

Environmental and Social Action Plan - Lobito – Luau Railway Corridor Project – Angola
Final – November 2024

ESAP			
#	Action	Deliverables	Timeline
Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts			
1	<p>(a) Develop and implement an overarching Project Environmental and Social Management System (ESMS) for the lifecycle of the Project (construction and operations);</p> <p>(b) As part of the ESMS, Lobito Atlantic Railway (LAR) will describe the interfaces between LAR and Caminhos de Ferro de Benguela (CFB).</p>	<p>(a) ESMS Handbook/Manual and supporting documentation</p> <p>(b) Document showing interface between LAR and CFB</p>	(a) and (b) 60 days after the effective date of the Contract of Guarantee (CoG)
2	<p>The Project shall conduct supplementary studies to support the Environmental and Social Impact Assessment (ESIA) including:</p> <p>(i) Biodiversity assessment and mitigation</p> <p>(ii) Supplementary baseline measurements for air quality at the main stations, water quality and sediment quality at locations where bridges are being rehabilitated.</p>	Supplementary assessments and or updated ESIA	<p>(i) Prior to Board</p> <p>(ii) 120 days after the effective date of the CoG</p>
3	LAR will gender-based violence (GBV) assessment to identify measures to prevent and be ready to respond to incidents of GBV in communities surrounding the Project, and in the workplace within construction sites or workers camps and accommodation linked to the Project. The identified measures will be incorporated into relevant management plans and procedures as part of the ESMS.	GBV assessment and updated management plans and procedures	60 days after the effective date of the CoG
4	<p>As part of its ESMS, LAR will develop and/ or update and/ or finalize and implement project plans/ procedures during rehabilitation and operations:</p> <p>(i) Emergency preparedness and response plan</p> <p>(ii) Stakeholder Engagement Plan</p> <p>(iii) External Grievance Redress Mechanism</p> <p>(iv) Environmental and Social Monitoring Plan including: monitoring of water consumption and water quality; ambient air quality (including additional air quality baseline measurements at stations); noise</p> <p>(v) A soil erosion, reinstatement and landscape management plan</p> <p>(vi) The Engineering Procurement and Construction (EPC) will develop and implement a construction environmental and social management plan and</p>	Management plans and procedures	90 days after the effective date of the CoG

	<p>complementing sub-plans in line with LAR requirements including but not limited to:</p> <p>(vii) Occupational Health and Safety Management Plan</p> <p>LAR and the EPC contractor will demonstrate resource efficiency commitments in the respective management plans and procedures (as applicable).</p>		
5	<p>The Project shall engage and/or retain E&S personnel required to deliver the Project in accordance with the Applicable Standards and provisions of this ESAP for:</p> <p>(a) the construction phase; and (b) the operations phase.</p>	<p>a) For Construction: Organogram and reporting structure; Job descriptions; short profiles or curricula vitae; and signed contracts.</p> <p>b) For Operations: Organogram and reporting structure; Job descriptions; short profiles or curricula vitae; and signed contracts.</p>	<p>(a) Prior to the start of construction activities (b) 90 days after the effective date of the CoG</p>
Performance Standard 2: Labor and Working Conditions			
6	<p>(a) LAR shall develop and implement and/ or update and/ or finalize a set of human resource (HR) policies and procedures operations in line with the labor laws of Angola and PS 2 requirements.</p> <p>(i) a worker’s code of conduct; (ii) a worker’s grievance mechanism with provisions for anonymous complaints and mechanisms to handle complaints related to GBV.</p> <p>(b) The EPC contractor will develop an Employment and Workforce Management Plan (EWMP), which will include a workers’ grievance redress mechanism</p> <p>The findings of the GBV assessment per the action #3 of this Action Plan) will be used to inform and design the human resources measures. These human resources measures will apply to all workers working on the Project including those employed by any sub-contractors to the EPC. All human resources documentation will be made readily accessible and clearly communicated to all workers at induction and through the provision of additional sensitization and training.</p>	<p>(a) Human Resource Policies and procedures (b) Employment and workforce management plan</p>	<p>(a) 60 days after the effective date of the CoG (b) Prior to the start of construction activities</p>

7	LAR and EPC contractor will develop a workers accommodation management plan for: (a) construction and (b) operations In line with Guidance Note on Worker Accommodation Process and Standards (2009) with clear procedures for using the facilities, access restrictions, security, protection of women.	(a) and (b) workers accommodation management plan	(a) Prior to the start of construction activities (b) 60 days after the effective date of the CoG
8	The Project will develop and implement child labor procedures that take into account national laws and PS 2 requirements, including a risk assessment and regular monitoring of health, working conditions, and hours of work.	Child labor procedure	30 days after the effective date of the CoG
9	The Project shall: (a) develop and implement a contractors' management plan; (b) incorporate provisions related to the Project's E&S requirements in contractual arrangements; (c) establish an internal audit program for the EPC, subcontractors, and other third parties at least once a year. The audit will include but not limited to: (i) employment terms and conditions (ii) status of workers' contracts (no work to be undertaken without a valid contract); (iii) working hours; (iv) recruitment practices (v) workers accommodation (vi) Grievance redress.	(a) Contractor management plan (b) Contract template (c) Labor audit report	(a) 60 days after the effective date of the CoG (b) 90 days after the effective date of the CoG (c) 45 days after completion of the Labor Audit
10	LAR will develop a supply chain management plan which will include a procurement policy and procedures to screen suppliers and service providers and mitigate against the risks of forced, child labor and OHS.	Supply chain management plan	60 days after the effective date of the CoG
Performance Standard 3: Resource Efficiency and Pollution Prevention			
11	LAR will conduct an E&S assessment including an alternatives assessment and obtain the required permits or licenses prior to opening up new borrow pits and/or quarries.	E&S alternatives assessment for new borrow pits and / or quarries	Prior to opening a new borrow pit and/or quarry
12	The Project will develop and implement a water management plan for rehabilitation, operations and maintenance that will include mitigation measures when working near or in water including: (i) spill response and prevention; (ii) diversion isolation techniques (iii) use sediment traps	Water management plan	Prior to the start of construction

	<ul style="list-style-type: none"> (iv) monitoring of water and sediment quality baseline and periodically upstream and downstream of river works; (v) drainage measures in wetland areas and in the proximity of rivers to avoid or minimize impacts to natural drainage patterns. 		
13	<p>LAR will:</p> <ul style="list-style-type: none"> (a) revise and update the waste management plan to specify: (i) dedicated waste collection and temporary storage areas; (ii) wastewater treatment plant or septic tanks to manage effluent waste; (iii) establishment of retention basins, hydrocarbon separators for the product storage and parking areas; and (iv) final disposal options. <p>Disposal options will be carried out through authorized waste management companies. Such companies shall have a license to operate and be audited by LAR before entering in contract with them</p> <ul style="list-style-type: none"> (b) conduct a study to assess creosote or chromated copper arsenate content in old wooden sleepers in order to implement safe disposal options. 	<ul style="list-style-type: none"> (a) Waste management plan (b) Report on wooden sleepers contamination assessment 	(a) and (b) 90 days after the effective date of the CoG
14	LAR will conduct an assessment of potential legacy contaminated areas which includes identification of contamination sources, characterization of soil and groundwater contamination and remedial plan for contaminated sites.	Contaminated soil report and remedial plan	90 days after the effective date of the CoG
Performance Standard 4: Community Health, Safety and Security			
15	<p>LAR will</p> <ul style="list-style-type: none"> (a) Conduct a rail operational safety audit; (b) Develop and implement a community health and safety plan; (c) Develop and implement a communication safety program including safety awareness campaigns. 	<ul style="list-style-type: none"> (a) Rail safety audit report (b) Community health and safety plan; (c) Communication safety program and safety campaigning 	<ul style="list-style-type: none"> (a) 60 days after the effective date of the CoG (b) 90 days after the effective date of the CoG
16	<p>(a) LAR will develop and implement:</p> <ul style="list-style-type: none"> (i) Security Management Plan in line with the requirements of Performance Standard 4, as guided by IFC’s “Good Practice Handbook on the Use of Security Forces: Assessing and Managing Risks and Impacts” and GIIP (namely, the “Voluntary Principles on Security and Human Rights”). (ii) Security and human rights training plan provided by a qualified security firm with experience and knowledge of PS 4 requirements. The training will cover topics such as appropriate use of force, human 	<ul style="list-style-type: none"> (a) (i) Security management plan; (ii) Security and human rights training plan provided by a qualified security firm with experience of PS 4 requirements (b) Updated contract with security provider 	<ul style="list-style-type: none"> (a) (i)30 days after the effective date of the CoG; (ii)90 days after the effective date of the CoG (b) 90 days after the effective date of the CoG

	rights, gender considerations, appropriate conduct towards workers and affected communities; (b) LAR will review and update the contracts with its security provider to include provisions related to vetting of personnel, training, procedures in the event of any incident or alleged violation.		
Performance Standard 5: Land Acquisition and Involuntary Resettlement			
17	LAR will develop: (a) Resettlement framework detailing resettlement process, eligibility criteria and compensation framework/entitlement matrix and a gap assessment between PS 5 and national law; (b) Encroachment management plan (c) if needed, a Resettlement Action Plan (RAP) and Livelihood Restoration Plan (LRP) including (i) compensation for loss of assets at full replacement value, (ii) assistance for informal users and settlers along the railway corridor, (iii) identification and monitoring of vulnerable households; (iv) no forced evictions (v) process of informed consultation and participation; and (vi) monitoring arrangements. (d) a resettlement completion audit conducted by independent resettlement consultant.	(a) Resettlement framework (b) Encroachment management plan (c) Resettlement action plan and livelihood restoration plan (d) Resettlement completion audit	(a) 60 days after the effective date of the CoG; (b) 60 days after the effective date of the CoG; (c) Prior to any resettlement activities (d) 18 months prior to completion of resettlement
Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources			
18	LAR will identify and map sensitive and high biodiversity areas along the corridor, including: (i) Mapping of natural vs modified habitat mapping for the project Area of Influence (AoI) and wider landscape (ii) Undertake a Critical Habitat Assessment (CHA using desktop information and consultation) (iii) Undertake targeted field surveys if required to confirm CHA results (iv) Identify sensitive habitats along the alignment (v) Map and confirm overlap (or lack thereof) with protected areas and internationally recognized areas.	Supplementary biodiversity report with mapping of sensitive areas, including confirmation of occurrence and extent of Critical and Natural habitat status if present Draft Biodiversity Action Plan (BAP) if required (if CH confirmed and/or overlap with protected areas)	Prior to Board
19	In sensitive/high biodiversity areas LAR will: (i) Identify/define Project activities that will take place in those areas	Supplementary biodiversity report with impact assessment and mitigation for sensitive areas	Prior to signing of CoG

	<p>(ii) Assess impacts and refine required mitigation of construction-related and operational impacts</p> <p>(iii) Prepare a Biodiversity Management Plan (BMP) and monitoring plan (the BMP will include good practice measures to avoid spreading of invasive species by Project activities)</p> <p>(iv) If Critical Habitat is confirmed, prepare a Biodiversity Action Plan (BAP) and monitoring plan including the actions required to achieve Net Gain</p> <p>(v) If overlap with protected areas is confirmed, the BAP will include the actions to align with PS6 protected area requirements (consultation and contribution to conservation programs).</p>	<p>Biodiversity Management Plan (BMP) and monitoring plan for upgrade activities in sensitive areas</p> <p>Final BAP (if required)</p>	
20	Restoration and rehabilitation post upgrade activities will be undertaken using native species.	Restoration and rehabilitation management plan	60 days after the effective date of the CoG
Performance Standard 8: Cultural Heritage			
21	LAR will develop cultural heritage management plan, covering tangible and intangible cultural heritage sites, including the Kwanza corridor, shrines and graveyards. The Cultural heritage management plan will include a Chance Find procedure, which covers criteria for potential temporary work stoppages in the event of a chance find, training requirements for workers on the chance find procedure, as well as reporting and recording protocols (if applicable).	Cultural heritage management plan including a chance find procedure	60 days after the effective date of the CoG

Prior to the start of construction activities refers to the start of rehabilitation activities by the Engineering Procurement and Construction contractor