

Environmental and Social Action Plan – CET Project - Mozambique

Final – November 2024

ESAP			
#	Action	Deliverables	Timeline
Performance Standard 2: Labor and Working Conditions			
1	The Project Sponsor will revise and update the Human Resources Handbook in line with national labor legislation, PS 2, and HSESS Policy	Human Resources Handbook	90 days after the effective date of the contract of guarantee (CoG)
2	The Project Enterprise will revise and update the Workers Grievance Redress Mechanism (GRM) in line with national labor legislation and PS 2 as well as include information on how to handle complaints involving GBV/SEAH such as respecting confidentially and having a female point of contact receiving GBV/SEAH grievances.	Workers Grievance Redress Mechanism	90 days after the effective date of the CoG
3	The Project Sponsor will: (i) introduce compliance with labor and working conditions in line with PS 2 and national legislation in the contract templates for contractors and (ii) develop and implement a procedure for Project Enterprise to monitor contractors’ labor and working conditions in line with the requirements of PS 2 and Mozambican Laws, including consideration for grievance mechanisms for subcontractors and fair working conditions	(i) Contractor contract template (ii) Procedure to monitor labor and working conditions of contracted workers	(i) 120 days after the effective date of the CoG; (ii) 90 days after the effective date of the CoG
Performance Standard 3: Resource Efficiency and Pollution Prevention			
4	The Project Enterprise will implement the water and wastewater management procedure and develop a water balance diagram to reflect the site’s water use and identify any potential water losses/ leaks	Asset specific water balance diagram	60 days after the effective date of the CoG
5	The Project Enterprise will revise and update the waste management templates in the waste management procedure to reflect waste generation as a result of the Project activities.	Update waste management procedure templates	60 days after the effective date of the CoG
Performance Standard 4: Community Health, Safety and Security			
6	The Project Enterprise will review and update the security related procedures to incorporate a security risk assessment and mitigation measures in relation to its security arrangements to those within and outside the Project site.	Updated security procedures	60 days after the effective date of the CoG