

ANNEX 1
BRT Dakar– Environmental and Social Action Plan

No.	Action	Indicator of completion	Timeline
PS 1 Assessment and Management of Environmental and Social Risks and Impacts			
1	Develop and implement an Environmental and Social Management System (ESMS) in line with PS1 requirements for the construction and operation phases. The EMS will include the following elements: (i) policy; (ii) identification of risks and impacts; (iii) management programs; (iv) organizational capacity and competency; (v) emergency preparedness and response; (vi) stakeholder engagement; and (vii) monitoring and review.	ESMS	Max 30 days before starting of operation
2	Develop Environmental and Social Management Program including: Occupational Health and Safety (OHS) Management Plan Security Risk Assessment and Management Plan E&S and OHS training plan Emergency response plan Water and wastewater management plan Hazardous materials management plan Waste Management Plan Road Safety Management Plan Community Health and Safety Plan Livelihood Restoration Plan	E&S Management Plans	Max 30 days before starting of operation
3	Share with MIGA the design documentation, ESIA or E&S statement reports and associated E&S Management Plans, as well as the approvals for the high voltage connection with substations in Guédiawaye or other.	ESIA or E&S Statement	Upon completion
4	Integrate the assessment of compliance with MIGA PSs into the ToR of the independent E&S Consultant jointly appointed by CETUD and DM in line with the Concession Agreement (CA)	LIESC ToR	As applicable
5	Work closely with COSELEC to encourage the development of the Occupational Health and Safety (OHS) Management Plan in line with the requirements of the PSs and the WBG EHS Guidelines	Minutes of meeting	Prior to the construction works
6	Implement a Stakeholder Engagement Plan for the operation phase, in line with the requirements of the MIGA PSs.	SEP	Max 30 days before starting of operation
7	Develop the External Grievance Mechanism Procedure in line with the PS 1 including grievances related to gender-based violence (GBV).	External Grievance Mechanism	Max 30 days before starting of operation
PS 2 Labor and Working Conditions			
8	Develop and implement a Human Resources (HR) policy and HR procedures including the Policy on Sexual Harassment in line with PS 2 requirements and ensure that all employees have written contracts	HR policy and procedure	Max 30 days before starting of operation
9	Include PS 2 requirements into the contracts with recruiting agencies	Abstract of contract(s) with recruiting agencies	as applicable
10	Develop a Gender Strategy and Action Plan	Gender action plan	Max 30 days before starting of operation

11	Verify that DM's offices in Dakar, the stations, the depot and other facilities comply with the requirements of the WBG EHS guidelines in terms of life and fire safety	Documents on Life and Fire safety check of the installations/ evidence of appropriate equipment in place	As applicable
12	Develop a subcontractors and suppliers management and supervision plan, addressing the risks related to Human Rights, Forced and Child Labor	Subcontractors management and supervision plan	Max 30 days before starting of operation
PS 3 Resource Efficiency and Pollution Prevention			
13	In compliance with WBG EHS Guidelines and PS 3 develop: Waste Management Plan Water and Wastewater Management Plan Hazardous Materials Management Procedure	Waste Management Plan Water and Wastewater Management Plan Hazardous Materials Management Procedure	Max 30 days before starting of operation
PS 4 Community Health, Safety and Security			
14	Develop Community Health and Safety Plan including provisions for traffic safety management (including pedestrian and cyclist safety), emergency response procedures, coordination with traffic police, security and the safety of other road users	Community Health and Safety Plan	Max 30 days before starting of operation
15	Develop a gender action plan including the mapping of the GBV response providers and support network for the GBV victims and incorporate GBV into the GRM	Gender action plan, GRM documentation	Max 30 days before starting of operation
16	Develop Security Risk Assessment and Management Plan including procedures with respect to use of force	Security Risk Assessment and Management Plan	Max 30 days before starting of operation
PS 5 Land Acquisition and Resettlement			
17	Encourage the CETUD to implement a resettlement completion audit that complies with MIGA PS5	Minutes of meetings	Max 30 days before starting of operation
18	In case of economic resettlement caused by DM develop the Livelihood Restoration Plan (LRP) in line with PS 5	LRP	As applicable
19	DM will follow on through its GRM to receive and treat grievances from customers and communities during operation, and with the support of CETUD for the grievances related to the Resettlement Action Plan (RAP)	GRM documentation and records	As applicable