

## MORAVA MOTORWAY CORRIDOR PROJECT

### ENVIRONMENTAL AND SOCIAL ACTION PLAN

#	PS	Action	Deliverable	Deadline
1	PS1	Develop and implement an overarching Project Environmental and Social Management System (ESMS) for the lifecycle of the Project (construction and operations).	ESMS Handbook/Manual and supporting documentation.	Final prior to Financial Close (FC), or substantially advanced and evidence of implementation demonstrated.
2	PS1	The Project shall develop and maintain an Environmental and Social (E&S) Aspects and Impacts Register, based on the ESIA and Supplementary E&S Assessments, for: <ul style="list-style-type: none"> <li>a) Construction phase, and</li> <li>b) Operations phase.</li> </ul>	<ul style="list-style-type: none"> <li>a) E&amp;S Aspects and Impacts Register for the construction phase.</li> <li>a) E&amp;S Aspects and Impacts Register for the operations phase.</li> </ul>	<ul style="list-style-type: none"> <li>a) Prior to FC.</li> <li>b) Prior to the start of operations.</li> </ul>
3	PS1	The Project shall complete hydraulic and hydrological assessments, including: <ul style="list-style-type: none"> <li>a) Complete the 2D hydrological and hydraulic modelling in accordance with the Inception Report (JCWI, March 2021)</li> <li>b) Check and update the river regulation and motorway design to incorporate findings from the 2D hydrological and hydraulic modelling</li> <li>c) Conduct an assessment of the chemical and ecological status of waterbodies affected by the Project.</li> <li>d) Update the E&amp;S Aspects and Impacts Registers and relevant CESMMPs and OESMMPs with the outcomes of the 2D hydrological and hydraulic modelling;</li> <li>e) Liaise with local authorities in the development of a River Basin / Catchment Management Plan that sets out how organisations, stakeholders and communities will work together to improve the water environment.; and</li> <li>f) Design and implement an environmental monitoring programme that enables ongoing evaluation of the chemical and ecological status of the West Morava River.</li> </ul>	<ul style="list-style-type: none"> <li>a) 2D hydrological and hydraulic modelling outputs.</li> <li>b) Revised river regulation design and , if required, flood mitigation or compensation measures.</li> <li>c) Assessment with any relevant recommendations incorporated in the river basin/ catchment plan and environmental monitoring program.</li> <li>d) Updated E&amp;S Aspects and Impacts Register and CESMMP / OESMMP.</li> <li>e) River Basin / Catchment Management Plan.</li> <li>f) Environmental monitoring programme for the chemical and ecological status of the West Morava River.</li> </ul>	<ul style="list-style-type: none"> <li>a) i. Prior to signing. ii to v. Prior to FC.</li> <li>b) Prior to the start of construction of river regulation structures.</li> <li>c) Prior to the start of construction of river regulation structures.</li> <li>d) Prior to the start of construction of river regulation structures.</li> <li>e) Six (6) months following completion of relevant studies.</li> <li>f) Three (3) months following completion of relevant studies.</li> </ul>
4	PS1, PS2, PS3, PS6, PS8	The Project shall develop and implement: <ul style="list-style-type: none"> <li>a) A Project Construction Environmental and Social Management and Monitoring Plan (CESMMP) with implementation measures that link to the Project ESMS, including stakeholder mapping, clear roles and responsibilities, evidence of engagement with third parties, and E&amp;S capacity for CoS, the Jaroslav Cerni Water Institute (JCWI), the EPC Contractor and other stakeholders;</li> <li>b) EPC Contractor CESMMP; and</li> <li>c) Supporting policies, plans, procedures and checklists within the Project and/or EPC Contractor CESMMP, including but not be limited to: <ul style="list-style-type: none"> <li>i. Occupational Health and Safety Management Plan;</li> <li>ii. Emergency Response and Incident Management Plan;</li> <li>iii. Grievance Redress Mechanism;</li> <li>iv. Spill Response Plan;</li> <li>v. Water Quality Management Plan (including stormwater management);</li> <li>vi. Soil Erosion, Reinstatement and Landscape Management Plan;</li> <li>vii. Waste Management Plan;</li> <li>viii. Wastewater Management Plan;</li> <li>ix. Hazardous Materials Management Plan;</li> <li>x. Social Management Plan (including community health and safety management and including cross-referencing to supporting plans);</li> <li>xi. Traffic Management Plan;</li> <li>xii. Biodiversity Management Plan;</li> <li>xiii. Invasive Species Management Plan;</li> <li>xiv. Security Management Plan (supported by a security risk assessment);</li> <li>xv. Camp Operation Plan (cross referencing pandemic preparedness and response measures);</li> <li>xvi. Stakeholder Engagement Plan;</li> <li>xvii. Cultural Heritage Management Plan (refer to ESAP Action #20); and</li> <li>xviii. Management of Change Procedure.</li> </ul> </li> <li>d) Quarry Management Plan.</li> </ul>	<ul style="list-style-type: none"> <li>a) Project CESMMP framework with implementation Plan.</li> <li>b) EPC Contractor CESMMP.</li> <li>c) Individual plans with supporting policies, methods, procedures, checklists.</li> <li>d) Quarry Management Plan.</li> </ul>	<ul style="list-style-type: none"> <li>a) Final prior to FC, or substantially advanced and evidence of implementation demonstrated.</li> <li>b) Final prior to FC, or substantially advanced and evidence of implementation demonstrated.</li> <li>c) Final prior to FC, or substantially advanced and evidence of implementation demonstrated.</li> <li>d) Draft prior to FC, final one month prior to commencement of quarry operations.</li> </ul>
5	PS1, PS2, PS3, PS6, PS8	The Project will develop and implement Operations Environmental and Social Management and Monitoring Plans (OESMMP) for the operation and maintenance of: <ul style="list-style-type: none"> <li>a) The motorway; and</li> <li>b) The river regulation works.</li> </ul> The OESMMPs shall link to the Project ESMS and include supporting policies, plans, procedures and checklists, including but not limited to: <ul style="list-style-type: none"> <li>i. Occupational Health and Safety Plan;</li> <li>ii. Emergency Preparedness and Response Plan;</li> <li>iii. Grievance Redress Mechanism;</li> <li>iv. Noise and Vibration Management Plan (specific to RoS);</li> </ul>	<ul style="list-style-type: none"> <li>a) OESMMP for the motorway.</li> <li>b) OESMMP for the river regulation works.</li> </ul>	<ul style="list-style-type: none"> <li>a) Six (6) months prior to the start of operations.</li> <li>b) Six (6) months prior to the start of operations.</li> </ul>

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		<ul style="list-style-type: none"> <li>v. Spill Response Plan;</li> <li>vi. Water Quality Management Plan (including stormwater management);</li> <li>vii. Soil Erosion, Reinstatement and Landscape Management Plan;</li> <li>viii. Waste Management Plan;</li> <li>ix. Wastewater Management Plan;</li> <li>x. Hazardous Materials Management Plan;</li> <li>xi. Integrated Vegetation Management Plan (giving preference to biological, mechanical, and thermal vegetation control measures where practical and avoid the use of chemical herbicides);</li> <li>xii. Community Health and Safety Management Plan (including cross-referencing to supporting plans);</li> <li>xiii. Traffic Management Plan;</li> <li>xiv. Security Management Plan (specific to RoS);</li> <li>xv. Stakeholder Engagement Plan;</li> <li>xvi. Biodiversity Management Plan;</li> <li>xvii. Biodiversity Offset Management Plan and Biodiversity Monitoring and Evaluation Program (refer to ESAP Action #18);</li> <li>xviii. Cultural Heritage Management Plan (refer to ESAP Action #20); and</li> <li>xix. Management of Change Procedure.</li> </ul>		
6	PS1, PS2, PS3, PS6	<p>The Project shall engage and/or retain E&amp;S personnel required to deliver the Project in accordance with the Applicable Standards and provisions of this ESAP for:</p> <ul style="list-style-type: none"> <li>a) The construction phase</li> <li>b) The operations phase.</li> </ul>	<ul style="list-style-type: none"> <li>a) For Construction: <ul style="list-style-type: none"> <li>i. Organogram and reporting structure;</li> <li>ii. Job descriptions;</li> <li>iii. Short profiles or curricula vitae; and</li> <li>iv. Signed contracts.</li> </ul> </li> <li>b) For Operations: <ul style="list-style-type: none"> <li>i. Organogram and reporting structure;</li> <li>ii. Job descriptions;</li> <li>iii. Short profiles or curricula vitae; and</li> <li>iv. Signed contracts.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a) Prior to FC.</li> <li>b) Prior to the start of operations.</li> </ul>
7	PS2	The Project shall develop and implement a set of human resource (HR) policies and procedures for construction in line with the labour laws of Serbia and MIGA/IFC Performance Standard 2 requirements.	HR policies and procedures for construction.	Final prior to FC, or substantially advanced and evidence of implementation demonstrated.
8	PS2	The Project shall develop and implement a set of human resource (HR) policies and procedures in line with the labour laws of Serbia and MIGA/IFC Performance Standard 2 requirements, for operation.	HR policies and procedures for operations.	Six (6) months prior to the start of operations.
9	PS2	The Project shall undertake a labour audit of each subcontractor semi-annually during construction. The labour audits will be conducted by the Labour Inspectorate of the Republic of Serbia, in accordance with the Project ESMS/ESMPs.	Labour audit report.	Every six months during construction.
10	PS3	<p>The Project shall prepare a Summary Design Report (of the final, detailed design) demonstrating compliance with the Applicable Standards (e.g. MIGA/IFC PS and WBG EHS Guidelines) for:</p> <ul style="list-style-type: none"> <li>a) Sector 1; and</li> <li>b) Sectors 2 and 3.</li> </ul>	Summary Design Reports and copies of check certificates as evidence of the ongoing development of a compliant and safe design.	<ul style="list-style-type: none"> <li>a) For Sector 1: Terms of Reference prior to FC, final within 60 days of FC.</li> <li>b) Linked to the Project design schedule, but no later than three (3) months prior to the start of construction of Sectors 2 and 3.</li> </ul>
11	PS3	The Project shall conduct a Water Balance Study for the Project demonstrating sustainable water use prior to any water abstraction. This must demonstrate that that proposed groundwater abstraction does not impact community water availability and ecological systems.	Water Balance Study.	Three (3) months prior to any water abstraction.
12	PS3	The Project shall prepare Materials Management Plan (MMP) covering excavation, processing, transport and disposal of construction materials.	Materials Management Plan.	<ul style="list-style-type: none"> <li>a) Over-arching MMP and details for Sector 1: Final prior to FC, or substantially advanced and evidence of implementation demonstrated.</li> <li>b) Sector 3: One (1) month prior to construction or substantially advanced and evidence of implementation demonstrated.</li> <li>c) Sectors 2: Three (3) months prior to the start of construction.</li> </ul>

#	PS	Action	Deliverable	Deadline
13	PS3	The Project shall: a) Undertake a Stormwater Drainage Risk Assessment to confirm that temporary and permanent stormwater drainage infrastructure is adequately designed and has sufficient capacity to mitigate adverse impacts on land use, surface water and sensitive ecological sites; and b) Incorporate any additional mitigation and management measures derived from the Stormwater Drainage Risk Assessment in the CESMMP and OESMMP.	a) Stormwater Drainage Risk Assessment for: i. Sector 1; and ii. Sectors 2 and 3. b) Update of management plans for construction and operations: i. CESMMP; and ii. OESMMP.	a) i. Final prior to FC, or substantially advanced and evidence of implementation demonstrated. ii. Three (3) months prior to the start of construction of Sectors 2 and 3. b) i. Prior to FC; and ii. Six (6) months prior to the start of operations.
14	PS5	The Project shall: a) Implement the Resettlement Action Plan (RAP) for Sector 1; b) Implement the RAP for Sector 3; c) Finalize, disclose and implement the RAP for Sector 2; and d) Update the RAPs for each Sector as required to take into account residual impacts post construction.	a) RAP for Sector 1. b) RAP for Sector 3. c) RAP for Sector 2. d) Updated RAPs as required.	a) Prior to FC. b) Prior to the start of construction of Sector 3. c) Prior to the start of construction of Sector 2. d) Post construction.
15	PS5	The Project shall: a) Undertake a Resettlement Completion Audit by an independent third party for each section of the motorway. The provision for these audits shall be included in the Project ESMS (refer ESAP Action #1); and b) If required, develop a Resettlement Corrective Action Plan which includes a timeline, budget and resource allocation based on the findings of the Audit.	a) Resettlement Completion Audits for Sector 1, Sector 2 and Sector 3. b) Resettlement Corrective Action Plan.	a) No later than 12 months following completion of the land acquisition process or livelihood restoration measures, whichever is later. b) Within 60 days of Resettlement Completion Audit completion for each Sector.
16	PS6	The Project shall implement the Biodiversity Management Plan (TBC, 2021). The BMP should be updated to include but not be limited to a clear schedule, roles and responsibilities, investment programme and progress reporting details.	Updated BMP.	Prior to FC.
17	PS6	The Project shall: a) Undertake an assessment to assess the feasibility of the options identified in the Biodiversity Offset Strategy (TBC, 2021); and b) Develop and implement a Biodiversity Offset Management Plan (BOMP), which should include a Biodiversity Monitoring and Evaluation Program (BMEP).	a) Feasibility assessment of the options identified in the Biodiversity Offset Strategy. b) BOMP and BEMP.	a) Draft prior to FC, final within 60 days of FC; b) As per agreed programme agreed with Lenders and Project stakeholders.
18	PS6	The Project shall incorporate mitigation measures identified in the ecosystem services assessment in the: a) Construction phase E&S Aspects & Impacts Register and CESMMP; and b) Operations phase E&S Aspects & Impacts Register and OESMMP.	a) Updated Construction E&S Aspects & Impacts Register and CESMMP for: i. Sector 1; and ii. Sectors 2 and 3. b) Updated Operations E&S Aspects & Impacts Register and OESMMP.	a) i. Prior to FC. ii. Three (3) months prior to the start of construction of Sectors 2 and 3. b) Six (6) months prior to the start of operations.
19	PS8	The Project shall: a) Develop a and implement construction phase Cultural Heritage Management Plan (CHMP) that incorporates mitigation measures identified in the Cultural Heritage Impact Assessment (RINA, 2021). Appoint a dedicated archaeological supervisor to monitor earthworks activities; b) Develop and implement a Chance Find Procedure; and c) Develop and implement an operations phase CHMP.	a) Construction phase CHMP. b) Organogram and reporting structure, job description; short profile or curriculum vitae, and signed contract. c) Chance Find Procedure. d) Operations phase CHMP.	a) Prior to FC. b) Prior to start of construction activities within any cultural heritage or archaeological site. c) Prior to FC. d) Six (6) months prior to the start of operations.
20	Technical / PS3	The Project shall provide evidence of compliance with national and international road safety and design standards, including but not limited to alignment standards, earthworks designs, drainage designs, pavement designs, structure designs and associated ancillary equipment (e.g. lines, signs, lighting, tolling, barriers and fencing).	Provision of Independent Check Certificates for Construction Designs and MoCTI Construction Permit.	One month prior to construction of each Sector/Section/work package.
21	Technical / PS3	The Project shall demonstrate that the motorway and river regulation designs are aligned and integrated, and that they fully reflect the outcomes of the 2D hydrologic and hydraulic modelling. See also ESAP Action 3.	Provision of relevant design information for the motorway and river regulation to demonstrate alignment and compliance.	a) For Sector 1: In Self-Monitoring reports to the Lenders. b) Three (3) months prior to the start of construction of Sectors 2 and 3, and in Self-Monitoring reports to the Lenders.
22	Technical / PS3	The Project shall provide regular updates regarding design, engineering, procurement and construction progress, including but not limited to programme progress, interfaces, critical path, staffing, budget progress, supplier control, design oversight, change management, built quality control, risk review, claims and contingency. An assessment of the accuracy of forecasting on all of the above shall be provided.	Design, Engineering, Procurement and Construction Progress Reports.	Quarterly throughout the construction period.
23	Technical / PS3	The Project shall develop Operations and Maintenance (O&M) Manuals for the: a) Motorway; and b) River regulation. i. i.	Operations and Maintenance (O&M) Manuals for the: a) Motorway; and b) River regulation.	c) One month prior to operations. d) One month prior to operations.