMP and ECP.
- **Drinking Water Supply and Sanitation Plan**: Separate water supply and sanitation provisions will be needed for the temporary facilities including offices, construction camps and workshops in order not to cause shortages and/or contamination of existing drinking water sources.
- **Occupational Health and Safety (OHS) Plan** will be prepared and implemented by the contractor on the basis of the present ESMP, ECPs, and other relevant standards including World Bank Group's Environment, Health and Safety Guidelines.
- **Traffic Management Plan (TMP)** will be prepared by the contractor after discussion with PIWG and authorities responsible for roads and traffic. The Plan will be submitted to the CSC for their review and approval before contractor mobilization. The Plan will identify the routes to be used by the contractors, procedures for the safety of the local community particularly pedestrians, and monitoring mechanism to avoid traffic congestion.

- **Construction Camp Management Plan** will be prepared by the contractor. The Plan will include the camp layout, details of various facilities including supplies, storage, and disposal.
- **Fuel and Hazardous Substances Management Plan** will be prepared by the contractor in accordance with the present ESMP, ECPs, standard operating procedures and other relevant guidelines, and where applicable, material safety data sheets (MSDS). The Plan will include the procedures for handling the oils and chemical spills.
- **Emergency Preparedness and Response Plan** will be prepared by the contractor after assessing potential risks and hazards that could be encountered during construction.
- **Communication Plan** to deal with the interaction of the community, complaints management, workers recruitment, notice of works and workers conduct with locals.

# 7. Non-Compliances and Incidents

The identified non-compliances during the monitoring period will be categorized as follows:

- **Observation:** Minor deficiency in design or implementation that does not cause any impact but could if reiterated and can easily be improved. Example: absence of waste sorting bins in offices.
- **Level 1:** Minor deficiency in design or implementation causing no or only very local and minor impacts within the Project work site and no impacts outside of Project work sites, and which can be managed using internal resources such that there is no residual long-term impact either inside or outside of Project work sites. Example: minor spill of lubricant or diesel fuel (a few liters) with no spilling or contamination outside of Project work sites.
- **Level 2:** Deficiency in design or implementation that causes significant impacts, including impacts outside of Project work sites. A Level 2 non-compliance can be managed using both internal and external resources such that there are no long-term impacts either inside or outside of Project work sites. Example: involuntary encroachment of Project machinery into a private land plot that had not been acquired or compensated, with damage to private property (land, crops, trees).
- **Level 3:** Deficiency in design or implementation that causes significant and potentially irreversible impacts, including significant impacts outside of Project work sites and exposes the Project and lenders to high reputational risks. A Level 3 non-compliance will usually require external resources to be mobilized for its assessment and management. Example: spill of a significant volume of fuel oil into a river with dispersion of pollutants downstream.

# 8. Performance Indicators

For evaluating the performance of the environmental and social management and monitoring, performance indicators are identified for effective, efficient and timely implementation of measures/actions proposed in ESMP. The indicators are defined both for construction phase and operation phase. CSC will be responsible for compiling the information on these indicators and report to PIWG. An indicative list of Key Performance Indicators is given below.

- Number of inspections carried out by PIWG per month.
- Number of inspections carried out by CSC per month.
- Number of Level 1/2/3 non-compliances observed by PIWG and or CSC.
- Number of Level 1/2/3 non-compliances resolved by contractor and/or PIWG
- Number of days taken to resolve the non-compliances
- Availability of environmental, social and OHS specialists in PIWG, CSC and with contractors.
- Number of awareness meetings conducted with stakeholders and other information or capacity building initiatives.
- Timely disbursement of compensation.
- Number of grievances received.
- Number of grievances resolved.
- Number of construction-related near misses, incidents, accidents, injuries, and fatalities.

# 9. Mitigation Plan

An overarching Mitigation Plan has been developed for the pre-construction, construction and O&M phases of the Project Phase 1, presented in **Table 1** below. The Plan has been organized with respect to the various activities to be carried out during the project. The Plan describes mitigation measures, implementing and monitoring responsibilities and also identifies performance standards.

## Table 1: Detailed Mitigation Plan

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| **1. Pre-Construction Phase -** Siting and Design of the project | | | | | |
| 1.1 | Land acquisition | The Abbreviated Resettlement Plan will be implemented | Vitebsk-Avtodor (VA) | CSC | Compensation payment received by the affected entities;<br>Number of grievances received. |
| 1.2 | Loss of income | | | | |
| 1.3 | Noise | Design of noise barriers in accordance with details given in **Table 6.3** of ESIA.<br>Inclusion of noise barriers in the construction bill of quantities (BOQs) | VA | CSC | Availability of design of sound barriers;<br>Inclusion in BOQs. |
| 1.4 | Wildlife | Design and inclusion in the construction BOQs of the following measures to protect amphibians:<br>• a transition for amphibians at pickets 12+480 to 12+600;<br>• a fender at pickets 10+465 to 10+645 (without pipes for access);<br>• guide structures for amphibians at pickets 6+780 to 7+100, including under the exit to the parking lot at the picket km 7+025.<br>• construction of a concrete bumper for amphibious animals at picket 12 + 480 to 12 + 600;<br>• reconstruction of the existing pipe with the installation of a new metal pipe with a diameter of 1.2 m at picket 12 + 482;<br>• reconstruction of the existing pipe at picket 6 + 889 with the installation of a new metal | VA | CSC | Availability of design of sound barriers;<br>Inclusion in BOQs. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | pipe with a diameter of 1.2 m. At the exit of picket 7 + 025 (to the parking lot), a pipe with a diameter of 0.6 m is provided.<br><br>Design of the following set of measures and inclusion in construction BOQs is proposed to prevent ungulates entering the roadway and minimize the likelihood of accidents with their participation:<br><br>• It is necessary to arrange a passage (height not less than 4.0 m) for ungulates as well as construction of mesh guide structures on both sides on the road section 3–9 km;<br>• Measures are required to ensure road safety on the road section 55–58 km. In particular, it is necessary to inform hunting farms about the need to conduct biotechnical attracting activities near the projected passages for ungulates, such as laying out salt, placing feeding grounds, arranging a watering hole, if necessary, etc. Such activities must be carried out for at least 3 years after the reconstruction of the road;<br>• Installation of mesh structures and information signs "Wild Animals" is required on the road section 18-20 km. | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | Design solutions provide for compensating measures and their inclusion in construction BoQs:<br>• installation of safety nets with a height of 2.4 meters at 56 sites and a total length of 71.3 km;<br>• installation of 54 warning road signs 1.25 "Wild animals";<br>• construction of two crossings for ungulates: at 4,065 km, a combined structure is envisaged to replace the existing pipe, which is in an unsatisfactory condition, which will act as a bridge over a stream and a passage for wild animals. The size of the combined structure: width 8 meters, height 4.5 meters.<br>• At km 26 + 155 provides for an underground passage for animals 8 meters wide, 4.5 meters high and 9.7 meters long. | | | |
| 1.5 | Traffic safety for pedestrians and cyclists | • bringing the parameters of the plan and the longitudinal profile to the standards of category II, providing for the construction of a stop strip 2.5 m wide with a coating of asphalt concrete;<br>• ensuring snow tolerance of the reconstructed site;<br>• the device of asphalt concrete coating with the coefficient of adhesion of the tire of the car with a coating of not less than 0.50; | VA | CSC | Availability of design of traffic safety elements;<br>Inclusion in BOQs. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • the device of ring crossings at intersections with high traffic;<br>• lighting of settlements, bus stops and pedestrian crossings;<br>• arrangement of sidewalks in the area of bus stops;<br>• installation of a metal barrier on the side of the road;<br>• installation of safety signal posts with elements of retroreflective film;<br>• device edge band with a sound effect;<br>• the device of a protective fence from the nets, excluding the exit of animals on the roadway. | | | |
| **Construction Phase** | | | | | |
| **2. Contractor mobilization and demobilization; transportation of equipment and supplies** | | | | | |
| 2.1 | Preparation of C-ESMP | C-ESMP will be prepared, comprising the following plans:<br>• Pollution Prevention Plan<br>• Waste Disposal and Effluent Management Plan<br>• Drinking Water Supply and Sanitation Plan:<br>• Occupational Health and Safety (OHS) Plan<br>• Traffic Management Plan (TMP).<br>• Construction Camp Management Plan<br>• Fuel and Hazardous Substances Management Plan | Contractor (C) | CSC | Presence of approved plans. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • Emergency Preparedness and Response Plan<br>• Communication Plan. | | | |
| 2.2 | Traffic management | • The approved Traffic Management Plan (TMP) will be followed.<br>• It will be ensured that disruption of traffic on road R46 and other local roads is minimized<br>• Traffic management, such as speed limits and signal lights, are to be strengthened<br>• Coordination will be maintained with the local traffic authorities to engage traffic police at the busy junctions<br>• Liaison will be maintained with the local community<br>• Implement the mitigation measures proposed in ECP 10<br>• GRM will be operationalized. | C | CSC | Number of any non-compliance reports;<br>Number of complaints / grievances;<br>Number of traffic accidents/incidents involving project vehicles and lorries bringing materials and supply to project; |
| 2.3 | Soil Erosion and Contamination | • Vehicular traffic on unpaved roads will be avoided as far as possible.<br>• Operation of vehicles and machinery close to the water bodies will be minimized.<br>• Vehicles and equipment will not be repaired in the field. If unavoidable, impervious sheathing will be used to avoid soil and water contamination.<br>• Waste management plan will be implemented<br>• ECP 1, ECP 3, and ECP 4 will be implemented. | C | CSC | Number of any non-compliance reports;<br>Number of complaints / grievances; |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| 2.4 | Air pollution | • Pollution prevention plan will be implemented.<br>• Construction vehicles will be kept in good working condition and properly tuned, in order to minimize the exhaust emissions, and in compliance with the standards (Belarussian national standards and WB EHS Guidelines).<br>• vehicle and equipment idling will be minimized.<br>• Dust emissions will be minimized at all roads used by the project vehicles including access roads and roads leading to the quarries, by appropriate methods, such as spraying water on soil, where required and appropriate.<br>• transportation of dusty goods must be carried out in specially equipped trucks to prevent dusting, spilling or leakage of contents<br>• Project vehicles will avoid passing through the communities as far as possible. If unavoidable, speed will be reduced to 15 km/h to avoid excessive dust emissions.<br>• Air quality will be properly monitored, especially near the population centers and sensitive receptors. Appropriate actions will be undertaken in case ambient air quality at the population centers deteriorates beyond limits.<br>• ECP 6 for air quality management will be implemented. | C | CSC | Number of non-compliance reports.<br>Number of community complaints.<br>Ambient air quality found beyond the standards (Belarussian national standards and WB EHS Guidelines). |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • Liaison will be maintained with the local community<br>• GRM will be operationalized. | | | |
| 2.5 | Noise and vibration | • Pollution prevention plan will be implemented.<br>• Temporary noise barriers will be installed where needed particularly near sensitive receptors such as schools.<br>• Vehicles will have exhaust mufflers (silencers) to minimize noise generation.<br>• Nighttime traffic will be avoided near the communities. Local population will be taken in confidence if such work is unavoidable.<br>• the maximum possible reduction in the number of transport routes through residential territory<br>• Vehicular traffic through the communities will be avoided as far as possible. Vehicle speeds will be kept low, and horns will not be used while passing through or near the communities.<br>• Compliance with national standards and WBG EHS Guidelines will be ensured.<br>• Noise monitoring will be carried out particularly near settlements and sensitive receptors that exist along all roads used by the project vehicles including access roads and roads leading to the quarries.<br>• ECP-7 will be enforced.<br>• Continued consultations with the affected communities will be carried out. | C | CSC | Number of non-compliance reports;<br>Noise measurement data<br>Number of community complaints. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • GRM will be operationalized. | | | |
| 2.6 | Public Safety | • Community and Occupational health and safety procedures and OHS Plan will be enforced.<br>• Implement fuels and hazardous substances management plan.<br>• The TMP will be implemented that will aim at ensuring access to residential areas, and preventing of unsafe situations, especially near schools, housing areas, construction areas, camps and offices.<br>• Special attention should be focused on safety training for workers to prevent and restrict accidents and on the knowledge how to deal with emergencies.<br>• Road signage will be fixed at appropriate locations to reduce safety hazard associated with project-related vehicular traffic.<br>• Liaison with local law enforcement will be maintained.<br>• Project drivers will be trained in defensive driving.<br>• Vehicle speed near / within the communities will be kept low, to avoid safety hazards.<br>• Regular safety monitoring will be carried out at the sensitive receptors.<br>• ECP-10 and ECP-13 will be implemented.<br>• Continued consultations with the affected communities will be carried out.<br>• GRM will be operationalized. | C | CSC | Number of any non-compliance reports;<br>Number of any related public complaints<br>Number of accidents, incidents and near-misses. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| 2.7 | Damage to Infrastructure | • All damaged infrastructure will be restored to original or better condition. | C | CSC | Number of any non-compliance reports;<br>Number of any public complaints. |
| 2.8 | Damage to cultural heritage | • No vehicle movement will be carried out near any cultural heritage site.<br>• Such sites/buildings will be clearly marked on the site drawings/maps and site staff/drivers will be educated about these sites. | C | CSC | Number of any non-compliance reports;<br>Number of any public complaints. |
| 2.9 | Crop/pasture damage | • No vehicle movement will be allowed inside any cultivated area.<br>• Any damage caused by the vehicle movement will be compensated. | C | CSC | Number of non-compliance reports<br>Number of related complaints |
| 2.10 | Blocked routes | • The contractor will implement the TMP, in consultation and coordination with the local community. The TMP will cover the R-46 and all other roads used by the project vehicles including access roads and roads leading to the quarries used by the project.<br>• The community will be informed about the nature of construction activities and possibility of any blocked routes; alternate routes will be identified with the help of local/affected community. Duration of such blockage will be minimized to the extent possible.<br>• Construction works on the road R46 will be planned and implemented in a manner to minimize traffic disruption. All road safety measures including road signage, warning | C | CSC | Number of non-compliance reports<br>Number of related complaints |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | lights, lane dividers, and safety railings will be installed.<br>• Liaison and coordination will be maintained with relevant authorities and Committees.<br>• Liaison with the community will be maintained.<br>• The GRM described earlier will also address community grievances related to any blockage. | | | |
| 2.11 | Damage to natural vegetation, threat to wildlife | • No vehicle movement will be carried in the vicinity of the nature monument of national importance Kame Hill "Volotovka", water bodies, or biotopes.<br>• The following sensitive areas will be clearly marked on the maps and drivers will be educated to avoid these sites:<br>  • Plant communities at 50.8 km to the left, Polotsk Leskhoz GLHU, Gomel Forestry, quarter 44, allotment 20, 55 ° 22'4.56 "N 28 ° 48'30.88"E- about 10 groups of shrubs measuring 20x100 m;<br>  • Plant communities at 51.0 km to the right, GLHU Polotsk Forestry, Gomel Forestry. quarter 44, allotment 41, 55 ° 21'55.43 "N 28 ° 48'30.92"E - more than 10 groups of shrubs with an area of 25x10 m.<br>• Precautionary measures such as reduced speed will be enforced to minimize impacts on wildlife species particularly at the following sites: | C | CSC | Number of any non-compliance reports<br>Number of trees felled<br>Number of sighting of key wild species<br>Number of road hits/kills<br>Number of related complaints. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • 30.6 km on the right, GLHU "Ushachsky Leskhoz", Sorochinskoye forestry, quarter 29, allotment 20 - habitat is located by the road embankment;<br>• 16.4 km on the right, GLHU "Ushachsky Leskhoz", Sorochinskoye forestry, quarter 75, allotment five - habitat is located by the road embankment;<br>• 3.0 km on the right, GLHU "Lepel Forestry", Zaozersky forestry, quarter 112, allotment 12 - habitat is located by the road embankment.<br>• Ungulate crossing points including km 3-9, km18-20, km 55-58.<br>• At km 3 + 000, before starting construction work, it is necessary to notify the Lepel forestry hunting farm about the need to relocate the beaver family to other lands.<br>• Complete record will be maintained for any tree cutting.<br>• The project drivers will be given orientation about the sensitive habitats and important plants/trees. | | | |
| **3. Construction camp establishment** | | | | | |
| 3.1 | Soil erosion; soil and water contamination | • Camp management plan and waste management plan will be implemented.<br>• Location of camp will be selected after obtaining CSC's approval and in consultation with local community/authorities, outside any protected/sensitive areas. | C | CSC | Compliance to the Camp Management Plan, Waste Management Plan<br>Number of any non-compliance reports |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • Photographs will be taken to record the site conditions prior to the establishment of the camp.<br>• Land clearing, leveling and grading will be minimized, and carried out in a manner to minimize soil erosion.<br>• Camp will have rainwater drainage arrangements.<br>• Camps will have protection arrangements against soil erosion.<br>• Vehicular traffic on unpaved roads will be avoided as far as possible. Operation of vehicles close to the water channel and water bodies will be minimized.<br>• For the domestic sewage, appropriate treatment and disposal system (e.g., septic tank and soaking pits) will be constructed having adequate capacity.<br>• Waste oils will be collected in drums and sold to licensed recycling contractors.<br>• The inert recyclable waste from the site (such as cardboard, drums, and broken/used parts) will be sold to licensed recycling contractors. The hazardous waste will be kept separate and handled according to the nature of the waste.<br>• Domestic solid waste from the camp site will be disposed off in a manner that does not cause soil contamination.<br>• The contractor will identify suitable sites for disposal of hazardous and non- hazardous | | | Results of soil and water quality analysis<br>Number of related complaints |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | waste. The selection will be done in consultation with the PIWG and the local municipal authorities. No waste disposal will be carried near any water body, biotopes and Kame Hill "Volotovka" or other sensitive areas/habitats.<br>• The camp site area will be completely restored after completion of construction works. All temporary structures will be demolished.<br>• ECP-1, ECP-2, ECP-3, ECP 4, ECP-9, and ECP-11 will be implemented. | | | |
| 3.2 | Air pollution | • Pollution prevention plan will be implemented.<br>• Generators and vehicles will be kept in good working condition and properly tuned, in order to minimize the exhaust emissions.<br>• Equipment idling will be minimized.<br>• Used building materials, products and structures must have documents confirming their safety and harmlessness to humans with respect to air emissions.<br>• dust emissions will be minimized by appropriate methods, such as spraying water on soil, where required and appropriate.<br>• Air quality will be properly monitored, especially near the population centers<br>• compliance with national standards and WBG EHS Guidelines will be ensured.<br>• ECP-6 will be implemented. | C | CSC | Number of any non-compliance reports<br>Air quality monitoring data<br>Number of related grievances |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| 3.3 | Vegetation loss; threat to wildlife | • Camp will not be established near any water body, biotopes and Kame Hill "Volotovka" or at/near any sites listed in Section 2.11 above.<br>• Clearing natural vegetation will be avoided as far as possible.<br>• The camp will be established in a natural clearing, to the extent possible.<br>• Any loss or damage to crops or cultivation land will be compensated in accordance with ARP.<br>• Complete record will be maintained for any tree cutting.<br>• The camp staff will not indulge in any animal shooting, trapping, catching, or killing activities.<br>• Include information on wildlife protection in all tool-box orientation briefings for camp staff.<br>• ECP-8 will be implemented. | C | CSC | Number of any non-compliance reports<br>Number of trees felled<br>Number of sighting of key wild species<br>Number of related complaints. |
| 3.4 | Noise | • Pollution prevention plan will be implemented.<br>• camp sites will not be located near sensitive receptors, temporary noise barriers will be installed where needed.<br>• Generators and vehicles will have exhaust mufflers (silencers) to minimize noise generation.<br>• Liaison with the communities will be maintained.<br>• Noise monitoring will be carried out. | B&C | CSC | Number of any non-compliance reports<br>Noise monitoring data<br>Number of grievances regarding noise |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | • Compliance with national standards and WBG EHS will be ensured.<br>• ECP-7 will be implemented. | | | |
| 3.5 | Health and Safety | • OHS plan will be implemented.<br>• Implement fuels and hazardous substances management plan.<br>• Protective fencing to be installed around the Camp to avoid any accidents.<br>• Contain all fuel tanks in a fully bunded area with a storage capacity of at least 110 percent of the potential storage volume.<br>• Spill control arrangements to be made for hazardous substances (e.g., fuels).<br>• Firefighting equipment will be made available at the camps.<br>• The camp staff will be provided OHS training.<br>• All safety precautions will be taken to transport, handle and store hazardous substances, such as fuel.<br>• Construction camps will have first aid kits. Contact details for the nearest hospital and ambulatory services will be made available with the camp at prominent locations (eg, notice board)<br>• Dedicated measures to prevent spreading of COVID-19 will be implemented in line with Belarussian official regulations and best international practices.<br>• Camp crew will be provided with awareness for transmissible diseases (e.g., HIV, hepatitis | C | CSC | Number of any non-compliance reports<br>Number of trainings conducted<br>Number of accidents, incidents, and near misses. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | B and C) and gender-based violence, sexual exploitation and harassment (GBV/SEAH) risks.<br>• ECP-13 will be implemented. | | | |
| 3.6 | Social and Gender Issues | • Local norms and customs will be respected.<br>• Camp crew will avoid entering settlements.<br>• No child labor or forced labor will be employed in the camps.<br>• Liaison with the community will be maintained.<br>• The World Bank Guidance Note1 will be used to address potential impacts caused by temporary project induced labor influx.<br>• The World Bank Guidance Note on gender-based violence (GBV) will be used to address potential impacts caused by temporary project induced labor influx.<br>• The contractor will prepare and implement a Code of Conduct (**Annex A**) for all site personnel, in consultation and coordination with the local community.<br>• All site personnel will be provided orientation and training on Code of Conduct. Awareness raising materials such as posters and signage will be used as appropriate.<br>• Construction camps will be located at least 500 m away from the nearest community. Entry of the site personnel in the local | C | CSC | Number of non-compliance reports;<br>Number of related complaints |

1 The Note is available at: http://pubdocs.worldbank.org/en/497851495202591233/Managing-Risk-of-Adverse-impact-from-project-labor-influx.pdf.

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | communities will be minimized to the extent possible/appropriate.<br>• The GRM described earlier will also address community grievances related to social conflict. | | | |
| 3.7 | Damage to sites of cultural heritage | • In case any artifacts or sites of archeological, cultural, historical, or religious significance are discovered at the camp site, the concerned department and local Committees will be informed.<br>• ECP 12 will be implemented. | C | CSC | Number of non-compliance reports<br>Number of reports of any discovery of cultural heritage sites/artifacts |
| 3.8 | Increased Load on Local Services and Supplies | • The contractor will prepare and implement a plan to obtain key supplies such as water and fuel, in consultation and coordination with the local community.<br>• The plan will ensure that there is no significant impact on the local community and local resources.<br>• Liaison with the community will be maintained.<br>• The GRM described earlier will also address community grievances related to usage of local resources. | C | CSC | Number of related public grievances |
| 3.9 | Damage to crops/pasture | • Camp will not be established inside any cultivated area.<br>• Any damage caused by the camp establishment will be compensated. | C | CSC | Number of non-compliance reports<br>Number of related complaints |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| **4. Excavations** | | | | | |
| **4.1** | Land and soil cover, soil erosion; water and soil contamination. | • The Pollution Prevention Plan will be implemented.<br>• Contractor will be required to take appropriate measures to avoid and contain any spillage and pollution of the soil.<br>• Contractor will confine the contaminants immediately after such accidental spillage.<br>• Contractor will collect contaminated soils, treat and dispose them in environment friendly manner.<br>• Topsoil to be stripped and stockpiled where practical, particularly in cultivation fields.<br>• The removed fertile soil and peat are preserved for further use to strengthen the slopes of the subgrade, slopes of ditches, roadsides, slopes of powder berm road signs, during the restoration of disturbed lands. Peat that is not used locally can be used in the reclamation of quarries or transferred by agricultural enterprises to restore the fertility of arable land.<br>• In order to prevent wind and water erosion, the project should provide anti-erosion measures, such as: strengthening the slopes of the subgrade, the bottom of the ditches and the bottom of the embankment by sowing grass along a layer | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | of fertile soil, strengthening the curbs, strengthening the log at culverts, etc.<br>• In order to avoid waterlogging of the territory adjacent to the road, in all low places it is necessary to provide for the removal of surface water through culverts.<br>• Vehicles and equipment will not be repaired in the field. If unavoidable, impervious sheathing will be used to avoid soil and water contamination.<br>• Temporary stockpile of soil to be protected from wind and water erosion.<br>• In order to reduce the impact of the planned activity on land resources, the area of land allocated for construction should be as small as possible.<br>• To protect the roadsides and slopes of the subgrade from erosion at an embankment height of more than three meters, drainage trays are planned on approaches to bridges over waterways and sections of bends.<br>• Anti-erosion measures should be provided, such as: strengthening the slopes of the subgrade, strengthening the bottom, slopes of the ditches and the bottom of the embankment by sowing grasses, strengthening roadsides, etc.<br>• ECP 3, 4 and 9 will be implemented.<br>• compliance with the regime of activities within the water protection zones; | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | • near construction sites it is necessary to arrange portable toilet for workers, as well as pits for domestic wastewater with their subsequent disposal;<br>• to exclude the filtration of wastewater into groundwater, the bottom and walls of the pits should be concreted;<br>• the duration of the wastewater in the pit should not exceed 3-4 days;<br>• wastewater must be transported by special vehicles to treatment plants;<br>• after settling, water can be reused for dust removal and washing;<br>• it is forbidden to dump and merge any materials and substances obtained during the performance of work into water sources and low places of relief;<br>• all contaminated water and wastewater from construction sites must be collected and moved to special containers;<br>• it is prohibited to base or operate road construction equipment in close proximity to water sources;<br>• construction sites should be located outside the protection zone of water bodies and contoured by drainage grooves with concrete sedimentation tanks.<br>• To protect the roadsides and slopes of the subgrade from erosion at an embankment height of more than three meters, drainage | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | trays are planned on approaches to bridges over waterways and sections of bends.<br>• Anti-erosion measures should be provided, such as: strengthening the slopes of the subgrade, strengthening the bottom, slopes of the ditches and the bottom of the embankment by sowing grasses, strengthening roadsides, etc.<br>• To prevent flooding of the surrounding areas, it is planned to construct culverts in low places of relief. | | | |
| 4.2 | Air pollution | • Pollution prevention plan will be implemented.<br>• The equipment and vehicles used during the construction process will comply with Belarussian national legislation as well as WBG EHS Guidelines on exhaust emissions.<br>• Contractor will implement dust prevention measures such as watering of roads/construction sites near the residential areas.<br>• Equipment and vehicle idling will be minimized.<br>• Used building materials, products and structures must have documents confirming their safety and harmlessness to humans with respect to air quality.<br>• Organization of work on the construction of the facility should include the use of specialized enterprises and permanent production bases equipped with a system | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances.<br>Air quality monitoring data |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | for controlling emissions of pollutants entering the atmospheric air.<br>• Regular air monitoring will be carried out near the sensitive receptors to ensure ambient air quality remains within the limits defined by national standards and WBG EHS Guidelines.<br>• Measures will be taken to protect the workers from excessive dust (i.e., usage of personal protective equipment).<br>• A GRM (discussed later in the document) will be put in place to receive complaints from public on various aspects of environmental issues, including air pollution. These grievances will be addressed by the contractor by adopting necessary pollution control measures.<br>• Continued consultations with the affected communities will be carried out during construction phase.<br>• ECP 6 for air quality management will be implemented. | | | |
| 4.3 | Noise | • Pollution prevention plan will be implemented.<br>• Equipment/vehicle idling will be minimized.<br>• Temporary noise barriers will be installed where needed particularly near sensitive receptors such as schools.<br>• Equipment will have exhaust mufflers (silencers) to minimize noise generation. | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances.<br>Noise monitoring data |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | • Taking into account the possibilities of using the natural terrain for noise reduction.<br>• Nighttime works will be avoided near communities. Local population will be taken in confidence if such work is unavoidable.<br>• Compliance with Belarussian national standards and WBG EHS Guidelines will be ensured.<br>• Noise monitoring will be carried out particularly near settlements and sensitive receptors<br>• ECP-7 will be enforced.<br>• Continued consultations with the affected communities will be carried out.<br>• Operationalization of GRM to capture noise related complaints from the communities. | | | |
| 4.4 | Damage to water bodies | • No debris, soil, waste material or access construction material will be released in the water bodies including canals or channels and into depressions.<br>• Construction work will be confined to the authorized work sites.<br>• Construction material will not be stockpiled near water bodies.<br>• Prevention of the erosion of building materials by storm water and their ingress into water bodies should be ensured by the storage of these materials on specially | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | prepared sites isolated by a surface drainage system.<br>• Materials actively interacting with water should be stored in special warehouses under the roof, organic substances - in closed storage.<br>• compliance with the regime of activities within the water protection zones.<br>• Vehicle/equipment movement near the water bodies will be avoided.<br>• Territories where water is used regularly to reduce dust generation, including warehouses, concrete, gravel and asphalt plants, should be equipped with drainage systems to drain water into special containers for sedimentation of solid particles.<br>• All contaminated water and wastewater from construction sites must be collected and moved to special containers.<br>• Localize the territory and refueling sites of construction vehicles and mechanisms, as well as areas where spills and spills of harmful substances and oil products are inevitable.<br>• Liaison with relevant authority will be maintained and the stakeholders will be kept informed in case of any damage to or blockage of water bodies.<br>• Any damage to the canals or drainage channels will be restored immediately. | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | • ECP 9 will be implemented. | | | |
| 4.5 | Public and Occupational Health and safety | • The contractor will implement an Occupational Health and Safety (OHS) Plan.<br>• Job hazard analysis will be carried out for each type of construction activities.<br>• Contractors will have dedicated and qualified staff for ensuring compliance with the OHS Plan.<br>• Construction area will be cordoned off to avoid unauthorized entry into the construction area.<br>• Regular trainings will be provided to the workers on OHS aspects.<br>• Awareness raising of communities will be carried out on safety aspects.<br>• Liaison will be maintained with the local communities.<br>• Awareness raising material will be used including posters, signage, booklets, and others.<br>• All site personnel will be screened for communicable diseases including sexually transmitted infections.<br>• Firefighting equipment will be made available as required at construction sites, particularly near the fuel storage.<br>• The project drivers will be trained in defensive driving. They will maintain low | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances.<br>Number of accidents |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | speed while driving through / near the communities.<br>• Complete record of accidents and near-misses will be maintained.<br>• First aid facilities will be made available at the work sites and in the camps. The contractors will engage qualified first aider(s).<br>• Location and telephone numbers of the nearest hospital will be displayed at appropriate places at work sites and in construction camps. If necessary, the contractor will have an ambulance available at the site.<br>• All types of construction and installation, loading and unloading, transportation of people, transportation of materials and structures will be carried out in compliance with safety regulations and industrial sanitation.<br>• The project will provide measures to reduce the risks of emergencies during construction, loading and unloading, transporting people, transporting materials and structures.<br>• It is forbidden for workers to be without high visibility vests in the work area where traffic is taking place.<br>• Necessary accesses to the construction site, on-site driveways and fencing of the | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | construction area must be completed before construction begins.<br>• When constructing a construction site, work sites, driveways for construction vehicles, walkways for people, zones should be defined within which hazardous factors constantly exist. Hazardous areas in order to prevent access by unauthorized persons should be fenced and marked with signs and inscriptions of the established form.<br>• Driveways, walkways, loading and unloading sites and workplaces must be regularly cleaned of construction waste and not cluttered. In winter, clear of snow and ice, sprinkle roads with sand and slag.<br>• At all construction sites where work conditions are required (for machines and mechanisms, on highways) and other dangerous places, clearly visible signs should be hung out, and at night, illuminated warning and warning signs or safety signs, posters and instructions for safety precautions. If necessary, fences should be put up or duty officers should be appointed.<br>• Passages with a slope of more than 20 degrees, as well as approaches to workplaces and passages through ditches and trenches (more than 1 m deep) should be equipped with gangways or stairs with a | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | passage width of at least 1 m and a railing of 1.1 m high.<br>• The construction site should be provided with working, emergency, evacuation, and, if necessary, security lighting.<br>• The protection of workers should be ensured by the issuance of the necessary personal protective equipment (overalls, shoes, etc.), the implementation of measures for the collective protection of workers (fencing, lighting, ventilation, protective and safety devices and appliances, etc.), sanitary facilities and devices in accordance with applicable standards and the nature of the work performed.<br>• The necessary working conditions, food and rest should be created for workers.<br>• At the construction site, dispatch communication and operational dispatch control of construction should be created.<br>• Dedicated measures to prevent spreading of COVID-19 will be implemented in line with Belarussian official regulations and best international practices.<br>• ECP 13 will be implemented. | | | |
| 4.6 | Loss of vegetation / trees | • Tree and shrub cutting will be minimized.<br>• Compensation for tree cutting is calculated in ARP provided later in the document. Compensatory tree plantation will be | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | carried out (e.g., along the periphery of road).<br>• The tree species and plantation location will be decided in consultation with the concerned authorities.<br>• All construction activities or equipment/machinery should avoid entering and any damage to the Kame Hill "Volotovka", GLHU “Polotsky Leskhoz”, Gomel forestry - allotments 20, 41 of quarter 44, GLHU “Ushachsky Leskhoz”, Sorochinskoye forestry - allotment 20 of quarter 29; allotment 5 of quarter 75, GLHU “Lepelsky Leskhoz”, Zaozersky forestry - allotment 12 of quarter 112, GLHU “Ushachsky Leskhoz”, Sorochinskoye forestry - allotments 33, 34 of quarter 72 and GLHU “Polotsky Leskhoz”, Polotsk forestry – allotment 50 of quarter 23.<br>• No construction activities will be carried in the vicinity of the nature monument of national importance Kame Hill "Volotovka", water bodies, or biotopes.<br>• The following sensitive areas will be clearly marked on the maps and workers will be educated to avoid these sites and will be familiarized with the sensitive plant species with the help of photographs:<br>  • Plant communities at 50.8 km to the left, Polotsk Leskhoz GLHU, Gomel Forestry, quarter 44, allotment 20, 55 ° | | | Number of trees felled<br>Number of trees planted<br>Number of related complaints |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | 22'4.56 "N 28 ° 48'30.88"E- about 10 groups of shrubs measuring 20x100 m;<br>• Plant communities at 51.0 km to the right, GLHU Polotsk Forestry, Gomel Forestry. quarter 44, allotment 41, 55 ° 21'55.43 "N 28 ° 48'30.92"E - more than 10 groups of shrubs with an area of 25x10 m.<br>• The following activities are prohibited in above listed two areas (50.8 km to the left, Polotsk Leskhoz GLHU; and 51.0 km to the right, GLHU Polotsk Forestry):<br>• conduct continuous and gradual cutting of main use<br>• carry out thinning updates and reorganization<br>• allow an increase in the canopy density of the stand over 0.5<br>• allow an increase in the total projective cover of undergrowth and undergrowth of more than 20%;<br>• burn wood residues<br>• use machines on a caterpillar track, arrange timber warehouses, fueling stations and equipment parking lots<br>• to violate the integrity of the litter and living soil cover, to process and violate the integrity of the soil, with the exception of work carried out with the aim of protecting the forest and fighting fires, as well as scientifically based work | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | on the conservation and resettlement of species<br>• carry out the construction of buildings and structures.<br>• The same species that has been removed will be planted following concerned authority's instruction.<br>• it is forbidden to cut trees and shrubs outside the area reserved for construction work;<br>• damage to all elements of plant communities (trees, shrubs, ground cover) is prohibited outside the area reserved for construction work;<br>• hot work is strictly prohibited;<br>• littering with construction and other rubbish is not allowed;<br>• It is strictly forbidden to arrange places for storage of building material, equipment parking lots, etc. outside the sites established for this purpose.<br>• When planning road construction works, the identified detached oak trees should be protected:<br>• on km 15 to the right in a decorative planting along the road, at a distance of about 10 m from the axis of the road;<br>• on km 27 on the right at a distance of about 23 m from the axis of the road;<br>• on km 44.1 on the right at a distance of about 35 m from the axis of the road. | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | • detached oak trees near the road should be fenced with wooden shields 1.5–2.0 m high, protecting the trunks from damage.<br>• Shields are recommended to be placed in a triangle at a distance of 0.5–1.0 m from tree trunks and reinforced with stakes.<br>• To save from damage to the root system around the enclosing triangle, do not work closer than 1.5 m.<br>• in order to prevent the spread of aggressive plant species and prevent secondary soil contamination, roadside mowing and mowing are necessary<br>• Recommended measures to prevent biological pollution of adjacent territories by invasive species:<br>• removal of identified plant species during the construction work, the distribution of which are subject to regulation: Sosnovsky hogweed, Mantegazzi hogweed, Canadian goldenrod, giant goldenrod, ash-leaved maple, false acacia robust, echinocystis lobed;<br>• in areas where Sosnovsky hogweed is growing, create a lawn from coarse-grained crops (hedgehogs, common fescue) along the slopes and in the alienation zone of the highway, which | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | are serious competitors to the hogweed and, in the presence of dense grass sod, can displace this species;<br>• it is necessary to carry out mowing of sites with Sosnowski hogweed along the highway until the flowering period of plants (end of June-July) and preferably a second time during mass flowering until the fruit is formed (August);<br>• in areas where the invasive species is most common and where mowing is difficult, treatment with herbicides should be carried out;<br>• in order to prevent secondary pollution of soils and to prevent biological pollution in the strip between the edge of the forest and the road, mowing should be carried out and immediately after mowing, the mowed grass should be removed.<br>• ECP 8 will be implemented | | | |
| 4.7 | Threat to wildlife | • Warning signs will be installed along the R46 road and specifically pickets ПК 12 + 480, ПК 12 + 600, ПК 10 + 465, ПК 10 + 645, ПК 6 + 780, ПК 7 + 100 and ПК 7 + 025.<br>• Precautionary measures will be enforced to minimize impacts on wildlife species particularly at the following sites:<br>• 30.6 km on the right, GLHU “Ushachsky Leskhoz”, Sorochinskoye forestry, | C | CSC | Number of any non-compliance reports<br>Number of sighting of key wild species<br>Number of related complaints |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | quarter 29, allotment 20 - habitat is located by the road embankment;<br>• 16.4 km on the right, GLHU "Ushachsky Leskhoz", Sorochinskoye forestry, quarter 75, allotment five - habitat is located by the road embankment;<br>• 3.0 km on the right, GLHU "Lepel Forestry", Zaozersky forestry, quarter 112, allotment 12 - habitat is located by the road embankment.<br>• Ungulate crossing points including km 3-9, km18-20, km 55-58.<br>• At km 3 + 000, before starting construction work, it is necessary to notify the Lepel forestry hunting farm about the need to relocate the beaver family to other lands.<br>• One of the alternative options provides for the regulation of the beaver population before the start of construction works to prevent flooding during the construction period.<br>• If no measures are taken to resettle or regulate the number of beavers, it is recommended to inform the construction workers about the need to observe precautions when handling beavers, as well as inform about the places of their settlement in the immediate vicinity of the work.<br>• Hunting, trapping, or harassing of wildlife will not be permitted. | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | • All construction activities or equipment/machinery should avoid entering and any damage to the Kame Hill "Volotovka", GLHU “Polotsky Leskhoz”, Gomel forestry - allotments 20, 41 of quarter 44, GLHU “Ushachsky Leskhoz”, Sorochinskoye forestry - allotment 20 of quarter 29; allotment 5 of quarter 75, GLHU “Lepelsky Leskhoz”, Zaozersky forestry - allotment 12 of quarter 112, GLHU “Ushachsky Leskhoz”, Sorochinskoye forestry - allotments 33, 34 of quarter 72 and GLHU “Polotsky Leskhoz”, Polotsk forestry – allotment 50 of quarter 23.<br>• Workers will be educated about the wild species and importance of Kame Hill "Volotovka". Poaching or harassing of wildlife is forbidden.<br>• No waste disposal particularly food waste or hazardous waste will be disposed near any water body, inside biotopes or Kame Hill "Volotovka"<br>• within the limits of the terrestrial habitat of the comb newt, it is prohibited to:<br>  • carry out hydro technical land reclamation and other work on regulating the water regime of soils, except for restoration of the violated regime (this prohibition does not apply to the lands of existing irrigation and drainage systems); | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
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| | | | Implement | Monitor | |
| | | • carry out clear-cuts for main use<br>• to cut down trees of broad-leaved species and alder during felling<br>• use tracked vehicles, arrange warehouses, refueling and parking places for equipment<br>• burn logging residues of harvested wood<br>• burn dry vegetation and its remains on the vine, with the exception of scientifically based work on burning dry vegetation and its residues on the vine, reed, reeds and other thickets of wild plants<br>• run and graze farm animals, organize summer camps for them<br>• use pesticides<br>• apply all types of fertilizers<br>• dispose of solid household waste.<br>• ECP 8 will be implemented. | | | |
| 4.8 | Damage to infrastructure and public utilities | • Infrastructure damaged by the construction activities will be restored to original or better condition.<br>• Before the start of construction activities, all public utilities requiring relocation will be identified.<br>• Subsequently, the concerned departments/authorities will be contacted for the relocation of these utilities. | C | CSC | Same as Item 2.6. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • It will be ensured that there is a minimum disruption of services such as electricity and water.<br>• Any infrastructure damaged by the construction activities will be repaired.<br>• GRM will also capture any related complaints. | | | |
| 4.9 | Social conflict due to the Influx of Workers and In-migrants | • Local norms and customs will be respected<br>• No child labor or forced labor will be employed.<br>• Liaison with the community will be maintained.<br>• The World Bank Guidance Note[2] will be used to address potential impacts caused by temporary project induced labor influx.<br>• The World Bank Guidance Note on gender-based violence (GBV) will be used.<br>• The contractor will prepare and implement a Code of Conduct for all site personnel, in consultation and coordination with the local community.<br>• All site personnel will be provided orientation and training on Code of Conduct. Awareness raising materials such as posters and signage will be used as appropriate. | C | CSC | Same as Item 3.6. |

2 The Note is available at: http://pubdocs.worldbank.org/en/497851495202591233/Managing-Risk-of-Adverse-impact-from-project-labor-influx.pdf.

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • Entry of the site personnel in the local communities will be minimized to the extent possible/appropriate.<br>• The GRM described earlier will also address community grievances related to social conflict. | | | |
| 4.10 | Damage to cultural resources | • In case any artifacts or sites of archeological, cultural, historical, or religious significance are discovered at the construction sites, the concerned department, CSC and PIWG will be informed.<br>• Chance find procedures in ECP 12 will be implemented. | C | CSC | Same as Item 3.7 |
| 4.11 | Blockage of roads and local routes | Same as Item 2.10. | C | CSC | Number of any non-compliance reports<br>Number of related grievances |
| 4.12 | Spoil generation | • Minimize the generation of spoils by recycling the excavated soil to the maximum extent possible by using it as filling material in the road section.<br>• Excess spoils should be stored in the lands provided by local communities or in the areas approved by the project management/local authorities. | C | CSC | Number of any non-compliance reports<br>Number of related grievances |
| 4.13 | Damage to crops | • Crop damage will be minimized to the extent possible<br>• If unavoidable, compensation will be paid to the grower/farmer. | C | CSC | Number of any non-compliance reports<br>Number of related grievances |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| **5. Road construction (base, sub-base, asphalting)** | | | | | |
| 5.1 | Water and soil contamination | • Same as Item 4.1. | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |
| 5.2 | Air pollution | Same as Item 4.2. | C | CSC | Same as Item 4.2 |
| 5.3 | Noise | Same as Item 4.3. | C | CSC | Same as Item 4.3 |
| 5.4 | Damage to water bodies | Same as Item 4.4. | C | CSC | Same as Item 4.4 |
| 5.5 | OHS | • Same as Item 4.5.<br>• Special care needs to be employed while laying the pavement; required PPE such as safety shoes must be used by all site personnel. | C | CSC | Same as Item 4.5 |
| 5.6 | Loss of vegetation / trees | Same as Item 4.6. | C | CSC | Same as Item 4.6. |
| 5.7 | Threat to wildlife | Same as Item 4.7. | C | CSC | Same as Item 4.7. |
| 5.8 | Damage to infrastructure and public utilities | Same as Item 4.8. | C | CSC | Same as Item4.8. |
| 5.9 | Social conflict | Same as Item 4.9. | C | CSC | Same as Item 4.9. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| 5.10 | Damage to cultural resources | Same as Item 4.10 | C | CSC | Same as Item 4.10 |
| 5.11 | Blockage of roads and local routes | Same as Item 2.10 | C | CSC | Same as Item 2.10 |
| 5.12 | Spoil generation | Same as Item 4.12 | C | CSC | Same as Item 4.12 |
| 5.13 | Damage to crops/pasture | Same as Item 4.13 | C | CSC | Same as Item 4.13 |
| **6. Construction of Bridges/culverts** | | | | | |
| 6.1 | Water and soil contamination | Same as Item 4.1. | C | CSC | Same as Item 4.1 |
| 6.2 | Air pollution | Same as Item 4.2. | C | CSC | Same as Item 4.2 |
| 6.3 | Noise | Same as Item 4.3. | C | CSC | Same as Item 4.3 |
| 6.4 | Damage to water bodies | • Contractor will prepare Bridge Construction Management Plan including plan of water diverting, if necessary, to address environmental impacts of bridge construction.<br>• Same as Item 4.4 | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |
| 6.5 | OHS | • Same as Item 4.5.<br>• Special care needs to be employed while working at heights, working in/over water and laying the concrete for the bridges; required PPE such as life jackets and safety shoes must be used by all site personnel. | C | CSC | Same as Item 4.5 |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| 6.6 | Loss of vegetation / trees | Same as Item 4.6. | C | CSC | Same as Item 4.6. |
| 6.7 | Threat to wildlife | Same as Item 4.7. | C | CSC | Same as Item 4.7. |
| 6.8 | Damage to infrastructure and public utilities | Same as Item 4.8. | C | CSC | Same as Item 4.8. |
| 6.9 | Social conflict | Same as Item 4.9. | C | CSC | Same as Item 3.6. |
| 6.10 | Damage to cultural resources | Same as Item 4.10 | C | CSC | Same as Item 3.7 |
| 6.11 | Blockage of roads and local routes | Same as Item 4.11 | C | CSC | Same as Item 4.11 |
| 6.12 | Spoil generation | Same as Item 4.12 | C | CSC | Same as Item 4.12 |
| 6.13 | Damage to crops/pasture | Same as Item 4.13 | C | CSC | Same as Item 4.13 |
| **7. Interchange construction** | | | | | |
| 7.1 | Water and soil contamination, | Same as Item 4.1. | C | CSC | Same as Item 4.1 |
| 7.2 | Air pollution | Same as Item 4.2. | C | CSC | Same as Item 4.2 |
| 7.3 | Noise | Same as Item 4.3. | C | CSC | Same as Item 4.3 |
| 7.4 | Damage to water bodies | Same as Item 4.4. | C | CSC | Same as Item 4.4 |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| 7.5 | OHS | Same as Item 4.5.<br>Special care needs to be employed while working at heights and laying the concrete and asphalt for the interchanges; required PPE such as safety shoes must be used by all site personnel. | C | CSC | Same as Item 4.5 |
| 7.6 | Loss of vegetation / trees | Same as Item 4.6.<br>Special care will be employed for interchanges near any water body, biotopes, or Kame Hill "Volotovka" | C | CSC | Same as Item 4.6. |
| 7.7 | Threat to wildlife | Same as Item 4.7.<br>Special care will be employed for interchanges near any water body, biotopes, or Kame Hill "Volotovka" | C | CSC | Same as Item 4.7. |
| 7.8 | Damage to infrastructure and public utilities | Same as Item 4.8. | C | CSC | Same as Item 2.6. |
| 7.9 | Social conflict | Same as Item 4.9. | C | CSC | Same as Item 3.6. |
| 7.10 | Damage to cultural resources | Same as Item 4.10 | C | CSC | Same as Item 3.7 |
| 7.11 | Blockage of roads and local routes | Same as Item 2.10 | C | CSC | Same as Item 2.10 |
| 7.12 | Spoil generation | Same as Item 4.12 | C | CSC | Same as Item 4.12 |
| 7.13 | Damage to crops/pasture | Same as Item 4.13 | C | CSC | Same as Item 4.13 |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| **8. Borrow areas** | | | | | |
| 8.1 | Borrow area management | • Borrow areas will not be selected inside cultivation fields, near any water body, biotopes, or Kame Hill "Volotovka" or other sensitive locations listed in Items 4.6 and 4.7.<br>• Borrow areas will be kept up to 1 m deep.<br>• Borrow areas will be restored to minimize safety hazards, blockage of routes, or devaluation of land.<br>• Crushed stone, gravel, and sand should be imported from specially designated quarries (having licenses for the extraction of building materials).<br>• In quarries, regulatory requirements for environmental protection must be followed.<br>• When carrying out construction work, transportation of construction materials should be carried out strictly along the designated routes, in order to minimize the possibility impacts on receptors. | C | CSC | Number of any non-compliance reports<br>Number of related grievances |
| **9. Asphalt plant** | | | | | |
| 9.1 | Water and soil contamination | • Asphalt plan will be located at least 500 m away from any water body.<br>• Contractor will prepare and implement a Pollution Prevention Plan prior to the start of the work.<br>• Contractor will be required to take appropriate measures to avoid and contain any spillage and pollution of the soil. | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • Contractor will confine the contaminants immediately after such accidental spillage.<br>• Contractor will collect contaminated soils, treat and dispose them in environment friendly manner.<br>• Asphalt drums will be stored on a concrete platform with embankment around it to arrest any accidental leakage.<br>• Asphalt tanks will be placed in a secondary containment area, to retain the molten asphalt in case of any leakage.<br>• ECP 3 and ECP 9 will be implemented. | | | |
| 9.2 | Air pollution | • Asphalt plant will be established downwind of and at least 500 m away from any settlement or sensitive receptors.<br>• Pollution prevention plan will be implemented.<br>• The equipment used for Asphalt Plan will comply with the Belarussian national legislation as well as WBG EHS Guidelines on exhaust emissions;<br>• Measures will be taken to protect the workers from excessive dust and asphalt fumes (i.e., usage of personal protective equipment);<br>• The GRM will be put in place to receive complaints from public on various aspects of environmental issues, including air pollution. These grievances will be addressed by the contractor by adopting | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances.<br>Air quality monitoring data |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | necessary pollution control measures. Continued consultations with the affected communities will be carried out during construction phase.<br>• ECP 6 for air quality management will be implemented. | | | |
| 9.3 | Noise | • Pollution prevention plan will be implemented.<br>• Asphalt plant equipment will have exhaust mufflers (silencers) as appropriate to minimize noise generation.<br>• Compliance with national standards and WBG EHS Guidelines will be ensured.<br>• ECP-7 will be enforced.<br>• Continued consultations with the affected communities will be carried out. | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances.<br>Noise monitoring data |
| 9.4 | Damage to water bodies | Asphalt plant will be established at least 500 m away from any water body. | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |
| 9.5 | OHS | • Same as Item 4.5.<br>• Special care needs to be employed while handling asphalt; required PPE such as safety shoes, gloves and goggles must be used by all site personnel. | C | CSC | Same as Item 4.5. |
| 9.6 | Loss of vegetation / trees | • Asphalt plant will not be established near any water body, or inside biotopes and Kame Hill "Volotovka" or other sensitive locations listed in Item 4.6. | C | CSC | Same as Item 4.6. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • Tree and shrub cutting will be minimized.<br>• Compensation for tree cutting is calculated in ARP provided later in the document. Compensatory tree plantation will be carried out (e.g., along the periphery of road).<br>• The tree species and plantation location will be decided in consultation with the concerned department including authorities of the Eco-center.<br>• ECP 8 will be implemented | | | |
| 9.7 | Threat to wildlife | • Asphalt plant will not be established near sensitive locations listed in Item 4.7<br>• ECP 8 will be implemented. | C | CSC | Same as Item 4.7. |
| 9.8 | Damage to infrastructure and public utilities | Same as Item 4.8. | C | CSC | Same as Item 2.6. |
| 9.9 | Social conflict | Same as Item 4.9. | C | CSC | Same as Item 3.6. |
| 9.10 | Damage to cultural resources | Same as Item 4.10 | C | CSC | Same as Item 3.7 |
| 9.11 | Damage to crops | • Asphalt plant will not be established in any cultivated area<br>• Any crop damages will be compensated. | C | CSC | Number of any non-compliance reports<br>Number of related grievances |
| **10. Batching plant** | | | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| 10.1 | Water and soil contamination | • Batching plan will be located at least 500 m away from any water body.<br>• Contractor will prepare and implement a Pollution Prevention Plan prior to the start of the work.<br>• Contractor will be required to take appropriate measures to avoid and contain any spillage and pollution of the soil.<br>• Contractor will confine the contaminants immediately after such accidental spillage.<br>• Contractor will collect contaminated soils, treat and dispose them in environment friendly manner.<br>• ECP 3 and ECP 9 will be implemented. | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |
| 10.2 | Air pollution | • Batching plant will be established downwind of and at least 500 m away from any settlement or sensitive receptors.<br>• Pollution prevention plan will be implemented.<br>• The equipment used for Batching Plan will comply with the Belarussian national legislation as well as WBG EHS Guidelines on exhaust emissions.<br>• Measures will be taken to protect the workers from excessive dust (i.e., usage of personal protective equipment).<br>• A GRM (discussed later in the document) will be put in place to receive complaints from public on various aspects of environmental issues, including air | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances.<br>Air quality monitoring data |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | pollution. These grievances will be addressed by the contractor by adopting necessary pollution control measures. Continued consultations with the affected communities will be carried out during construction phase.<br>• ECP 6 for air quality management will be implemented. | | | |
| 10.3 | Noise | • Pollution prevention plan will be implemented.<br>• Batching plant equipment will have exhaust mufflers (silencers) as appropriate to minimize noise generation.<br>• Compliance with national standards and WBG EHS Guidelines will be ensured.<br>• ECP-7 will be enforced.<br>• Continued consultations with the affected communities will be carried out. | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances.<br>Noise monitoring data |
| 10.4 | Damage to water bodies | Batching plant will be established at least 500 m away from any water body. | C | CSC | Number of any non-compliance reports<br>Number of complaints / grievances. |
| 10.5 | OHS | Same as Item 4.5. | C | CSC | Same as Item 4.5. |
| 10.6 | Loss of vegetation / trees | • Batching plant will not be established near any water body, biotopes or Kame Hill "Volotovka" or other sensitive locations listed in Item 4.6.<br>• Tree and shrub cutting will be minimized. | C | CSC | Same as Item 4.6. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • Compensation for tree cutting is calculated in ARP provided later in the document. Compensatory tree plantation will be carried out (e.g., along the periphery of road).<br>• The tree species and plantation location will be decided in consultation with the concerned department including authorities of the Eco-center.<br>• ECP 8 will be implemented | | | |
| 10.7 | Threat to wildlife | • Batching plant will not be established near any water body, biotopes or Kame Hill "Volotovka" or other sensitive locations listed in Item 4.7.<br>• ECP 8 will be implemented. | C | CSC | Same as Item 4.7. |
| 10.8 | Damage to infrastructure and public utilities | Same as Item 4.8. | C | CSC | Same as Item 2.6. |
| 10.9 | Social conflict | Same as Item 4.9. | C | CSC | Same as Item 3.6. |
| 10.10 | Damage to cultural resources | Same as Item 4.10 | C | CSC | Same as Item 3.7 |
| 10.11 | Damage to crops/pasture | • Batching plant will not be established in any cultivated area;<br>• Any crop damages will be compensated. | C | CSC | Number of any non-compliance reports<br>Number of related grievances |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| **11. Spoil management** | | | | | |
| 11.1 | Spoil management | • Minimize the generation of spoils by recycling the excavated soil to the maximum extent possible by using it as filling material in the road section.<br>• The excess spoils should be stored in the lands provided by local communities or in the areas approved by the project management/local authorities.<br>• No spoil to be stored or disposed near any water body, biotopes or Kame Hill "Volotovka" or other sensitive locations listed in Items 4.6 and 4.7<br>• No spoil to be stored or disposed near water bodies<br>• No spoil to be stored or disposed in a manner that it can block natural drainage<br>• No spoil to be stored or disposed in a manner that it blocks local roads or routes<br>• ECP 1 to be implemented. | C | CSC | Number of any non-compliance reports<br>Number of related grievances |
| **12. Waste Management** | | | | | |
| 12.1 | Waste management | • Contractors will implement the Waste Management Plan.<br>• The contractor will identify suitable sites for disposal of hazardous and non- hazardous waste. The selection will be done in consultation with the PIWG and the local municipal authorities. | C | CSC | Number of any non-compliance reports<br>Number of related grievances |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | • For the domestic sewage, appropriate treatment and disposal system (e.g., septic tanks and soaking pits) will be constructed having adequate capacity<br>• Waste oils will be collected in drums and sold to the recycling contractors.<br>• The inert recyclable waste from the site (such as cardboard, drums, and broken/used parts) will be sold to recycling contractors.<br>• The hazardous waste will be kept separate and handled according to the nature of the waste.<br>• Domestic solid waste will be disposed off in a manner that does not cause soil contamination.<br>• Awareness raising for minimizing use of non-biodegradable substances<br>• Regular maintenance of waste management facilities will be undertaken<br>• No waste dumping/release will be carried in/near any water body, biotopes or Kame Hill "Volotovka" or other sensitive areas/habitats identified in Items 4.6 and 4.7<br>• No waste dumping/release will be carried out in or near any settlements<br>• Implement ECP 1. | | | |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| **13. Clearing and Restoration** | | | | | |
| 13.1 | Clearing and Restoration | • The contractors will be required to remove all left-over construction material, debris, spoils, and other wastes from the construction sites in a timely manner.<br>• The camp sites, asphalt plant site, batching plant site and any other temporary facility established by contractor will be completely cleaned and restored in original condition to the extent possible.<br>• No waste disposal will be carried out in the streams and canals.<br>• Land provided for temporary use must be brought into a condition suitable for intended use and returned to their former land users.<br>• Land temporarily withdrawn from agricultural circulation must be restored to agricultural land.<br>• Work on restoration of the fertility of the reclaimed land is carried out by land users, to whom the land is transferred after technical restoration at the expense of the enterprises that carried out work on these lands that caused damage to the soil cover, within the time period stipulated by the project.<br>• Photographic record will be maintained for pre-construction and post-construction condition of the sites. | C | CSC | Number of any non-compliance reports<br>Number of related grievances<br>Photographic record. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| **Operation & Maintenance Phase** | | | | | |
| **14. Pavement maintenance** | | | | | |
| 14.1 | Water and soil contamination | Same as Item 4.1 | Maintenance Contractor (MC) | VA | Same as Item 4.1 |
| 14.2 | Air pollution | Same as Item 4.2. | MC | VA | Same as Item 4.2 |
| 14.3 | Noise | Same as Item 4.3. | MC | VA | Same as Item 4.3. |
| 14.4 | Damage to water bodies | Same as Item 4.4. | MC | VA | Same as Item 4.4. |
| 14.5 | OHS | Same as Item 4.5.<br>Special care needs to be employed while laying the concrete or asphalt for the pavement; required PPE such as safety shoes must be used by all site personnel. | MC | VA | Same as Item 4.5. |
| 14.6 | Loss of vegetation / trees | Same as Item 4.6. | MC | VA | Same as Item 4.6. |
| 14.7 | Threat to wildlife | Same as Item 4.7. | MC | VA | Same as Item 4.7. |
| 14.8 | Damage to infrastructure and public utilities | Same as Item 4.8. | MC | VA | Same as Item 4.8. |
| 14.9 | Social conflict | Same as Item 4.9. | MC | VA | Same as Item 4.9. |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| 14.10 | Damage to cultural resources | Same as Item 4.10 | MC | VA | Same as Item 4.10 |
| 14.11 | Blockage of roads and local routes | Same as Item 2.10 | MC | VA | Same as Item 2.10. |
| 14.12 | Spoil generation | Same as Item 4.12 | MC | VA | Same as Item 4.12. |
| 14.13 | Damage to crops | Same as Item 4.13 | MC | VA | Same as Item 4.13. |
| **15. Road Operation** | | | | | |
| 15.1 | Waste management | • A Waste Management Plan will be prepared a as part of the standard operating procedures.<br>• The non-hazardous waste will be disposed through the city or district services<br>• hazardous wastes will be disposed by agreement with local organizations for the disposal of solid and hazardous wastes.<br>• ECP 1 will be implemented. | O&M Staff | VA | Number of any non-compliance reports<br>Number of related grievances |
| 15.2 | Air pollution | • Tree plantation will be carried out along the road particularly near the settlements and sensitive receptors, where appropriate.<br>• Regular monitoring of air quality will be carried out along the road particularly near settlements and sensitive receptors. | O&M Staff | VA | Number of any non-compliance reports<br>Number of related grievances |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| 15.3 | Noise and vibration | • The tree plantation and sound barriers along the road proposed earlier can marginally address the noise generated from the vehicular traffic.<br>• Road signage for Silence Zone will be installed near the sensitive receptors.<br>• I Noise barriers need to be constructed near the sensitive receptors listed in **Table 6.3** of ESIA. | O&M Staff | VA | Number of any non-compliance reports<br>Number of related grievances |
| 15.4 | OHS and Public Safety | • As part of the O&M procedures, an OHS plan will need to be prepared and implemented. The Plan will define procedures and protocols for each type of activities to be carried out as part of the O&M activities.<br>• Job hazard analysis will be carried out for each type of O&M activity<br>• Dedicated and qualified staff will be employed for ensuring compliance with the OHS Plan<br>• Regular trainings will be provided to the O&M workers on OHS aspects.<br>• Awareness raising material will be used including posters, signage, booklets, and others<br>• All O&M personnel will be screened for communicable diseases including sexually transmitted infections.<br>• Use of appropriate PPE will be mandatory. No worker will be allowed on the site | O&M Staff | VA | Number of any non-compliance reports<br>Number of related grievances<br>Number of accidents |

| Environmental, Social Impacts | | Mitigation Measures | Responsibility | | Target / Indicator / Performance Requirement |
|---|---|---|---|---|---|
| | | | Implement | Monitor | |
| | | without the required PPE (such as hard hat, safety shoes).<br>• Firefighting equipment will be made available as required at appropriate places.<br>• Complete record of accidents and near-misses will be maintained.<br>• First aid facilities will be made available at the offices.<br>• Location and telephone numbers of the nearest hospital will be displayed at appropriate places.<br>• Implement highway safety standards including traffic signage, warning signs, traffic lights, reflectors, and pedestrian crossings (overhead or underground where possible/appropriate).<br>• Emergency services (ambulance, rescue vehicles) will also need to be arranged.<br>• Liaison with the community will need to be maintained in addition to raising their awareness regarding safety risks associated with vehicular traffic. | | | |
| 15.5 | Wildlife | • Road hits and road kills will be monitored to determine the effectiveness of the mitigation measures included in the design;<br>• Awareness raising will be carried out about the importance and presence of wildlife species in the area and possibility of their crossing the road. | O&M Staff | VA | Number of road hits<br>Number of road kills |

# 10. Environmental and Social Monitoring

Environmental and social monitoring during project implementation should provide information about its actual environmental impacts, social consequences, the effectiveness of mitigation measures and compliance with the ESMP. Such information enables the PIWG and the CSC to evaluate the success of mitigation measures and compliance of the contractors' activities as part of project supervision and allows corrective action(s) to be implemented in a timely manner, when needed.

For the proposed project, two types of monitoring have been proposed: compliance monitoring and environmental quality monitoring, described below.

Compliance monitoring will focus on compliance of various labor and ESHS requirements, implementation of mitigation measures identified in **Table 1** and C-ESMP and corrective measures (if any). Separate monitoring will be carried out for the implementation of ARP. Standard checklists will be used to monitor and on compliance issues. The contractors will carry out compliance inspection on a daily basis; the CSC will do random supervision of compliance during regular inspections.

For the environmental quality, the monitoring plan is presented in **Table 2**. The results will be compared against the applicable standards as listed in **Chapter 4** of ESIA. If as a result of this monitoring, exceedance of standard is observed, corrective actions will be proposed by the CSC and implemented by the contractors in a timely manner.

In addition to the above, PIWC will carry out monitoring and develop semi-annual Environmental and Social Monitoring Reports every half a year with support of CSC and external consultants. The Environmental and Social Monitoring Report will focus on the implementation of the ESMP, C-ESMP and ARP. It will (i) verify the compliance to regulations, contract agreements, the ESMP, C-ESMP and ARP, (ii) summarize the monitoring results of environmental quality, capacity building and accidents, (iii) review the implementation of GRM; and (iv) recommend corrective actions or amendments of the ESMP, C-ESMP and ARP.

Separately, AIIB experts may conduct necessary supervision to review compliance. In the case of non-compliance, the PIWG would investigate the nature and reason(s) for non-compliance, and a decision would have to be made on what is needed to bring the project into compliance.

**Table 2: Effects Monitoring Plan**

| Issue | Monitoring | Locations | Schedule | Responsibilities | Reporting | Estimated Budget (Euro) |
|---|---|---|---|---|---|---|
| **Construction Phase** | | | | | | |
| Air Quality | Establish routine ambient air quality monitoring throughout the construction period.<br><br>The following parameters shall be monitored: Particulate Matter (PM10 & PM2.5), Sulfur Dioxide ($SO_2$), Nitrogen oxides ($NO_x$), and Carbon Monoxide (CO). Other parameters maybe warranted as determined by the CSC | Six construction locations near the settlements and sensitive receptors, to be determined by the CSC | Monitoring to be undertaken quarterly during construction period and as required in the event of complaints. | The CSC shall hire certified laboratory to perform the monitoring activities. | The certified laboratory shall provide the results to the CSC within seven days of the monitoring activity. | 18,400 |
| | Ensure routine inspection of dust. | Construction sites. | Daily during construction period (24 months) | CSC conduct measurement with dust meter on a weekly basis. | The contractors shall document the results of inspection and report to CSC in monthly report. | 0 |
| Noise | Ensure that routine noise monitoring is undertaken throughout the construction period. | Six locations (including the ones monitored in this ESIA) at the facade of | Monitoring to be undertaken monthly both daytime and | The CSC shall hire certified laboratory to perform the | The certified laboratory shall provide the results to the CSC within seven | 75,000 |

| Issue | Monitoring | Locations | Schedule | Responsibilities | Reporting | Estimated Budget (Euro) |
|---|---|---|---|---|---|---|
| | Parameters to be monitored include: Laeq 1h (dBA); Laeq 24 h (dBA) | settlements buildings and sensitive receptors | night-time measurements during construction period (24 months) | monitoring activities. | days of the monitoring activity. | |
| | Ensure routine monitoring of noise.<br>Parameters to be monitored include: Laeq 1h (dBA) | Construction sites. | Weekly at construction hours during construction period (24 months) | CSC conduct weekly measurement with noise meter. | The contractors shall document the results of measurement and report to CSC in monthly report. | 0 |
| Surface Water Quality | Establish routine water quality monitoring throughout the construction period.<br>The following parameters shall be monitored:<br>pH; Suspended Solids; BOD5; COD; Coliforms; Nitrate (NO3); Phosphate (PO4); Oil and Grease. Other parameters maybe | 50 meters upstream from the bridge (to be reconstructed or repaired) sites crossing canals during<br>construction; 50 meters downstream of the bridge sites. | Monitoring to be Undertaken monthly during bridge<br>construction<br>works | The CSC shall hire certified laboratory to perform the monitoring activities. | The certified laboratory shall provide the results to the CSC within seven days of the monitoring activity. | 300,000 |

| Issue | Monitoring | Locations | Schedule | Responsibilities | Reporting | Estimated Budget (Euro) |
|---|---|---|---|---|---|---|
| | warranted by CSC as and when required. | | | | | |
| | Ensure routine inspection of water pollution. | Construction sites. | Daily during construction period (36 months) | CSC to conduct visual inspection on a daily basis. | The contractors shall document the results of inspection and report to CSC in monthly report. | - |
| **Total** | | | | | | **393,400** |
| **Operational Phase** | | | | | | |
| Air Quality | Parameters to be monitored include $PM_{10}$, $PM_{2.5}$, NOx, $SO_2$ and CO. | At locations same as during the construction phase. | Twice per year | CSC shall hire certified laboratory to perform the monitoring activities (during defects liability period- 24 months). | The certified laboratory shall provide the results to the CSC within seven days of the monitoring activity. | 4,600 |

| Issue | Monitoring | Locations | Schedule | Responsibilities | Reporting | Estimated Budget (Euro) |
|---|---|---|---|---|---|---|
| Noise | Noise monitoring - Laeq 1h (dBA); Laeq 24h (dBA) both daytime and nighttime periods. | At all sensitive receptors within Project corridor;<br>behind finished noise barriers at sensitive receptors (if any barriers installed during the implementation of the project) | Twice per year | CSC shall hire certified laboratory to perform the monitoring activities (during defects liability period- 24 months). | The certified laboratory shall provide the results to the CSC within seven days of the monitoring activity. | 12,500 |
| **Total** | | | | | | **17,100** |
| **Grand Total** | | | | | | **410,500** |

# 11. Documentation and Reporting

The PIWG with assistance from CSC and contractors will produce the following environmental and social documentation and report:

**Monthly Report on Environment, Health, and Safety**: the contractor will prepare a monthly report covering environmental monitoring, OHS compliance, OHS incidents and accidents, trainings conducted, and any other salient activities carried out during the reporting period. The report will be submitted to CSC.

**Environmental, Social, Health and Safety in Quarterly Project Progress Reports**: the CSC will prepare quarterly Project Progress Report. The Environmental, Social and OSH Specialists of CSC will provide inputs to the Project Progress Reports covering various ESHS issues that include monitoring and results, compliance, incidents and accidents, ESHS training, grievances. The reports will be submitted to PIWG and then submitted to AIIB by PIWG.

**Semi-annual Environmental and Social Monitoring Report**: The PIWG will prepare Environmental and Social Monitoring Reports with support of CSC and external consultants. The environmental and social monitoring reports will include environmental and social mitigation measures undertaken, environmental and social monitoring activities undertaken, progress of resettlement, payment of compensation and assistance, details of monitoring data collected, analysis of monitoring results particularly the non-compliances, recommended mitigation and corrective measures, training conducted, regulatory violations observed, status of GRM and its implementation, and grievance received and resolved. The environmental and social monitoring reports will be submitted semi-annually during the construction period and annually for three years after completion of construction. The reports will be submitted by PIWG to AIIB.

**Project Completion Environmental and Social Monitoring Report**: One year after completion of construction, the PIWG will submit a Project Completion Environmental and Social Monitoring Report, which will summarize the overall environmental and social management of the project.

# 12. Capacity Building

Capacity building is the key for effective implementation of the ESMP. Capacity building for environmental and social management will need to be carried out at all tiers of the project, including RC, PIWG, CSC, and contractors. At the construction site, CSC will take the lead in implementing the capacity building plan, though the contractors will also be responsible to conduct training for their own staff and workers. The capacity building will cover general environmental and social awareness, sensitive receptors in the area, key environmental and social impacts of the project, ESMP requirements, OHS aspects and labor requirements. **Table 3** provides a summary of the environmental and social training programs to be conducted at the construction and operation phases. PIWG may revise the plan during the project implementation as required.

During the O&M phase of the project, the training will continue to be conducted by PIWG staff for all relevant O&M personnel.

**Table 3: Capacity Building Plan**

| Training topics | Time and tentative duration of the training | Trainees | Organizer | Tentative cost (Euro) |
|---|---|---|---|---|
| AIIB ESP, national EIA regulations and comparison with AIIB ESP, showcases of project level E&S documents, ESHS in bidding documents | During first year of Project implementation<br>Duration – 1 day | PIWG's PD, engineers, procurement specialist, E&S Specialist | PIWG | 5,000 |
| AIIB ESP, ESHS in ESMPs, development of C-ESMP, environmental and social management and supervision at construction sites, monitoring and reporting and GRMs | Before contracting the contractors<br>Duration– 3 days | EHS specialists of CSC | PIWG | 15,000 |
| AIIB ESP, ESHS in ESMPs, development and implementation of C-ESMP, ESHS inspection at sites, monitoring and reporting, and GRMs | Before the civil works<br>Duration- 3 days | EHS staff of contractors | CSC | Nil |
| Health & Safety, Handling and disposal of hazardous materials | Before starting respective works 1 day | EHS staff of contractors | CSC | Nil |
| Camp management | Before mobilization | Camp staff | CSC / contractor | Nil |
| Code of conduct; gender issues; GBV and other social issues | During the construction | Contractors' workers | CSC | Nil |
| Awareness-raising program | Continuously during the project implementation | Public, Main stakeholders | PIWG & RC | Nil |
| All aspects of Environmental, Health and Safety | Continuously during construction | Contractors' workers | Contractors | Nil |
| | | | **Total** | **20,000** |

# 13. ESMP Budget

The budget for implementation of this ESMP include the cost for mitigation measures, monitoring, capacity building as well as PIWG operation on E&S. See the budget in **Table 4**.

**Table 4: EMSP Implementation Budget**

| Item | Responsible entity | Budget (Euro) |
|---|---|---|
| PIWG operation on E&S | PIWG | 23,000 |
| Mitigation plan (To be incorporated in BOQ of construction works) | Contractors | 0 |
| Environmental quality monitoring (Construction Phase) | CSC | 393,400 |
| | Contractors | 0 |
| Environmental quality monitoring (O&M Phase) | CSC | 17,100 |
| | Contractors | 0 |
| Capacity building | PIWG | 20,000 |
| | CSC | 0 |
| Unforeseen Costs/Contingencies (10%) | PIWG | 45,350 |
| | **Total** | **498,850** |
| | **Rounded** | **500,000** |

# 14. Grievance Redress Mechanism

The project will establish two separate GRMs, one for the PAPs and the other for the project employees and workers. These GRMs will be in line with the requirements of the AIIB to provide an opportunity for an independent and impartial review of the submitted complaints.

All parties involved in GRM should adhere to a joint approach at all stages of project planning and implementation to assure those affected by the fact that there are almost no reasons for complaints. However, some people may still have legitimate grievances related to project activities. Many complaints arise from an inadequate understanding of project policies and procedures and can be quickly resolved by properly explaining the situation to the person who has the complaint.

Complaints not related to the activities or impacts of the project may not be resolved by the GRM and grieved party will be informed of this. There may be no charges or fees for the grieved party at any stage of the process. All grievances shall be recorded in a consolidated GRM journal which will be maintained by the PIWG.

## 14.1. GRM for PAPs

The PIWG will establish and lead a three-tier system for the people affected by the project. The first level is created at the local level and is managed by the local Complaints Committee, the second level is at the level of the Project Coordination Group and is managed by it.

***Level 1 (field).*** At this level, a Grievance Redress Committee (GRC) will be established. The GRC will *c*onsist of the staff of the village council (chairman + manager) and a representative of the PIWG/CSC. Persons affected by the project may contact any of them and they will be

responsible for receiving and registering complaints. Field GRC will record, consider, and resolve complaints within their competencies. If there are insufficient competencies and depending on the degree of criticality of the complaint, determine the level of delegation of authority to review and resolve it and immediately transmit the documented information regarding the complaint either to the Grievance Redress Committee sublevel, which will then report to the PIWG or immediately to the second level.

***Level 2 (regional)***. At this level, the GRC will consist of representatives of the departments / divisions of the district executive committee who are directly interested in the implementation of the project (at least 1 representative) and the head of the district inspection of natural resources and environmental protection, and a representative each of PIWG and CSC. The regional GRC will be headed by a coordinator (elected from among the GRC members - employees of the district executive committee). At this sublevel, complaints are reviewed and resolved within the competence of GRC members. In case of insufficient competencies, it is permissible to involve one or several PIWG members for conducting an expert assessment. If it is not possible to examine and resolve the complaint, transfer the documented information regarding it to the second level of the PIWG.

***Level 3***. At this level, the GRC will consist of PIWG representative(s), CSC representative, and representatives delegated from among the members of the Technical Council or, if necessary, is additionally invited from among the employees of organizations forming the Technical Council. The PIWG is headed by a leader (elected from among the PIWG members who participate in the Technical Council. At this sub-level, complaints are processed and resolved within the competence of PIWG members. If there are insufficient competencies, it is permissible to involve one or more employees from organizations participating in the project or other Competent Organizations.

## 14.2. Grievance Redress Mechanism for Project Workers

In accordance with best practices, it is necessary to create a separate mechanism for dealing exclusively with complaints related to workers hired by contractors for construction work. Such complaints may include wage rates and unpaid overtime work, irregular and partial payments, lack / inadequacy of living quarters, lack of clean drinking water and the necessary sanitary and epidemiological conditions, as well as lack of medical care, etc.

GRC complaints committee(s) will be created to deal with labor complaints, including members who are directly or indirectly related to construction work. In particular, GRC will include a road foreman / head of the contractor's work department, who is responsible at the workplace for the functions of the organizer of the work process, as well as if necessary, in addition to a representative of PIWG. The PIWG Manager will appoint an officer for each GRC to receive complaints and ensure that the complainant does not lose his job and is not afraid to withdraw the complaint before the formal hearing. To ensure an impartial and transparent hearing of complaints, they will be held in a non-threatening environment and will be open to all other workers on the site.

## 14.3. Grievance Redress Mechanism Process overview

### Complaint Registration

Grievances, regardless of how they are filed, must receive confirmation of their registration. In the case of an oral submission, a confirmation is issued from the GRC member registering the complaint in the form of a receipt indicating the name of the applicant, the date of registration and the registration number of the complaint, by simultaneously entering these data into the complaint register. The complainant should be able to leave his/her signature in the appropriate

column of the complaints register. Receipt of complaints filed by the applicant by phone will be confirmed no later than one business day by letter, e-mail, SMS-message or phone call indicating the date of registration and registration number of the complaint. The receipt of a complaint in writing or by e-mail must also be confirmed by letter or e-mail. A confirmation must be issued on the day the complaint is received by GRC and sent to the applicant no later than one business day.

Each party involved in the GRC at the field and regional sublevels must maintain a record book for registering complaints. GRC members should regularly report the details of complaints to the coordinator: complaints (a PIWG member) and the status of their resolution. The GRC coordinator should coordinate with each GRC member at the regional and field sublevels on a weekly basis, collect relevant documents, maintain a consolidated register of complaints received at the GRC level, monitor the status of resolution of each complaint received, maintain an updated database of complaints and report accordingly to the PIWG on a weekly basis.

Whatever method is used to receive the complaint (e-mail, mail, fax, call, etc.) and no matter what status it had at the time of entering the GRC first level consolidated register, the complaint should be registered by the GRC coordinator at the regional level in consolidated registry. The complaint registration number assigned by a GRC member remains unchanged in all registry books (including the consolidated PIWG registry). Priority investigation and consideration of complaints at the GRC level, which requires clear coordination of all parties involved in GRM, speed and maximum transparency of information related to the project. All complaints will be recorded and include, but are not limited to, the following details:

- Contact information of the affected party;
- Date, time and place where the complaint was received;
- The name of the person who received the complaint;
- Description of appeal.

In the event that the complainant refuses to provide contact information or contact information is not indicated in the complaint received by email / mail / fax, GRC will consider the anonymous complaint. In such cases, when an oral statement, receipt of a complaint by simple postal management or fax, the answer or decision will be posted on the information board near the village council or district executive committee (depending on which member of GRC received and registered the complaint). In this way, the complainant will be informed of the response or decision. For anonymous cases of receiving a complaint from project employees, a written response must be provided at the headquarters / slave building.

The regional coordinator of the GRC at the regional level (administrative district) will collect data on complaints and maintain a generalized (consolidated) register of complaints, where the complaint of each affected person, group or community has an individual number in all registers and registration logs. If the issue has not been resolved at the GRC level, it is referred for consideration and possible resolution to the PIWG level. A generalized register of complaints will be maintained and updated weekly by the PIWG manager.

A GRM Log all complaints will be developed in a simple format to facilitate data entry, to obtain information about the complaint and its status of resolution, the terms of resolution and the levels at which this issue was considered and resolved, tracking individual complaints, etc. The register of complaints will contain brief information on resolving complaints and include information on the satisfaction of the party that filed the complaint with the decision (with the exception of complaints submitted anonymously). The register of complaints will also include

relevant information on cases of appeal where it was not possible to arrive at a decision satisfying both parties. Forms for registering complaints, complaints register, register of registered complaints are shown below.

### *Table 5 GRM Log outline*

| Complaint Registration Number | Registration date | Name of applicant | Brief Summary of Complaint | Reply Date | Solution Status | Decision Time | Decision Maker | Decision Date |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | | |
| | | | | | | | | |

### *Figure 1 Complaints and Suggestions Form in Russian*

1-й экземпляр остается у регистратора, копия передается заявителю (если заявитель указал возможность связаться)

ФОРМА ДЛЯ ЖАЛОБ И ПРЕДЛОЖЕНИЙ

Регистрационный номер жалобы: _____
Дата регистрации:_____
Место регистрации: _____

**Информация о заявителе жалобы:**
Ф.И.О. полностью _____
☐ Я прошу оставить мою жалобу анонимной
☐ Я прошу не раскрывать мои идентификационные данные без моего согласия

Пожалуйста, укажите, как с вами можно связаться:
☐ По почте: Пожалуйста, укажите ваш адрес:
_____
☐ По телефону:
_____
☐ По электронной почте:
_____

**Описание инцидента и суть жалобы:**
Общее краткое описание проблемы в отношении жалобы (Что случилось? Где это случилось? С кем это произошло? Каков результат проблемы?)
_____
_____
_____
_____
_____
☐ Единичный инцидент/жалоба (дата _____)
☐ Случалось больше одного раза (Сколько раз? _____)
☐ Продолжается (в настоящее время испытываю проблему)

Как бы вы хотели решить эту проблему?
_____
_____
_____

Срок ответа (указывается в зависимости от степени критичности):_____ дней.
**Дальнейшие процедуры обращения и жалоб, если вы неудовлетворены жалобой**
1. Подать жалобу в соответствии с законодательством Республики Беларусь;
2. Подать жалобу через официальный сайт Азиатского банка инфраструктурных инвестиций.
**Полученный ответ:**
_____
_____
_____
☐ Срок исполнения по ответу, выданному заявителю жалобы, соответствует заявленному? (зачеркнуть ненужное)
Да Нет
☐ Ответ получен. Удовлетворено ли обратившееся лицо? (зачеркнуть ненужное)
Да Нет

Подпись: _____ /_____/ Дата:
Ф.И.О.

### Grievances operation overview

Depending on the urgency of the grievances, the following deadlines are set for answering it (or resolving the issue, if possible)

***Table 6 Timing of the response to grievances depending on the degree of urgency***

| Urgency | Response time (problem resolution) |
|---|---|
| *1st degree:* the complained action or inaction of the project participants completely blocks the complainant (group of complainants) from the opportunity to exercise their property and fundamental constitutional rights or the rights of the employee. Example 1. *As a result of construction work, the only possible access to the house of a local resident was completely closed*.<br><br>Example 2. *Healthy workers and workers with a confirmed diagnosis or obvious signs of COVID-19 are placed in one living room of a construction camp.*<br><br>Example 3. *All cases of grievances related to cases of Gender-based violence, sexual assault and harassment (GBV/SEAH).* | No more than one business day from the date of registration of the complaint |
| *2nd degree:* the complained action or inaction of the project participants partially blocks the complainant (group of complainants) from the opportunity to exercise their property and fundamental constitutional rights or the rights of the employee. Example 1. As a result of construction work, the only access road to the house of a local resident was temporarily unsuitable for unhindered travel on personal vehicles. Example 2. In a construction camp, insufficient provision of workers with sanitary hygiene points (washbasins and toilets). | No more than 3 business days from the date of registration of the complaint |
| *3rd degree:* the complained action or inaction of the project participants does not violate the property and fundamental constitutional rights or the rights of the employee of the complainant (group of complainants). Example 1. As a result of construction work, the condition of the dirt access road to the local resident's house has significantly deteriorated, but unhindered travel on it with personal vehicles has been ensured. Example 2. In a construction camp, household garbage is removed from special containers in a timely manner, as a result of which they are overfilled, you have to compose packages of household garbage next to the container site. | No more than 7 business days from the date of registration of the complaint |

Any material claims that may indicate a risk to the safety, security and dignity of PAP or worker

should be resolved immediately and/or communicated to relevant state authorities.

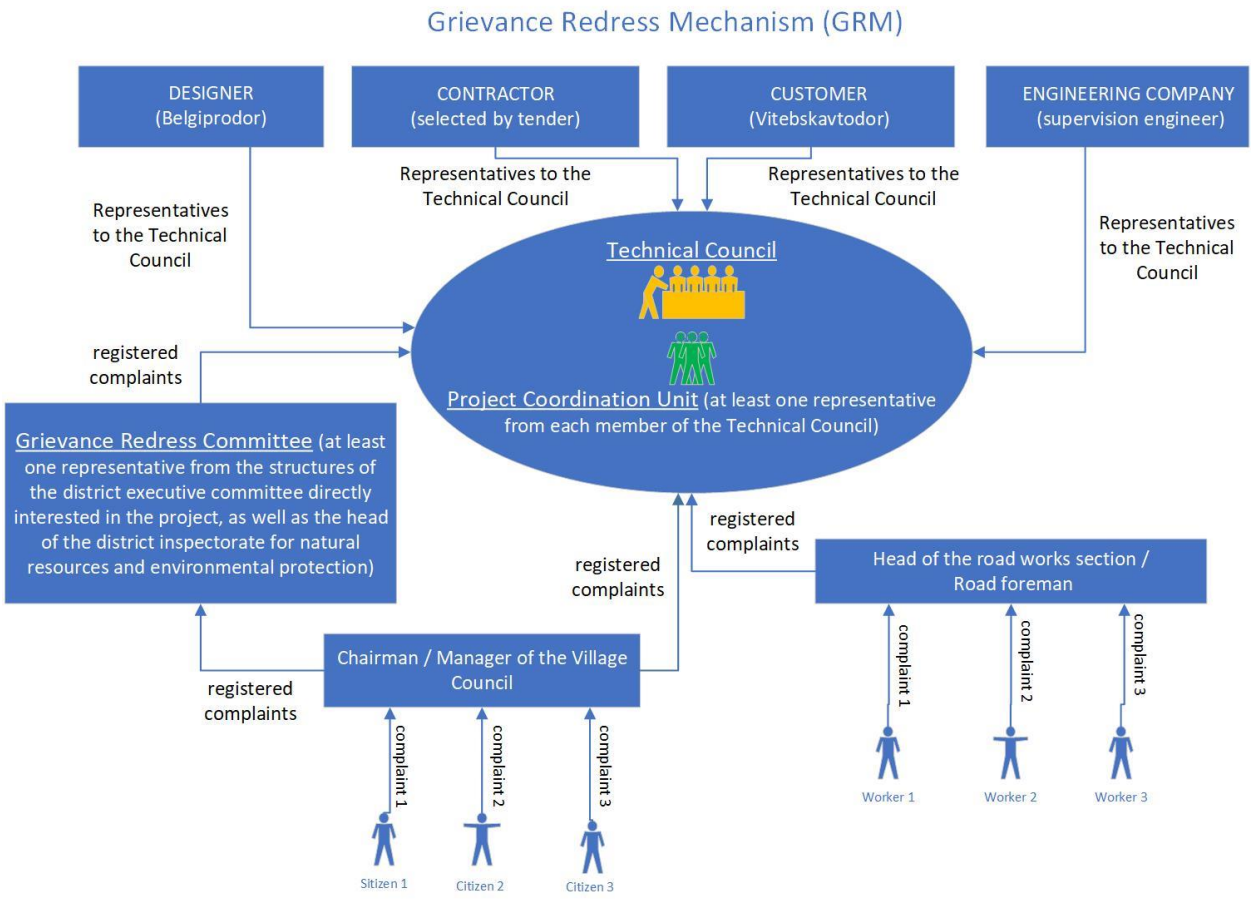
GRCs will continue to function for the benefit of affected individuals throughout the construction phase of the project, including the period of responsibility for resolving any defects found (defects liability period).

Depending on the nature of the complaint, response measures may include verification, investigation, negotiations, mediation, coordination with relevant authorities and decision-making.

**GRC Audit**. The audit includes the collection of documents, evidence, and facts, as well as clarification of the initial information, in order to get a clear idea of the circumstances of the appeal case. The audit will be carried out by GRC members, and overall coordination of activities will be ensured by the GRC coordinator at the regional level. The results of the audit or fact-finding activities will be presented at the GRC meeting at the regional level, where this issue will be considered, and an attempt will be made to resolve the issue.

Regular GRC meetings at the regional level will be held twice a month, however, special extraordinary meetings can be arranged between regular meetings as needed. The GRC coordinator at the regional level will ensure that actions and decisions are properly designed to demonstrate that GRC at the regional level pays attention to complaints and is actively seeking ways to resolve the issue to the satisfaction of the parties.

*Figure 2 Management Structure of the GRM*




If the complaint cannot be resolved by GRC at the field or regional level, it will be referred to the PIWG at the third level. Relevant documents collected during the investigation and fact-

finding will be provided to the PIWG leader. The PIWG Manager will distribute these documents to the PIWG members to make sure they are informed of all relevant details before the PIWG meeting.

The PIWG review of the appeal case may require additional verification of the issue, including the collection of additional documents, obtaining information from various government stakeholders and project participants, in order to get a clear idea of the circumstances of the appeal case. Additional verification (as necessary) will be carried out by PIWG members, and overall coordination of activities will be ensured by the PIWG leader. The results of the verification will be presented at a meeting of the PIWG, where this issue will be considered, and an attempt will be made to resolve the issue.

Regular PIWG meetings at the central level will be held monthly, however special extraordinary meetings can be arranged between regular meetings, as necessary.

If after consideration of the PIWG complaint at the third GRM level, the complaint will not be resolved to the satisfaction of the complaining parties, it will be recommended to seek its resolution through the court. Regardless of the outcome of the complaint, the documentation regarding the discussion of the complaint at all levels will be collected and stored by the PIWG manager (with the participation of GRC coordinators at the regional level). The head of the PIWG will separately track cases that have not been settled by GRM and have been referred to the legal system of the Republic of Belarus.

**Feedback to complainant**

The response to the complaint, recommendations or decisions will be provided to the party who filed the complaint by the preferred means of communication mentioned in the complaint registration form.

If the complaint is not resolved at the first and second GRM levels and will be transferred to the PIWG for consideration and resolution. Relevant information will be provided to the party who filed the complaint, including the date when the case was submitted to the PIWG and the date when the result of the complaint at the second level is expected.

If the complaint has been resolved at the second level, the complaining party will be informed of the outcome of the complaint. If the complaint has not been resolved by the PIWG, the relevant information will be provided to the party who filed the complaint, including details of why the case was not resolved, as well as recommendations for seeking its resolution through the legal system of the Republic of Belarus.

If the complaint was anonymous or the applicant refused to provide contact information, information on the status of the consideration of complaints and the results of the resolution process will be posted on information boards at the place of registration. The outcome of the grievance resolution process will also be documented in the consolidated grievance registers.

Complaints should be traceable for monitoring and reporting using the complaint registration form and registration logs. The complaint registration form must be completed for each appeal case (related to the project) by the GRM parties at the first level where the complaint was filed, as well as at the second level (if the complaint was submitted directly to the PIWG, bypassing GRC).

GRC focal points at the regional sublevel will coordinate activities with GRC members at the field sublevel on a weekly basis to update the consolidated GRC complaint registry for each administrative district. Each GRC member at the regional level will have access to a consolidated register of complaints.

The GRC coordinator at the regional level will monitor the grievance resolution process and prepare a summary report on GRM, which will be included in the quarterly progress report to the PIWG. The GRC coordinator at the regional level will provide complaint monitoring forms, as well as a database of a consolidated registry for his administrative district, to the PIWG manager on a monthly basis.

The PIWG leader at the third level will collect data from the GRC coordinators at the first and second levels, monitor the entire GRM process, monitor the timelines for resolving complaints, recommend corrective actions to the GRC coordinators at the regional level (if necessary), and prepare a summary report on GRM, which will be sent as needed to AIIB. In addition, the PIWG manager will maintain a consolidated register of complaints and will update it monthly.

Information about GRM for the project will be disseminated through announcements and presented during meetings with stakeholders and public consultations (if necessary). During such meetings, it will be necessary to emphasize that the unofficial GRM aims at a quick and friendly resolution of complaints and does not replace the legal process established in accordance with national legislation.

**GRM Monitoring**

The monitoring of GRM will be carried out through a set of indicators ensuring effective and timely resolution of grievance. The indicators will be measured within the reporting periods. The indicators are listed below:

- Number of Grievances received;
- Number (%) of Grievances acknowledged within the timeframe;
- Number (%) of Grievances unilaterally decided;
- Number (%) of Grievances closed within the specified timeframe;
- Number (%) of grievance related to a same or repeated event and /or location to identify areas most affected by potentially negative impacts of the project.
- Number (%) of grievance received comparing to the previous reporting period.
- Number (%) of complainant satisfied with the process (timely, fair)
- Number (%) of complainant satisfied with the outcome.

## 14.4. AIIB's Project-affected People's Mechanism

The Bank's Policy on the Project-affected People's Mechanism (PPM) applies to this Project. The PPM has been established by AIIB to provide an opportunity for an independent and impartial review of submissions from Project- affected people who believe they have been or are likely to be adversely affected by AIIB's failure to implement its ESP in situations when their concerns cannot be addressed satisfactorily through the Project-level GRM or AIIB Management's processes. For information on how to make submissions to the PPM, please visit: https://www.aiib.org/en/policies-strategies/operational-policies/policy-on-the-project-affected-mechanism.html.

## Annex A: Code of Conduct for Contractor's Workers

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

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

This Code of Conduct identifies the conduct that is required from all Contractor's Personnel.

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

Contractor's Worker shall:

1. his/her responsibilities detailed in this Code of Conduct and any other documents and trainings, as directed by the Employer. Proactive seek clarifications to enable work to be undertaken in strict compliance with this Code of Conduct;
2. carry out his/her duties competently and diligently;
3. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor's Workers and any other person;
4. maintain a safe working environment including by:
    a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
    b. wearing required personal protective equipment;
    c. all works are conducted with safety clearance and under appropriate supervision
    d. using appropriate measures relating to chemical, physical and biological substances and agents;
    e. following applicable emergency operating procedures; and
    f. providing separate, safe and easily accessible working and accommodation facilities for women and men working on the site.
5. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
6. treat other people with respect, and not discriminate against specific groups such as women, gays, people with disabilities, migrant workers or children;
7. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Contractor's or Employer's Personnel;

8. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
9. not engage in Sexual Assault, which means any form of non-consensual sexual contact. Examples include: attempted rape,
10. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
11. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
12. should not work or be present in the worksite(s) under the influence of any intoxicating substances, such as alcohol or drugs;
13. should not possess alcohol or any other intoxicating substances while on duty or in the labor camps;
14. should return to the labor camp no later than 22:00, unless working on night shift
15. should not make any inappropriate and unwanted sexual advances to people in the adjoining communities or settlements;
16. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, Gender based violence (GBV), Sexual Exploitation, Abuse and Harassment (SEAH);
17. report violations of this Code of Conduct; and
18. not retaliate against any person who reports violations of this Code of Conduct, whether to AIIB or the Employer, or who makes use of the grievance mechanism for Contractor's Workers or the project's Grievance Redress Mechanism.

## RAISING CONCERNS

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

1. Contact [*enter name of the Contractor's Social Expert with relevant experience in handling gender-based violence, or if such person is not required under the Contract, another individual designated by the Contractor to handle these matters*] in writing at this address [X] or by telephone at [X] or in person at [X]; or

2. Call [X] to reach the Contractor's hotline *(if any)* and leave a message.

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

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

## CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

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

**FOR CONTRACTOR'S PERSONNEL:**

I have received a copy of this Code of Conduct written in [X] 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 with relevant experience in handling gender-based violence*] requesting an explanation.

Name of Contractor's Personnel: [insert name]

Signature: _____

Date: (day month year): _____

Countersignature of authorized representative of the Contractor: [insert name]

Signature: _____

Date: (day month year): _____

## Annex B: Environmental Codes of Practice

The objective of the Environmental Code of Practices (ECPs) is to address all potential and general construction related impacts during implementation of the Project. The ECPs will provide guidelines for best operating practices and environmental management guidelines to be followed by the contractors for sustainable management of all environmental issues. These ECPs shall be annexed to the general conditions of all the contracts, including subcontracts, carried out under the Project.

The list of ECPs prepared for the Project is given below.

- ECP 1: Waste Management
- ECP 2: Fuels and Hazardous Goods Management
- ECP 3: Erosion and Sediment Control
- ECP 4: Top Soil Management
- ECP 5: Borrow Areas Management
- ECP 6: Air Quality Management
- ECP 7: Noise and Vibration Management
- ECP 8: Protection of Flora
- ECP 9: Protection of Fauna
- ECP 10: Road Transport and Road Traffic Management
- ECP 11: Construction Camp Management
- ECP 12: Cultural and Religious Issues
- ECP 13: Workers Health and Safety
-

Contractors will prepare C-ESMP, in compliance with AIIB and Government of Belarus requirements and based on the guidance given in the ECPs. The C-ESMP will form part of the contract documents and will be used as monitoring tool for compliance. It is also mandatory for lead contractors procured directly by the project to include these ECPs in their subcontracts.

**ECP 1 Waste Management**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| General Waste | Soil and water pollution from the improper management of wastes and excess materials from the construction sites. | The Contractor shall<br>- Develop waste management sheets for specific waste streams (e.g., reusable waste, flammable waste, construction debris, food waste, used oils, etc.) prior to commencing construction and submit to Supervision for approval.<br>- Organize disposal of all wastes generated during construction in the designated disposal sites approved by the Project.<br>- Minimize the production of waste materials by 3R (Reduce, Recycle and Reuse) approach. Segregate and reuse or recycle all wastes wherever practical.<br>- Vehicles transporting solid waste shall be covered with tarps or nets to prevent spilling waste along the route.<br>- Train and instruct personnel in waste management procedures as part of the environmental induction process.<br>- Provide refuse containers at each worksite.<br>- Request suppliers to minimize packaging where practicable.<br>- Train staff to good housekeeping practices.<br>- Maintain all construction sites in a clean and safe condition<br>- Provide, if needed, temporary storage of all wastes before transport and disposal.<br>- Potable water should be supplied in bulk containers to reduce plastic waste. Plastic bag use is prohibited unless recyclable. |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Hazardous<br><br>Waste | Health hazards and environmental impacts due to improper waste management practices | The Contractor shall<br>- Collect chemical wastes and used oils in 200-liter drums (or similar sealed container), labeled for safe transport to an approved chemical waste disposal facility.<br>- Store, transport and handle all chemicals avoiding potential environmental pollution.<br>- Store all hazardous wastes appropriately in bunded areas away from water courses.<br>- Make available Material Safety Data Sheets (MSDS) for hazardous materials on-site during construction.<br>- Collect hydrocarbon wastes, including lubricants, for safe transport off-site for reuse, recycling, treatment or disposal at locations permitted by the Government of Belarus. |

**ECP 2: Fuels and Hazardous Goods Management**

| **Project Activity/ Impact Source** | **Environmental Impact** | **Mitigation Measures/ Management Guidelines** |
|---|---|---|
| Fuels and hazardous goods. | Materials used in construction have a potential to be a source of contamination. Improper storage and handling of fuels, lubricants, chemicals and hazardous goods/materials on-site, and potential spills from these goods may harm the environment or health of construction workers. | The Contractor shall<br>- **Prepare spill control procedures and submit them** to S**upervision.**<br>- **Train relevant construction personnel in handling of fuels and spill control.**<br>- **Store dangerous goods in bunded areas on top of a sealed** membrane and **away from watercourses.**<br>- **Refueling shall occur only within bunded areas.**<br>- **Store and use fuels in accordance with material safety data sheets (MSDS). Make available MSDS for chemicals and dangerous goods on-site.**<br>- **Transport** hazardous **waste** that **cannot be recycled, to a designated disposal site.**<br>- **Provide absorbent and containment material (e.g. absorbent matting) where hazardous materials are used and stored and ensure personnel** is **trained.**<br>- **Provide protective clothing, safety boots, helmets, masks, gloves, goggles, to construction personnel, appropriate to materials in use.**<br>- Make sure all containers, drums, and tanks that are used for storage are in good condition and are labeled with expiry date.<br>- **Check for leakage regularly to identify potential problems before they occur.**<br>- **Store all liquid fuels in fully bunded storage containers, with appropriate volumes, a roof, a collection point and appropriate filling/decanting point.**<br>- **Store hazardous materials above flood level considered for construction purposes** |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | | - **Put containers and drums in temporary storages in clearly marked areas, where they will not be run over by vehicles or heavy machinery. The area shall preferably slope or drain to a safe collection area in the event of a spill.**<br>- **Take all precautionary measures when handling and storing fuels and lubricants, avoiding environmental pollution.**<br>- **Avoid the use of material with greater potential for contamination by substituting them with more environmentally friendly materials.** |

**ECP 3: Erosion and Sediment Control**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Clearing of construction sites | Cleared areas and slopes are susceptible for erosion of top soils, which affects the growth of vegetation and causes ecological imbalance. | **The Contractor shall**<br>- **Prepare site specific erosion and sediment control measures and submit them for supervision consultant approval.**<br>- **Reinstate and protect cleared areas as soon as possible.**<br>- **Cover unused area of disturbed or exposed surfaces immediately with mulch/grass turf/tree plantations.** |
| Construction activities and material stockpiles | The impacts of soil erosion is increased run off and sedimentation causing a greater flood hazard to the downstream, and | **The Contractor shall**<br>- **Locate stockpiles away from drainage lines.**<br>- **Remove debris from drainage paths and sediment control structures.**<br>- **Cover the loose sediments of construction material and water them if required.**<br>- **Divert natural runoff around construction areas prior to any site disturbance.**<br>- **Install protective measures on site prior to construction, for example, sediment traps.**<br>- **Install 'cut off drains' on large cut/fill batter slopes to control water runoff speed and hence erosion.**<br>- **Observe the performance of drainage structures and erosion controls during rain and modify as required.** |
| Soil erosion and siltation | Soil erosion and dust from the material stockpiles will increase the sediment and | The Contractor shall<br>- **Stabilize the cleared areas not used for construction activities with vegetation or appropriate surface water treatments as soon as practicable following earthwork to minimize erosion.** |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | contaminant loading of surface water bodies. | - **Ensure that roads used by construction vehicles are swept regularly to remove sediment.**<br>- **Water the material stockpiles, access roads and bare soils on an as required basis to minimize dust. Increase the watering frequency during periods of high risk (e.g. high winds).** |

**ECP 4: Top Soil Management**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Land clearing and earth works | Earthworks will impact the fertile top soils that are enriched with nutrients required for plant growth or agricultural development. | The Contractor shall<br>- **Strip the topsoil to a depth of 15 cm and store in piles of height not exceeding 2m.**<br>- **Remove unwanted materials from topsoil like grass, roots of trees and similar others.**<br>- **The stockpiles will be done in slopes of 2:1 to reduce surface runoff and enhance percolation through the mass of stored soil.**<br>- **Locate topsoil stockpiles in areas outside drainage lines and protect from erosion.**<br>- **Construct diversion channels and silt fences around the topsoil stockpiles to prevent erosion and loss of topsoil.**<br>- **Spread the topsoil to maintain the physico-chemical and biological activity of the soil. The stored top soil will be utilized for covering all disturbed area and along the proposed sites.**<br>- **Prior to the re-spreading of topsoil, the ground surface will be ripped to assist the bunding of the soil layers, water penetration and revegetation** |
| Transport | Vehicular movement outside ROW or temporary access roads will affect the soil fertility of the agricultural and natural (desert) lands | The contractor shall:<br>- **Limit equipment and vehicular movements to within the approved construction zone.**<br>- **Plan construction access to make use, if possible, of the final road alignment.** |

**ECP 5: Borrow Areas Management**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Management of warehouses and borrow pits | Materials used in construction have a potential to be a source of contamination. | - **All borrow pit locations to be used must be previously identified in conformity with approved construction technical specifications. Sensitive sites such as scenic spots, areas of natural habitat, areas near sensitive receiving waters, or areas near water sources should be avoided. An open ditch shall be built around the stockpile site to intercept wastewater.**<br>- **Retaining walls are to set up around disposal areas if necessary.**<br>- **The use of new sites for stockpiling, gathering or exploiting materials necessary for construction operations must obtain prior approval from** Supervision**.**<br>- **In case landowners are affected by the use of their areas for stockpiling, gathering or exploiting materials, such landowners must be included in the project resettlement plan.**<br>- **If access roads are needed for these new sites, they must be considered in the environmental assessment report.**<br>- **Supervision should conduct due diligence to make sure that borrow pits and quarries are legally operating by undertaking a rapid review of quarry sites to assess if operations are in compliance with laws and Bank requirements prior to construction.**<br>- **Include the requirement that the contractors shall be required to buy materials from licensed borrow pit and quarry operators into the civil work contractual documents.** |

**ECP 6: Air Quality Management**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Construction vehicular traffic | Air quality can be adversely affected by vehicle exhaust emissions and combustion of fuels. | The Contractor shall<br>- Prepare construction traffic itineraries to minimize impacts to surrounding settlements.<br>- **Fit vehicles with appropriate exhaust systems and emission control devices. Maintain these devices in good working condition.**<br>- **Operate the vehicles in a fuel-efficient manner.**<br>- **Cover vehicles carrying dusty materials moving outside the construction site.**<br>- **Impose speed limits on vehicle movement at the worksite to reduce dust emissions.**<br>- **Water construction materials prior to loading and transport.**<br>- **Service all vehicles regularly to minimize emissions.**<br>- **Limit the idling time of vehicles not more than 2 minutes.** |
| Construction machinery | Air quality can be adversely affected by emissions from machinery and combustion of fuels. | **The Contractor shall**<br>- **Fit machinery with appropriate exhaust systems and emission control devices. Maintain these devices in good working condition in accordance with the specifications defined by their manufacturers to maximize combustion efficiency and minimize the contaminant emissions. Proof or maintenance register shall be required by the equipment suppliers and contractors/subcontractors.**<br>- **Focus special attention on containing the emissions from generators.**<br>- **Machinery causing excess pollution (e.g. visible smoke) will be banned from construction sites.** |

| **Project Activity/ Impact Source** | **Environmental Impact** | **Mitigation Measures/ Management Guidelines** |
|---|---|---|
| | | - **Service all equipment regularly to minimize emissions.**<br>- **Provide** dust control measures in **the concrete batching and mixing plant to control the particle emissions in all its stages, including unloading, collection, aggregate handling, cement dumping, circulation of trucks and machinery inside the installations.** |
| Construction activities | Dust generation from construction sites, material stockpiles and access roads is a nuisance in the environment and can be a health hazard, and also can affect the local crops | The Contractor shall<br>- Water material stockpiles, access roads and bare soils on an as required basis to minimize dust emission.<br>- **Increase watering frequency during periods of high risk (e.g. high winds** and dry periods**). Stored materials such as gravel and sand shall be covered and confined.**<br>- **Minimize the extent and period of exposure of the bare surfaces.**<br>- **Restore disturbed areas as soon as practicable by** re**vegetation.**<br>- **Store cement** to **minimize emissions.**<br>- **Establish adequate locations for storage, mixing and loading of construction materials, in a way that dust dispersion is prevented.**<br>- **Not** use **water as dust suppression on potentially contaminated areas** to avoid generation of a **liquid waste stream.**<br>- **Crushing of rocky and aggregate materials shall be wet-crushed, or performed with particle emission control systems.**<br>- Prohibit any **burning of solid waste**. |

**ECP 7: Noise and Vibration Management**

| **Project Activity/ Impact Source** | **Environmental Impact** | **Mitigation Measures/ Management Guidelines** |
|---|---|---|
| Construction vehicular traffic | Noise quality will be deteriorated due to vehicular traffic. | **The Contractor shall**<br>- **Prepare a** brief **noise and vibration management plan and submit the plan** to S**upervision.**<br>- **Maintain all vehicles in good working order in accordance with maintenance procedures.**<br>- **Make sure all drivers comply with the traffic codes concerning maximum speed limit, driving hours, etc.**<br>- Organize the loading and unloading of trucks, and handling operations for the purpose of minimizing construction noise on the work site.<br>- Avoid or minimize traffic at night. |
| Construction machinery | Noise and vibration may have an impact on people, property, fauna, livestock and the natural environment. | **The Contractor shall**<br>- S**ite all noise generating activities to avoid noise pollution to local residents.**<br>- **Use the quietest available equipment.**<br>- **Maintain all equipment in order to keep it in good working order in accordance with manufactures maintenance procedures. Equipment suppliers and contractors shall present proof of maintenance register of their equipment.**<br>- Reduce noise levels **around generators** and compressors, using mufflers and enclosures as appropriate**.**<br>- **Avoid the unnecessary use of alarms, horns and sirens.** |
| Construction activity | Noise and vibration may have an impact on people, property, | The Contractor shall<br>- **Notify adjacent landholders prior** to **any noise events outside of daylight hours.** |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | fauna, livestock and the natural environment. | - Train **operators of construction equipment on potential noise problems and the techniques to minimize noise emissions.**<br>- **Employ best available work practices on-site to minimize occupational noise levels.**<br>- **Install temporary noise control barriers where appropriate.**<br>- **Notify affected people if major noisy activities will be undertaken, e.g. blasting.** |

**ECP 8: Protection of Flora**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Vegetation clearance | Local flora is important to provide shelters for the birds, offer fruits and/or timber/fire wood, protect soil erosion and overall keep the environment very friendly to human-living. As such damage to flora has wide range of adverse environmental impacts. | The Contractor shall<br>- Avoid tree removal as much as practical<br>- Maintain top soil in adequate location and put in place after end of need for stripped area<br>- **Revegetate any areas where such revegetation is needed upon Supervision's guidance**. |

**ECP 9: Protection of Fauna**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Construction activities | The location of construction activities can result in the loss of wild life habitat and habitat quality, | The Contractor shall<br>- Prepare a plan for protection of fauna and submit the plan for supervision consultant approval.<br>- Limit the construction works within the designated sites allocated to the contractors.<br>- check the site for animals trapped in, or in danger from site works and use a qualified person to relocate the animal. |
| | Impact on migratory birds, its habitat and its active nests | The Contractor shall<br>- Identify and preserve active nests or eggs of migratory birds in the Project sites. |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | | - Minimize the tree removal during the bird breeding season. If works must be continued during the bird breeding season, a nest survey will be conducted by a qualified biologist prior to commence of works to identify and locate active nests.<br>- If bird nests are located/ detected within the ledges and roadside embankments then those areas should be avoided.<br>- Petroleum products should not come in contact with the natural and sensitive ecosystems. Contractor must minimize the release of oil, oil wastes or any other substances harmful to migratory birds' habitats, to any waters, wetlands or any areas frequented by migratory birds. |
| Vegetation clearance | Clearance of vegetation may impact shelter, feeding and/or breeding and/or physical destruction and severing of habitat areas | The Contractor shall<br>- Restrict the tree removal to the minimum numbers required.<br>- Relocate hollows, where appropriate.<br>- Fell the hollow bearing trees in a manner which reduces the potential for fauna mortality. Felled trees will be inspected after felling for fauna and if identified and readily accessible will be removed and relocated or rendered assistance if injured. After felling, hollow bearing trees will remain unmoved overnight to allow animals to move of their own volition. |
| Night time lighting | Lighting from construction sites and construction camps may affect the visibility of night time migratory birds that use the moon and stars for navigation during their migrations. | The Contractor shall<br>- Use lower wattage flat lens fixtures that direct light down and reduce glare, thus reducing light pollution.<br>- Avoid flood lights unless they are absolutely required.<br>- Use motion sensitive lighting to minimize unneeded lighting.<br>- Use, if possible, green lights that are considered as bird's friendly lighting instead of white or red colored lights. |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | | - Install light shades or plan the direction of lights to reduce light spilling outside the construction area. |
| Construction camps | Illegal poaching | The Contractor shall<br>- Provide adequate knowledge to the workers regarding protection of flora and fauna, and relevant government regulations and punishments for illegal poaching.<br>- Ensure that staff and Subcontractors are trained and empowered to identify, address and report potential environmental problems. |

**ECP 10: Road Transport and Road Traffic Management**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Construction vehicular traffic | Increased traffic use of road by construction vehicles will affect the movement of normal road traffics and the safety of the road-users. | The Contractor shall<br>- Prepare a traffic management plan and submit the plan for supervision consultant approval.<br>- Strictly follow the Project's 'Traffic Management Plan' and work with close coordination with the Traffic Management Unit.<br>- Prepare and submit additional traffic plan, if any of his traffic routes are not covered in the Project's Traffic Management Plan, and requires traffic diversion and management.<br>- Include in the traffic plan to ensure uninterrupted traffic movement during construction: detailed drawings of traffic arrangements showing all detours, temporary road, temporary bridges temporary diversions, necessary barricades, warning signs / lights, road signs, etc.<br>- Provide signs at strategic locations of the roads complying with the schedules of signs contained in the national Traffic Regulations. |
| | Accidents and spillage of fuels and chemicals | The Contractor shall<br>- Restrict truck deliveries, where practicable, to day time working hours.<br>- Restrict the transport of oversize loads.<br>- Operate vehicles, if possible, to non-peak periods to minimize traffic disruptions.<br>- Enforce on-site speed limit. |

**ECP 11: Construction Camp Management**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Siting and Location of construction camps | Campsites for construction workers are the important locations that have significant impacts such as health and safety hazards on local resources and infrastructure of nearby communities. | The Contractor shall<br>- Prepare a construction camp management plan and submit the plan for supervision consultant's approval.<br>- Locate the construction camps within the designed sites or at areas which are acceptable from environmental, cultural or social point of view; and approved by the supervision consultant.<br>- Consider the location of construction camps away from communities in order to avoid social conflict in using the natural resources such as water or to avoid the possible adverse impacts of the construction camps on the surrounding communities.<br>- Submit to the supervision consultant for approval a detailed layout plan for the development of the construction camp showing the relative locations of all temporary buildings and facilities that are to be constructed together with the location of site roads, fuel storage areas (for use in power supply generators), solid waste management and dumping locations, and drainage facilities, prior to the development of the construction camps.<br>- Local authorities responsible for health, religious and security shall be duly informed on the set up of camp facilities so as to maintain effective surveillance over public health, social and security matters. |
| Construction Camp Facilities | Lack of proper infrastructure facilities, such as housing, water supply and sanitation facilities will increase pressure on the local services and generate substandard living standards and health hazards. | Contractor shall provide the following facilities in the campsites<br>- Adequate housing for all workers.<br>- Safe and reliable water supply, which meet the national and WBG EHS Guidelines.<br>- Hygienic sanitary facilities and sewerage system. The toilets and domestic waste water will be collected through a common sewerage. Provide separate toilets and bathing places for males and |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | | females with total isolation by location. The minimum number of toilet facilities required is one toilet for every ten persons.<br>- Treatment facilities for sewerage of toilet and domestic wastes.<br>- Storm water drainage facilities.<br>- Paved internal roads. |
| Disposal of waste | Management of waste is crucial to minimize impacts on the environment | The Contractor shall<br>- Ensure proper collection and disposal of solid wastes within the construction camps.<br>- Insist waste separation by source; organic wastes in one container and inorganic wastes in another container at household level.<br>- Store inorganic wastes in a safe place within the household and clear organic wastes on daily basis to waste collector. Establish waste collection, transportation and disposal systems with the manpower and equipment/vehicles needed.<br>- Do not establish site specific landfill sites. All solid waste will be collected and removed from the work camps and disposed in approval waste disposal sites. |
| Health and Hygiene | There will be a potential for diseases to be transmitted including Acute Respiratory Virus Infections, exacerbated by inadequate health and safety practices. There will be an increased risk of work crews spreading sexually transmitted infections and HIV/AIDS. | The Contractor shall<br>- Provide adequate health care facilities within construction sites.<br>- Provide first aid facility round the clock. Maintain stock of medicines in the facility and appoint fulltime designated first aider or nurse.<br>- Provide ambulance facility for the laborers during emergency to be transported to nearest hospitals.<br>- Initial health screening of the laborers coming from outside areas. |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | | - Train all construction workers in basic sanitation and health care issues and safety matters, and on the specific hazards of their work.<br>- Provide HIV awareness programming, including STI (sexually transmitted infections) and HIV information, education and communication for all workers on regular basis.<br>- Not dispose food waste openly as that will attract rats and stray dogs.<br>- Carryout short training sessions on best hygiene practices to be mandatorily participated by all workers. Place display boards at strategic locations within the camps containing messages on best hygienic practices. |
| Safety | In adequate safety facilities to the construction camps may create security problems and fire hazards | The Contractor shall<br>- Provide appropriate security personnel and enclosures to prevent unauthorized entry in to the camp area.<br>- Maintain register to keep a track on a head count of persons present in the camp at any given time.<br>- Encourage use of flameproof material for the construction of labor housing / site office. Also, ensure that these houses/rooms are of sound construction and capable of withstanding wind storms/cyclones.<br>- Provide appropriate type of firefighting equipment suitable for the construction camps<br>- Display emergency contact numbers clearly and prominently at strategic places in camps.<br>- Communicate the roles and responsibilities of laborers in case of emergency in the monthly meetings with contractors. |
| Site Restoration | Restoration of the construction camps to original | The Contractor shall |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | condition requires demolition of construction camps. | - Dismantle and remove from the site all facilities established within the construction camp including the perimeter fence and lockable gates at the completion of the construction work.<br>- Dismantle camps in phases and as the work gets decreased and not wait for the entire work to be completed.<br>- Give prior notice to the laborers before demolishing their camps/units.<br>- Maintain the noise levels within the national standards during demolition activities.<br>- Different contractors should be hired to demolish different structures to promote recycling or reuse of demolished material.<br>- Reuse the demolition debris to a maximum extent. Dispose remaining debris at the designated waste disposal site.<br>- Handover the construction camps with all built facilities as it is if agreement between both parties (contactor and land-owner) has been made so.<br>- Restore the site to its condition prior to commencement of the works or to an agreed condition with the landowner. |
| Fuel supplies for cooking purposes | Illegal sourcing of fuel wood by construction workers will impact the natural flora and fauna | The Contractor shall<br>- Provide fuel to the construction camps for their domestic purpose, in order to discourage them to use fuel wood or other biomass.<br>- Made available alternative fuels like natural gas or kerosene on ration to the workforce to prevent them using biomass for cooking.<br>- Conduct awareness campaigns to educate workers on preserving the protecting the biodiversity and wildlife of the project area, and relevant government regulations and punishments on wildlife protection. |

**ECP 12: Cultural and Religious Issues**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Construction activities near religious and cultural sites | Disturbance from construction works to the cultural and religious sites, and contractors lack of knowledge on cultural issues cause social disturbances. | The Contractor shall follow the Chance Find Procedures:<br>- Communicate to the public through community consultation regarding the scope and schedule of construction, as well as certain construction activities causing disruptions or access restriction.<br>- Not block access to cultural and religious sites, wherever possible.<br>- Restrict all construction activities within the foot prints of the construction sites.<br>- Stop construction works that produce noise should there be any religious/educational institutions close to the construction sites and users make objections.<br>- Take special care and use appropriate equipment when working next to a cultural/religious institution.<br>- Stop work immediately and notify the site manager if, during construction, an archaeological or burial site is discovered. It is an offence to recommence work in the vicinity of the site until approval to continue is given.<br>- Show appropriate behavior with all construction workers especially women and elderly people.<br>- Resolve cultural issues in consultation with local leaders and supervision consultants.<br>- Establish a mechanism that allows local people to raise grievances arising from the construction process.<br>- Inform the local authorities responsible for health, religious and security duly informed before commencement of civil works so as to maintain effective surveillance over public health, social and security matters. |

**ECP 13: Workers Health and Safety**

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| Best practices | Construction works may pose health and safety risks to the construction workers and site visitors leading to severe injuries and deaths. The population in the proximity of the construction site and the construction workers will be exposed to a number of (i) biophysical health risk factors, (e.g. noise, dust, chemicals, construction material, solid waste, waste water, vector transmitted diseases etc.), (ii) risk factors resulting from human behavior (e.g. STD, HIV etc.) and (iii) road accidents from construction traffic. | The Contractor shall<br>- Prepare an Occupational Health and Safety plan and submit the plan for supervision consultant's approval.<br>- Implement suitable safety standards for all workers and site visitors which should not be less than those laid down on the international standards (e.g. International Labor Office guideline on 'Safety and Health in Construction; World Bank Group's 'Environmental Health and Safety Guidelines') and contractor's own national standards or statutory regulations, in addition to complying with national and WBG EHS Guidelines.<br>- Provide the workers with a safe and healthy work environment, taking into account inherent risks in its particular construction activity and specific classes of hazards in the work areas.<br>- Provide personal protection equipment (PPE) for workers, such as safety boots, helmets, masks, gloves, protective clothing, goggles, full-face eye shields, and ear protection. Maintain the PPE properly by cleaning dirty ones and replacing them with the damaged ones.<br>- Safety procedures include provision of information, training and protective clothing to workers involved in hazardous operations and proper performance of their job.<br>- Appoint an environment, health and safety coordinator to look after the health and safety of the workers.<br>- Inform the local authorities responsible for health, religious and security duly informed before commencement of civil works and establishment of construction camps so as to maintain effective surveillance over public health, social and security matters. |
| | Child and pregnant labor | The Contractor shall |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
|---|---|---|
| | | - Comply with the Labor Code of the Republic of Belarus in respect of hiring younger people and pregnant women |
| Accidents | Lack of first aid facilities and health care facilities in the immediate vicinity will aggravate the health conditions of the victims | The Contractor shall<br>- Ensure health care facilities and first aid facilities are readily available. Appropriately equipped first-aid stations should be easily accessible throughout the place of work.<br>- Document and report occupational accidents, diseases, and incidents.<br>- Prevent accidents, injury, and disease arising from, associated with, or occurring in the course of work by minimizing, so far as reasonably practicable, the causes of hazards, in a manner consistent with good international industry practice.<br>- Identify potential hazards to workers, particularly those that may be life-threatening and provide necessary preventive and protective measures.<br>- Provide awareness to the construction drivers to strictly follow the driving rules.<br>- Provide adequate lighting in the construction area, inside the tunnels, inside the powerhouse cavern and along the roads. |
| Construction Camps | Lack of proper infrastructure facilities, such as housing, water supply and sanitation facilities will increase pressure on the local services and generate substandard living standards and health hazards. | The Contractor shall provide the following facilities in the campsites to improve health and hygienic conditions as mentioned in ECP 11 Construction Camp Management<br>- Adequate ventilation facilities<br>- Safe and reliable water supply.<br>- Hygienic sanitary facilities and sewerage system.<br>- Treatment facilities for sewerage of toilet and domestic wastes<br>- Storm water drainage facilities. |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
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| | | - Recreational and social facilities<br>- Safe storage facilities for petroleum and other chemicals in accordance with ECP 2<br>- Solid waste collection and disposal system in accordance with ECP1.<br>- Arrangement for trainings<br>- Paved internal roads.<br>- Security fence at least 2 m height.<br>- Sick bay and first aid facilities |
| Water and sanitation facilities at the construction sites | Lack of Water sanitation facilities at construction sites cause inconvenience to the construction workers and affect their personal hygiene. | The contractor shall<br>- Provide portable toilets at the construction sites, if about 25 people are working the whole day for a month. Location of portable facilities should be at least 6 m away from storm drain system and surface waters. These portable toilets should be cleaned once a day and all the sewerage should be pumped from the collection tank once a day and should be brought to the common septic tank for further treatment.<br>- Provide safe drinking water facilities to the construction workers at all the construction sites. |
| Trainings | Lack of awareness and basic knowledge in health care among the construction workforce, make them susceptible to potential diseases. | The Contractor shall<br>- Train all construction workers in basic sanitation and health care issues (e.g., how to avoid transmission of sexually transmitted infections (STI) HIV/AIDS.<br>- Train all construction workers in general health and safety matters, and on the specific hazards of their work. Training should consist of basic hazard awareness, site specific hazards, safe work practices, and emergency procedures for fire, evacuation, and natural disaster, as appropriate. |

| Project Activity/ Impact Source | Environmental Impact | Mitigation Measures/ Management Guidelines |
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| | | - Implement HIV/AIDS and STI education campaign targeting all workers hired, international and national, female and male, skilled, semi- and unskilled occupations, at the time of recruitment and thereafter pursued throughout the construction phase on ongoing and regular basis. This should be complemented by easy access to condoms at the workplace as well as to voluntary counseling and testing. |