



**Eswatini Water Services Corporation
Eswatini Water Supply and Sanitation Access
Project – P166697**

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

July 2019

**Eswatini Water Services Corporation
Eswatini Water Supply and Sanitation Access Project**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Eswatini through its relevant participating ministries/agencies/units (i.e. Ministry of Natural Resources and Ministry of Economic Planning and Development) is planning to implement the Eswatini Water Access Project (the Project). Eswatini Water Services Corporation (EWSC) is the implementing entity. The **International Bank for Reconstruction and Development (World Bank or Bank)** has agreed to provide financing for the Project.
2. The Government of the Kingdom of ESwatini through EWSC will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out a summary of the material measures and actions.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the draft Environmental and Social Impact Assessment and Environmental and Social Management Plans (ESMPs), Stakeholder Engagement Plan and Labor Management Procedures and the Resettlement Policy Framework (and the subsequent Resettlement Action Plan) that have been developed for the Project.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. The Kingdom of ESwatini through its relevant participating ministries/agencies/units and EWSC are responsible for compliance with all requirements of the ESCP.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the World Bank by the Kingdom of Eswatini and EWSC as required by the ESCP and the conditions of the relevant legal agreements. The World Bank will monitor and assess progress and completion of the measures and actions throughout Project implementation.
6. As agreed by the World Bank, Kingdom of Eswatini and EWSC, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Kingdom of Eswatini and EWSC will agree to the changes with the World Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the World Bank , the Kingdom of Eswatini and EWSC as applicable. The Kingdom of Eswatini and EWSC will promptly disclose the updated ESCP. Depending on the Project, the ESCP may also specify the funding necessary for completion of a measure or action.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Kingdom of Eswatini shall provide

additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health and safety impacts.



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ESCP Monitoring and Reporting				
	REGULAR REPORTING: Prepare and submit regular monitoring reports on the implementation of the ESCP. Reports will present the state of compliance with the actions set out in the ESCP and, particularly, in relation to the preparation and implementation of the environmental and social management tools and actions referenced in Section 1.4 below.	<i>Quarterly throughout project implementation</i>	<i>EWSC Project Implementation Team (PIT)</i> <i>Funding from the Project budget</i>	<i>Throughout project implementation</i>
	INCIDENTS AND ACCIDENTS NOTIFICATION: Promptly notify any incident or accident related to or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including without limitation any allegations of gender-based violence, Project-related occupational accidents or fatalities, or labor unrest.. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it, and include information provided by any contractor and supervising entity, as appropriate.	<i>Promptly and no later than 48 hours after taking notice of the incident or accident. Report to the Task Team Leader of the World Bank</i>	<i>EWSC PIT Project Coordinator/Manager, EWSC Environmental and/or Social Safeguards Officer(s)</i> <i>Funding from the Project budget</i>	<i>Throughout project implementation</i>
SUMMARY ASSESSMENT				
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS				
1.1	ORGANIZATIONAL STRUCTURE: Establish and maintain throughout project implementation an organizational structure with qualified staff to support management of E&S risks in	<i>Not later than 3 months after project effectiveness date</i>	<i>EWSC PIT Project Coordinator/Manager</i>	<i>To be maintained throughout project implementation</i>

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<p>sufficient numbers including at least one Environmental Specialist, one Social Specialist in the PIT and one Community Liaison Officer in each chiefdom responsible for ensuring compliance with the ESF and relevant instruments. Maintain the organizational structure as necessary throughout Project implementation period.</p> <p>Safeguards Team (Environmental Health Safety Manager, Project coordinator, Public Affairs Manager) already in place prior to Appraisal.</p>	<i>Diagonal line</i>	<i>Diagonal line</i>	
<p>1.2 Recruit and thereafter maintain a full time Environmental Specialist, Social Specialist and with qualifications, experience and under terms of reference satisfactory to the World Bank and Community Liaison Officers in each chiefdom.</p>	<i>Recruitment: No later than 3 months after effectiveness.</i>	<i>EWSC PIT: Project Coordinator, PAM, EHSM</i> <i>Funding from Project budget</i>	<i>Throughout Project implementation</i>
<p>1.3 MANAGEMENT TOOLS AND INSTRUMENTS: Develop disclose and implement the following:</p> <ul style="list-style-type: none"> i. Draft Environmental and Social Impact Assessment (ESIA) and related Environmental and Social Management Plan (ESMP) for Component 1; ii. ESMP for Component 2; iii. Resettlement Policy Framework (RPF) and subsequent Resettlement Action Plans (RAPs) 	<i>Final versions of the E&S instruments (i-v) will be issued and disclosed by 26th July 2019 and updated as necessary.</i>	<i>EWSC PIT</i> <i>Funding from the Project budget</i>	<p>The following E&S instruments to be finalised and disclosed by 26th July 2019:</p> <ul style="list-style-type: none"> •Draft Environmental and Social Impact Assessment (ESIA) and related

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<ul style="list-style-type: none"> iv. Labor Management Procedures (LMP); v. Stakeholder Engagement Plan (SEP) including Grievance Redress Mechanism (GRM); vi. Traffic Management Plan vii. Health and Safety Management Plan viii. Emergency Preparedness Plan ix. Occupational, Health and Safety system (including GBV action plan) x. C-ESMP and Site-Specific Management Plan <p>EWSC to draft a project operations manual (or procedures manual) with the environmental and social standards' section describing in detail:</p> <ul style="list-style-type: none"> • The role of E&S specialist in preparing the environmental and social standard's sections to be included in the ToRs, tender documents and works contracts, • The minimum environmental and social clauses to be included in the ToRs and tender documents (including codes of conduct, coordination, reporting and monitoring, and grievance redress mechanisms), • Incorporate environmental and social indicators into the monitoring and evaluation system • Completion timeframes <p>EWSC will develop and implement a health and safety environmental plan in line with environmental legislation and World Bank requirements.</p> <ul style="list-style-type: none"> • Report on the project's compliance to Environmental legislation and World Bank requirements. 	<p><i>Final versions of the E&S instruments (vi-xi) to be issued and disclosed prior to commencement of construction works 12/2020.</i></p>	<p><i>Diagonal line indicating responsibility/authority/resources/funding committed.</i></p>	<p>Environmental and Social Management Plan (ESMP) for Component 1;</p> <ul style="list-style-type: none"> • ESMP for Component 2; • Resettlement Policy Framework (RPF) • Stakeholder Engagement Plan (SEP) including Grievance Redress Mechanism (GRM) • Labour Management Procedures (LMP) <p>ALL instruments below to be finalised and disclosed prior to the start of civil works by 12/2020:</p> <ul style="list-style-type: none"> • Final Environmental and Social Impact Assessment (ESIA) and related Environmental and Social Management Plan (ESMP) for Component 1

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<ul style="list-style-type: none"> Update the existing ESWC's environmental, health and safety monitoring and reporting mechanisms to align with project's ESMP. 			<ul style="list-style-type: none"> C-ESMP and Site-Specific Management Plan; Traffic Management Plan; Health and Safety Management Plan; Emergency Preparedness Plan; Occupational, Health and Safety system (including GBV action plan) <ul style="list-style-type: none"> Resettlement Action Plans (RAPs).
<p>1.4 MANAGEMENT OF CONTRACTORS: Incorporate the relevant aspects of the ESCP and the E&S documents required under this ESCP into the procurement documents with contractors.</p> <p>Appoint Construction Contractor and develop contract, which must include:</p> <ul style="list-style-type: none"> Code of conduct on GBV/SEA and respectful work place behavior Labor and working conditions Security of sites <ul style="list-style-type: none"> Develop and disclose a Labor Management Plan, which must highlight: Community and worker's awareness raising and training on prevention of HIV/AIDS and Gender based violence 	<p><i>Prior to launching bidding processes</i></p> <p><i>Maintain procedures for management of contractors and subcontractors throughout Project implementation</i></p>	<p><i>EWSC PIT</i></p> <p><i>Funding from the Project budget</i></p>	12/2020

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<ul style="list-style-type: none"> ○ Engagement of specialized NGOs present in the country to increase awareness raising and sensitization among communities on GBV, SEA and other health issues ○ An accessible grievance mechanism for direct workers and contracted workers ○ Occupational Health, Safety and environmental plans in line with the World Bank EHS guidelines, EWSC OHS guidelines and the country's OHS regulations ○ Improve on existing EWSC occupational health and safety mechanisms (e.g. emergency preparedness plans, non-conformance reporting, hazards identification and risk assessment processes, etc.) to align with project ESIA findings and World Bank requirements. 	/	/	/
<p>1.5 PERMIT, CONSENTS AND AUTHORIZATION: Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities, pursuant to applicable national laws.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.</p>	<i>Obtain licenses and permits prior to carrying out any Project activity requiring a license.</i>	<p>Proponents of sub-projects will apply and obtain the requisite licenses, permits etc.</p> <p>EWSC PIT to facilitate this process.</p> <p><i>Funding from the Project budget.</i></p>	Obtain licenses and permits prior to carrying out any Project activity requiring a license and maintained throughout project duration.

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1.6	THIRD PARTY MONITORING: EWSC will appoint an independent consultant to monitor implementation and compliance to the ESMPs for the duration of the project monitoring phase. Monitoring reports will be generated monthly and submitted quarterly to the World Bank.	<p><i>Throughout Project implementation.</i></p> <p><i>Identify expertise after 1 year of Project Effectiveness.</i></p> <p><i>Appointment of experts prior to implementation of construction activities.</i></p>	Funding from the Project budget.	From 2 nd Year to Project completion.
ESS 2: LABOR AND WORKING CONDITIONS				
2.1	LABOR MANAGEMENT PROCEDURES: Develop and disclose Labour Management Procedures (LMP) consistent with national legislation and ESS2. Maintain and implement LMP throughout Project implementation and ensure they are available to Project workers.	<p><i>LMP developed and disclosed on 26 June, to be revised when additional information becomes available prior to execution of any works.</i></p> <p><i>To be implemented throughout Project implementation.</i></p>	<p><i>EWSC PIT</i></p> <p><i>Funding from the Project budget.</i></p>	LMP to be updated as necessary throughout project duration.
2.1.1	Develop and disclose ToRs for Construction Contractors to implement and comply with ESMP. These must include requesting for contractors' SHE files.	<i>Prior to commencement of construction activities</i>	EWSC/Project Manager	06/2020

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2.1.2	Appoint Construction Contractor and develop contract, which must highlight: <ul style="list-style-type: none"> ○ Code of conduct on GBV/SEA and respectful work place behavior ○ Labor and working conditions ○ Security of sites 	<i>Prior to commencement of construction activities</i>	EWSC/project management	10/2020
2.1.3	Develop and disclose Draft Labor Management Plan (LMP), which must highlight: <ul style="list-style-type: none"> ○ Training on prevention of HIV/AIDS, Sexual Exploitation and Gender based violence 	<i>Prior to construction</i>	Appointed ESIA consulting firm/EWSC Funding from project budget	15 July 2019 To be conducted before and during construction phase.
2.1.4	Improve on existing EWSC's occupational health and safety mechanisms (that is, emergency preparedness plans, non-conformance reporting, hazards identification and risk assessment processes, etc.) to align with project ESIA findings, country legal frameworks and World Bank requirements.	<i>Prior to commencement of construction works</i>	EWSC/SHE department/appointed ESIA firm	Prior to commencement of construction works and maintained throughout Project implementation.
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS: Develop, maintain and operate a grievance mechanism for Project workers as described in the LMP. Implement worker GRM throughout project implementation.	<i>Draft to be finalized prior to the award of construction contracts and engagement of contractors.</i> <i>To be implemented throughout project implementation.</i> <i>Prior to engaging project workers and maintained</i>	EWSC/Public Affairs Manager/Construction contractors Funding from project budget	Prior to engaging project workers and maintained throughout Project implementation.

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		<i>throughout Project implementation.</i>		
2.3	<p>OHS MEASURES: Develop and implement occupational, health and safety (OHS) plan.</p> <p>Ensure that contractors develop, implement and maintain OHS plan(s).</p> <p>Implement OHS measures throughout Project implementation.</p>	<i>Prior to project implementation and maintained throughout Project implementation.</i>	<p>EWSC PIT/ Contractor(s) / Design Engineer(s)</p> <p><i>Funding from the Project budget</i></p>	12/2020
2.4	<p>PROJECT WORKERS TRAINING:</p> <ul style="list-style-type: none"> ○ Implement training of Project Workers designed to heighten awareness of risks and to mitigate impacts on local communities. ○ EWSC and project contractors to design and organize training for workers to increase awareness of on social and environmental risks, code of conduct and mitigation measures. 	<i>Prior to sub-project implementation with regular refresher training.</i>	<p>EWSC PIT/ Contractor(s) / Design Engineer(s)</p> <p><i>Funding from Project budget</i></p>	To be implemented throughout construction phase
2.5	<p>OHS BASELINE RISK ASSESSMENT: Conduct OHS baseline risk assessment in line with the Project activities and propose control measure to mitigate risks</p>	<i>Six (6) months prior to the start of civil works and maintained throughout Project implementation</i>	<p>EWSC PIT/ Contractor(s) / Design Engineer(s)</p> <p><i>Funding from Project budget</i></p>	Prior to commencement of civil works
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT				
3.1	<p>WATER USE: Finalize the detailed water balance as part of finalizing the ESIA.</p>	<i>To be finalized as part of the ESIA process</i>	EWSC PIT	12/2019

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			<i>Funding from Project budget</i>	
ESS 4: COMMUNITY HEALTH AND SAFETY				
4.1	TRAFFIC AND ROAD SAFETY: Develop and implement Traffic Management Plan.	<i>Prior to initiating construction. Maintained throughout Project implementation.</i>	<i>EWSC PIT/Contractor(s)</i> <i>Funding from Project budget</i>	12/2020
4.2	GBV AND SEA RISKS: Develop and implement measures and actions to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA) through existing mechanisms. After GBV analysis a GBV action plan will be developed and implemented. This will include; <ul style="list-style-type: none"> ○ Measures and actions to assess and manage the risks of HIV/AIDS, gender-based violence (GBV) and sexual exploitation and abuse (SEA) as part of LMP and ESMP. ○ Engage a qualified institution to conduct community and workers' training and awareness on HIV/AIDS, GBV & SEA ○ Awareness raising on grievance/feedback processes for reporting SEA a& GBV cases 	<i>Prior to initiating construction. Maintained throughout Project implementation.</i>	Contractor/Public Affairs Manager/ESIA firm	Implemented throughout project implementation
4.3	EMERGENCY RESPONSE MEASURES: Develop and implement Emergency Preparedness and Response Plan.	<i>Prior to initiating construction. Maintained throughout Project implementation.</i>	EHSM / Project Manager	Prior to initiating construction (12/2020) and maintained throughout Project implementation.
4.4	SECURITY PERSONNEL: Develop and implement measures and actions to assess and manage the risks to human security of	<i>Prior to engaging security personnel/</i>	Contractor	Implemented throughout project cycle

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	project-affected communities and project workers that could arise from the use of security personnel (as highlighted in the ESMP).	<i>prior to initiating construction. Maintained throughout Project implementation.</i>		
4.5	<p>AWARENESS FOR THE COMMUNITY:</p> <ul style="list-style-type: none"> ○ Conduct scoping meetings for the project community designed to heighten awareness of risks and to mitigate impacts specified in this section. ○ Induct contractors and train communities and increase awareness on the Project risks and measures to be adopted. ○ Develop and Implement a Stakeholder Engagement Plan (SEP) that will focus on and underpin the hiring of local (unskilled) labor in order to minimize labor influx ○ The engagement of a community liaison officer to facilitate harmonious relationship with community. (Preferably nominated by <i>Tinkhundla</i>). ○ Monitoring of environmental and social impacts and the effectiveness of designed mitigation measures. 	<p><i>Throughout Project cycle</i></p> <p><i>Draft SEP prior to appraisal and updated prior to construction</i></p>	<p>As part of ESIA process</p> <p>Consulting firm/ EWSC</p> <p>Funding from project budget</p>	To be maintained throughout project implementation
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT				
5.1	LAND ACQUISITION AND RESETTLEMENT: Assess the nature and degree of expected land acquisition, including negotiation for servitudes in privately owned land	<i>Prior to commencing project activities.</i>	Appointed consulting firm/EWSC/PAM	Prior to commencing of construction activities.
5.2	RESETTLEMENT PLANS: Develop and implement resettlement action plans [RAPs] consistent with the requirements of the, national legislation, Resettlement Policy Framework and ESS5.	<i>December 2019</i>	Appointed consulting firm/EWSC/PAM	Prior to commencing of construction activities and implemented through implementation phase.

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5.3	MONITORING AND REPORTING: <ul style="list-style-type: none"> Ensure that monitoring and reporting on land acquisition and resettlement activities are conducted separately or as part of regular reporting. Undertake a close out audit of the RAPs and address any outstanding items 	<i>Throughout Project implementation as part of regular reporting. Upon RAP completion</i>	EWSC/PAM/EWSC surveying unit Funding from project budget	To be applied throughout the project implementation up to completion.
5.4	GRIEVANCE MECHANISM: Develop, disclose and implement the arrangements for the grievance mechanism for resettlement	<i>Prior to commencement of resettlement activities and maintained throughout project implementation. Regular reporting on outcomes of the GRM to be established</i>	ESIA consulting firm/EWSC/Surveying unit/PAM Funds from project budget	Prior to commencing of construction activities and implemented through implementation phase.
5.5	SERVITUDES: <ul style="list-style-type: none"> Authorization letter received from the Ministry of Transport for the use of the road reserve on MR11. 	<i>Letter received on May 2019</i>	EWSC/PAM Funding from EWSC	Conditions of the letter to be maintained throughout project implementation
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES				
6.1	DISTURBED ECOSYSTEMS: Develop and maintain a Borrow Pits rehabilitation programme	<i>Prior to sourcing material from borrow pits / as part of the ESIA/ESMP process</i>	Contractor / EHSM	12/2020
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES				
7.1	NO INDIGENOUS PEOPLES HAVE BEEN IDENTIFIED IN THE PROPOSED PROJECT AREA. This standard is not relevant currently as there are no distinct social and cultural groups which have been identified in accordance with ESS7 and in the national context in the project area.			
ESS 8: CULTURAL HERITAGE				

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8.1	<p>CHANCE FINDS: Develop chance finds procedure as part of the sub-projects ESMPs to guide what process to follow should cultural heritage elements be encountered during project implementation.</p> <p>Ensure chance finds procedures are reflected in all bid documents and implemented.</p>	<p><i>During ESIA and ESMPs processes of sub-projects.</i></p> <p><i>During implementation of sub-projects.</i></p>	<p><i>EWSC PIT</i></p> <p><i>Funding from Project budget</i></p>	07/2020
8.2	<p>CULTURAL HERITAGE: Consultation of community structures including chiefdoms to identify any cultural significance areas / landmarks and measures to address risks and impacts on cultural heritage.</p>	<p><i>Prior to project implementation and disturbance of site.</i></p> <p><i>Maintained throughout construction</i></p>	<p><i>EWSC PIT</i></p> <p><i>Funding from Project budget</i></p>	12/2019
ESS 9: FINANCIAL INTERMEDIARIES				
9.1	NOT APPLICABLE TO THE PROJECT: This standard is not relevant, as the project has no financial intermediaries.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE				
10.1	<p>SEP PREPARATION:</p> <ul style="list-style-type: none"> ○ Prepare, consult, adopt and disclose SEP, and continuously update ○ Update of detailed SEP 	<p><i>Draft SEP disclosed on 12 June 2019</i></p> <p><i>Prior to project effectiveness</i></p>	<p>Appointed consulting firm/EWSC/PAM</p> <p>Funding from project budget</p>	<p>Final SEP disclosed on 26th July 2019</p> <p>Regular updates required throughout project implementation</p>
10.2	<p>SEP IMPLEMENTATION: SEP implemented and is incorporated into the project's management system, adequate staffing and budget is allocated to implementing the SEP.</p>	<p><i>Throughout Project implementation</i></p>	EWSC/PAM	Throughout Project implementation
10.3	<p>PROJECT GRIEVANCE MECHANISM:</p> <ul style="list-style-type: none"> • Grievance Mechanism to be developed, disclosed and implemented outlined in the SEP and RPF 	<p><i>26 July 2019</i></p> <p><i>During Project</i></p>	Appointed ESIA consulting firm/EWSC/PAM	To be developed prior construction activities and

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	<ul style="list-style-type: none"> • Awareness raising for potential PAPs and communities on the existence and processes for submitting grievances • Operationalize the GMs at various levels 	<p><i>preparation phase and one (1) year prior to project effectiveness.</i></p> <p>Throughout project implementation</p>	Funds from project budget	maintained throughout project implementation.
Capacity Support				
Specify Training to be provided		Specify Targeted Groups and Timeframe for Delivery	Specify Training Completed	
Training on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.		Project Workers	12/2020	
Training of households on the proposed sanitation systems, including preventive maintenance		Households – During construction of the sanitation facilities	12/2020	
Awareness on sustainable water use, including reporting bursts pipes and strategies on water conservation		All project communities	12/2020	
Training of the EWSC Project team on the World Bank procurement processes and ESF		EWSC project team, Contractors and Consulting Engineers	01/2020	