Gas interconnector
North Macedonia - Greece

CBA, Feasibility Study update, Environmental and Social Impact Assessment, Basic (detailed) Design and Tender Dossier

Environmental and Social Action Plan

February 2021

Technical Assistance to connectivity in the Western Balkans

EuropeAid/137850/IH/SER/MULTI

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MOTT MACDONALD CONNECTA CONSORTIUM

Issue and revision record

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	01.02.2021	Borka Stojkova	Y. Stergiopoulos	Ole Johansen	Final Report

• Information class: • Standard

List of Abbreviations

Abbreviation	Meaning
AESR	Annual Environmental and Social Report
BMP	Biodiversity Management Plant
CESMP	Construction Environmental and Social Management Plant
CHSP	Community Health and Safety Plan
CONNECTA	Technical Assistance to Connectivity in the Western Balkans
E&S	Environmental and Social
EBRD	European Bank for Reconstruction and Development
EHSS	Environmental, Health and Safety and Social
EIA	Environmental Impact Assessment
EIB	European Investment Bank
EPR	Environmental Protection Report
ESAP	Environmental and Social Action Plan
ESIA	Environmental and Social Impact Assessment
ESMS	Environmental & Social Management System
GR	Greece
HSP	Health and Safety Plan
ILO	International Labour Organization
IFI	International Financial Institution
LAP	Land Acquisition Plan
LARF	Land Acquisition and Resettlement Framework
NTS	Non-Technical Summary
MKD	North Macedonia
MOEPP	Ministry of environment and physical planning
OESMP	Operational Environmental and Social Management Plan
SEP	Stakeholder Engagement Plan

Synopsis

Project Title:	TA to Connectivity in the Western Balkans (CONNECTA)
Project Number:	Europe Aid/137850/IH/SER/MULTI
Sub-project Title	Gas interconnector North Macedonia – Greece CBA, Feasibility Study update, Environmental and Social Impact Assessment, Basic (detailed) Design and Tender Dossier
Sub-project Number:	CONNECTA-ENE-INFR-MKD-CBA+FS+ESIA+BD+TD-03
Contract number:	2016/382-382 plus 2018/402-907 – Addendum No 1
Contracting Authority:	European Commission, DG NEAR
Beneficiaries:	Albania, Bosnia and Herzegovina, North Macedonia, Montenegro, Serbia and Kosovo*
Region:	South Eastern Europe (SEE)
Contractor:	Mott MacDonald Romania Srl in Consortium with WYG SAVJETOVANJE d.o.o., COWI A/S, CeS COWI d.o.o. (renamed CESTRA d.o.o.), TRENECON Consulting & Planning Ltd and SYSTEMA Consulting SMLTD
Contract signed:	19 December 2016
Full Mobilisation of 3 KE:	20 January 2017 (date of Kick-off Meeting in Brussels)
Project Duration:	72 months and 13 days (following Addendum No 1)
Anticipated completion:	31 December 2022 (following Addendum No 1)
Contractor's Project Director:	Andrei Penescu is the Project Director Dusan Savkovic is the Consortium's Project Manager.
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* This designation is without prejudice to positions on status, and is in line with UNHCR 1244 and the ICJ Opinion on Kosovo declaration of independence

1 The Project

North Macedonia is planning the development of a natural gas interconnection with Greece as part of its National gasification system. The development of "North Macedonia – Greece Interconnection Natural Gas Pipeline" (hereafter the "Project"), is in line with the strategic commitment of the country, highlighting the importance of natural gas and its presence in the domestic energy sector.

The overall goals of the implementation of the "North Macedonia – Greece Interconnection Natural Gas Pipeline" are:

- Increase the availability of natural gas to a larger number of users in the Republic of North Macedonia and in regions where it has not been available so far;
- Satisfy the consumption of natural gas that will increase in future;
- Bring further integration of the national natural gas transmission system with international gas flows;
- Lead towards the improvement of security of gas supply and market integration.

For the purpose of the development of the Interconnection gas pipeline, the Joint Stock Company National Energy Resources (hereafter "NER") and the TSO of Greece, National Natural Gas System Operator (DESFA) S.A., signed an agreement for collaboration in October 2016. NER is a Company performing energy development activities in North Macedonia, with the focus on realization of the national gasification strategy of the country. DESFA is the gas transmission operator in Greece, responsible for the operation, management, exploitation and development of the national natural gas system and its interconnections.

In order to realize the Project, NER requested technical assistance from CONNECTA, approved in January 2019. The technical assistance includes a complete Environmental and Social Impact Assessment, Cost-Benefit Analysis / Feasibility Study update, Basic (detailed) Design and Tender Dossier for the section located in North Macedonia.

The ESIA procedure for the Project will be carried out in compliance with national regulations and in line with requirements of the EU EIA Directive 2011/92/EU as amended by Directive 2014/52/EU, EIB's Principles and Standards on Environmental and Social Protection, EBRD Environmental and Social Policy 2014 and the Equator Principles.

2 The Environmental and Social Action Plan

The ESAP, as part of the ESIA procedure, describes the environmental & social mitigation and monitoring measures, the criteria for their successful implementation and organisational measures to be implemented during the pre-construction, construction and operation of the Project.

The ESAP is a "live" document which needs to evolve with the Project. NER, the Supervising Engineer (hereafter the "Engineer") and the Project Contractor (hereafter the "Contractor"), will regularly review and update as required the ESAP to ensure it reflects any changes in the project implementation and organisation.

No	Requirement (Legislative, EBRD PR/EIB, Best Practice)	Environmental/Social Action	E&S Risks / Benefits	Investment Needs/ Resources/ Responsibility	Target Date	Target & Evaluation Criteria for Successful Implementation
1	**PROJECT PLANNING & PRE-CONSTRUCTION PHASE**					
1.1	EBRD PR1: Assessment and Management of Environmental and Social Impacts issues *equal to* EIB 1: Assessment and Management of Environmental and Social Impacts and Risks	**a) General requirements:** • Acquire all relevant legal approvals, permits, consents needed for commencement of the project (urban planning, construction, environment, etc.) • Establish and implement an Environmental & Social Management System (ESMS) for the Project in line with good international practice; • NER to ensure requirements from this ESAP to be included in Tender Documents considering the future Project realization. **b) Specific requirements:** • NER to ensure that the Tender Documents prepared for the Project include the following: - All applicable requirements of this ESAP; - A clear requirement for the Contractor(s) to develop respective E&S aspects documentation in respect to additional Project designs (if required); - A clear requirement for the Contractor(s) to develop and the Engineer to approve a Construction Environmental & Social Management Plan (CESMP) covering all Project components and include the following, but not limited to: ➢ Construction Site Management Plans; ➢ Health and Safety Plans (Community & OHS); ➢ Emergency Preparedness & Response Plan; ➢ Biodiversity Management Plan (BMP); ➢ Reinstatement Plan; ➢ Materials Management Plan; ➢ Erosion Control Plan; ➢ Spoil Management Plan;	All environmental and social issues and impacts are appropriately addressed.	**a) Responsibility:** • NER to develop requirements and oversee their fulfillment. • All additional Project designs (if required) and plans to be developed by Contractor and approved by the Engineer. **b) Resources:** NER, Contractor, Engineer, Experts (i.e. Environmental, Biologist, Ecologist, Health and Safety, Social expert).	• Tender documents to be prepared and issued in due time. • The Engineer to be procured prior to construction start date. • CESMPs to be developed by the Contractor before construction start and implemented during construction phase (before construction commences, plans must be approved by the Engineer).	• Tender documents. • The Engineer to review and approve the plans in order to meet national legislation, IFI standards (EBRD PRs or EIB) and Good International Practice (GIP) where appropriate. • Monthly reports to NER from Engineer during construction. • Management Plans Properly archived with the Contractor and Engineer. • Provide updates on the Implementation in the Annual Environment and Social Report to IFI. • AESR template to be provided by IFI.

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		➢ Waste and Wastewater Management Plan; ➢ Watercourse Management Plan; ➢ Social Management Plan. **c) Common requirements:** • Reviewing and assessing, by the Engineer (and NER), whereby any changes in management processes or designs proposed from the Contractor for environmental and social implications, and any additional mitigation measures identified and applied.) Realization of the Assessment and Review with support of experts and other consultants as appropriate; • A requirement that the Engineer and Contractor adopt and implement specific Construction Phase Monitoring Programme; • All IFI Environmental and Social requirements for construction projects, including reporting requirement clauses; • The CESMPs and Monitoring Programme should include specific organizational responsibilities for implementation and be subject to at least an annual audit/formal management review.				
1.2	EBRD PR1: Assessment and Management of Environmental and Social Impacts issues *equal to* EIB 1: Assessment and Management of Environmental and Social Impacts and Risks	• Develop a Commitments Register to file all designs, constructions and operations related to E&S mitigation measures cited in the ESAP, EIA, SEP and LARF documentation, any permits received, identify how the commitment is addressed and which party (e.g. NER, Contractor, Engineer, or third parties) is responsible. • Maintenance of the Register should be throughout the construction and operation phases.	All environmental and social issues and impacts are appropriately addressed.	**a) Responsibility:** NER, Contractor, Engineer **b) Resources:** NER, Contractor, Engineer	• Prior to construction start. • Ongoing update.	• Commitments Register available. • Provided to IFI upon request for review and approval prior to Construction. • Report in AESR to IFI.

No	Requirement (Legislative, EBRD PR/EIB, Best Practice)	Environmental/Social Action	E&S Risks / Benefits	Investment Needs/ Resources/ Responsibility	Target Date	Target & Evaluation Criteria for Successful Implementation
1.3	EBRD PR1: Assessment and Management of Environmental and Social Impacts Issues *equal to* EIB 1: Assessment and Management of Environmental and Social Impacts and Risks EBRD PR3: Pollution Prevention and Control *equal to* EIB 2: Pollution Prevention and Abatement	• NER will insert requirements in the Tender documentation for implementation of detailed Environmental and Social Monitoring Plans as part of the Project ESMS, according to the requirements outlined in the EIA and ESAP including specific responsibilities. • Identification of key issues to be monitored during construction phase, which include the following: - Soil quality; - Ground and underground water quality; - Air quality (CO, SO2, NOx and particulates); - Noise levels quality; - Waste collection; - Habitats and Birds areas; - Landscapes and visual effects. • The monitoring plans must describe monitoring parameters and processes, particularly in relation to management of any issues raised by the local community. • If there is no construction in a given month, monitoring is not required in that month. • The ESMS should include the public disclosure of a summary of the key monitoring results.	All environmental and social effects are appropriately monitored. Compliance with environmental standards.	**a) Responsibility:** NER to ensure implementation. Contractor is responsible to organize construction phase monitoring. Some actions may contract out to third parties. **b) Resources:** Contractor's obligation prior and during the construction period to engage accredited companies and to ensure monitoring data (noise, air, water quality etc.) from the field activities.	All baseline monitoring (e.g. air, noise, water) to be available before construction. Monitoring during construction.	• Monitoring plan to be included in CESMP and provided to IFI for review and approval prior to Construction. • Monitoring results provided to NER, Engineer & IFI for review to confirm need for additional mitigation measures. • Provide updates on implementation in AESR to IFI.
1.4	EBRD PR1: Assessment and Management of Environmental and Social Impacts issues *equal to* EIB 1: Assessment and Management of Environmental and	• NER to set up internal mechanisms for **Managing & Monitoring Contractor Performance** reviewing the environmental and social performance of the Contractor, including implementation of the CESMPs. • The CESMPs will describe the resources assigned to monitor construction works, considering the Projects risk. This proposal for monitoring resource will need to be reviewed by the Engineer and NER. Monitoring resources are responsibility of the Contractor. • NER will ensure that it has sufficient internal or external resource assigned to review all information provided by the Contractor(s) in accordance with the agreed CESMPs.	Monitoring compliance with ESAP and Management Plans to minimize risks and maximize benefits.	**a) Responsibility:** NER, Contractor, Engineer **b) Resources:** NER, Contractor, Engineer	Mechanisms in place before construction begins.	• NER Internal monitoring mechanism in place. • Reporting from Engineer to NER monthly (monthly progress reports and/or meetings). • Quarterly construction monitoring reports.

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	Social Impacts and Risks	• NER to ensure periodic monitoring visits to sites during the construction works, including on-site inspections and using procedures for tracking and addressing non-compliances and concerns. Supervision engineer engaged by the NER.				• Report in AESR to IFI.
1.5	EBRD PR 2 Labour and Working conditions *equal to* EIB 8: Labour Standards	• Contractor to prepare and implement HR Policy for **Child and Forced Labour, Non-Discrimination and Equal Opportunity**, to prohibit use of child labour and forced labour and will include rights for non-employee workers (in line with ILO conventions and IFI requirements); • Contractor to prepare and implement **Recruitment Management Plan** to make use of Local Workforce trough: i) Advertising all jobs locally, ii) Encouraging and attracting local workforce (including women) to apply for jobs, and iii) Prioritizing the hire of local workforce and particularly those affected by land access and acquisition, wherever reasonable and practical. • Contractor trough **Workforce Conduct/General Management**, will develop measures to manage potential impacts of influx of workers into the local area including general measures, health surveillance, code of conduct for workers, etc.	Compliance with labour and working conditions requirements	Contractor	Before commencement of work	• Report in AESR to IFI.
1.6.	EBRD PR 2 Labour and Working conditions *equal to* EIB 8: Labour Standards	• NER will develop and implement a Project **Grievance Mechanism** for workers (and contractors) in-line with IFI requirements to enable individuals/groups to raise reasonable workplace concerns.	Enabling formal and practical opportunity for Grievance	NER to develop, implement and ensure Contractor implements it through tender requirements and agreements with contractors. Contractor to provide monthly reports with worker grievances	Before commencement of work	• Documented & implemented. • Report in AESR to IFI.

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				recorded and share this with the NER.		
1.7	EBRD PR4: Health and Safety *equal to* EIB 9: Occupational and Public Health, Safety and Security	• Contractor to establish an **Occupational Health & Safety Plan** as part of an OHS management system in line with OHSAS 18001 or other international standard and ensure sufficient provision of medical care facilities and resources for workforce. The contractual conditions are to ensure all sub-contractors are also required to follow the Health & Safety Plan and the OHS management system. • NER to develop and implement corporate H&S policy and set a corresponding budget for staff visiting construction sites. H&S person to be assigned and corporate H&S plan developed.	Safe working environment for workforce	**a) Responsibility:** NER (review and approval), Contractor, Engineer. **b) Resources:** Designated OHS (or equivalent) Manager (position).	Implemented during Construction Phase Plans approval before construction commences.	• Documented Health & Safety Plan. • Provide updates in AESR on implementation to IFI.
1.8	EBRD PR4: Health and Safety *equal to* EIB 9: Occupational and Public Health, Safety and Security	• Contractor to develop relevant **Community Health & Safety Plan** within the CESMP, according the EIA and the ESAP. • The community safety measures in the CHSP should ensure prohibition of public access (including livestock) to the construction sites, especially at locations close to communities. Additional dedicated measures should ensure avoidance of the potential conflicts between the investor and members of the local community. • For traffic safety contractor to ensure training of all project drivers in safe driving and the code of conduct. • Contractor will be expected to monitor potential safety risks (including accidents) within the 'Works' area as part of their CHSP.	Compliance with IFI requirements on community health & safety	**a) Responsibility:** Contractor to prepare CHSP Plan, Engineer, NER approval and implementation monitoring. **b) Resources:** Contractor, OHS Manager.	CHSP to be developed by Contractors and approved by NER and competent authorities before construction commences. Implemented during the construction phase.	• Documented community H&S measures included in the CESMP. • Report in AESR to IFI.

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1.9	EBRD PR4: Health and Safety *equal to* EIB 9: Occupational and public health, safety and security;	• NER to ensure development of **Emergency Preparedness & Response Plan** by the Contractor, as part of the CESMP. • Specific attention to be given to the Fire prevention.	Ensuring adequate emergency response	**a) Responsibility:** Contractor to prepare, Engineer to approve and NER to review the process. **b) Resources:** Contractor.	Before Construction.	• Documented Emergency Preparedness & Response Plan. • Report in AESR to IFI.
1.10	PR5: Land Acquisition, Involuntary Resettlement and Economic Displacement *equal to* EIB 6: Involuntary Resettlement	• Develop **Land Acquisition and Resettlement Framework** and **Land Acquisition Plan** according IFI requirements. As basis, information from the pre-construction socioeconomic survey on local community use of lands and likely livelihood impacts should be used, including consultations with landowners and users, in accordance with the SEP. • NER shall engage an experienced consultant to support the preparation the Geodetic Elaborate/Expropriation Elaborate prior to construction according national legislation.	Compliance with IFI and National requirements	**a) Responsibility:** NER and external consultants to prepare with relevant authorities for implementation. **b) Resources:** Designated internal resources, or consultants.	Before Construction.	• Documented and implemented LARF and LAP – compensation at full replacement value. • Submitted to IFI for review when prepared. • Report in AESR to IFI.
1.11	EBRD PR6: Biodiversity Conservation and Sustainable Management of Living Natural Resources *equal to* EIB 3: Biodiversity and Ecosystems	• NER will ensure the Contractor to develop and implement a **Biodiversity Management Plan** (BMP) for construction, including relevant seasonal constraints and to ensure that construction activities meet IFI "No Net Loss" requirements for Priority Biodiversity Features. • The BMP should include findings of conducted pre-construction biodiversity survey along the gas pipeline construction route, providing specific guidance on any mitigation required and a monitoring plan, including monitoring parameters, frequency & reporting. • Specific attention in the BMP should be given, but not limited, to the following: - Protection on Priority Habitat (Riparian Alder habitat - km53+000)	Ensure the integrity and conservation values of natural areas. Good Construction Practice. Compliance with IFI Requirements.	**a) Responsibility:** Contractor to develop and implement, NER and Engineer to approve and monitor implementation. **b) Resources:** Contractor to engage experts.	Requirement included in Tender Documents. Development of BMP prior to Construction.	• Tender Documents containing all specified requirements. • Engineer to review and approve • monthly reports to NER from Experts (i.e. ecologist, biologist, or any other dedicated biodiversity expert), during construction. • Report in AESR to IFI.

No	Requirement (Legislative, EBRD PR/EIB, Best Practice)	Environmental/Social Action	E&S Risks / Benefits	Investment Needs/ Resources/ Responsibility	Target Date	Target & Evaluation Criteria for Successful Implementation
		- Protection of Sensitive Habitats (Riparian Plane habitat- km16+000; km18+500; km28+500; km30+000 and Riparian Willow habitat - km47+000); - Forest loss afforestation with indigenous species of trees and shrubs characteristic of the area, such as: Quercus pubescens, Q. frainetto, Carpinus orientalis, Pyrus amygdaliformis, Acer campestre, Crataegus monogyna, Ulmus minor, Prunus spinosa, Platanus orientalis, Alnus glutinosa, Salix alba, S. fragilis etc.; - Riparian re-vegetation plan along rivers and streams; - Blasting avoidance during birds nesting period along the route passing through the Important Bird Areas; - The removal of shrubs and trees in winter, between March 1st and September 30th, avoiding the bird nesting period, especially in hilly areas; - Area where vegetation to be cleared, before construction, to map any bird and bat nesting sites in the immediate Project area, likely to be affected by the Project, so that these can be marked off, and avoid their damage. • NER to ensure that BMP development and implementation will have permanent or occasional expert supervision (ecologist or biologist).				
1.12	EBRD PR6: Biodiversity Conservation and Sustainable Management of Living Natural Resources *equal to*	• The BMP will include a suite of standard good construction practices for on-site mitigation measures, following relevant restoration/revegetation plans and limit related construction works to the areas approved in the Main Designs. • **Reinstatement Plan** to be developed by the Contractor, as part of the CESMP, reinstating disturbed areas to the pre-project state. • Relevant **Restoration/Revegetation Plans** related to gas pipeline construction such as confining construction works to the areas where work is strictly necessary and vegetation clearance exclusively to the area approved in the Main Design.	Ensure the integrity and conservation values of natural areas. Good Construction Practice. Compliance with IFI Requirements.	**a) Responsibility:** Contractor to develop and implement, NER and Engineer to approve and monitor implementation. **b) Resources:** Contractor to engage experts. (i.e.	Requirement included in Tender Documents. Development of BMP prior to Construction.	• Tender Documents containing all specified requirements. • Supervising Engineer to review and approve • monthly reports to NER from Experts (i.e. ecologist, biologist, forestry engineer or any other dedicated

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	EIB 3: Biodiversity and Ecosystems	• The Contractor to provide proper biodiversity restoration/revegetation through maintaining appropriate: Spoil Management; Materials Management; Erosion Control; Waste Management; Construction Scheduling; Site Rehabilitation.		biodiversity, waste management, landscape visualization).		biodiversity expert), during construction. • Report in AESR to IFI.
1.13	EBRD PR6: Biodiversity Conservation and Sustainable Management of Living Natural Resources *equal to* EIB 3: Biodiversity and Ecosystems	• NER will develop a **Hydrological – Hydraulic Elaborate** as part of the Main Project Design defining where the gas pipeline crosses rivers. Additionally, Methodology for realization of the construction of gas pipeline where crossing rivers will be developed including drawings to indicate the erosion and sediment control measures for the works. • Contractor to develop **Watercourse Management Plan** (WMP), based on the Elaborate and the Methodology for construction, including measures demonstrating protection of the watercourse and the environment where construction is planned. This will include, but not necessarily be limited to: surface water quality monitoring measures, sediment loading and turbidity (parameters and timing to be proposed based on specific works at the site), fish passages, protection of riparian vegetation etc. • An expert (ecologist or biologist) will be engaged to advice on protection to fish passage and as indicated in ESAP 1.11, protection of priority riparian habitats and to monitor if the appropriate mitigation measures, included in the BMP, are conducted.	Good Industry Practice. Compliance with IFI Requirements.	**a) Responsibility:** NER to develop appropriate Elaborate and Methodology (requirements), Engineer to supervise development and implementation of WMP, Contractor to develop and implement the plan. **b) Resources:** Contractor.	Requirement included in Tender Documents. Development prior to Construction. WMP to be updated prior to Operations, as needed.	• Tender Documents containing all specified requirements. • Engineer reviewed and approved the plans. • The method statement for work reviewed by a suitably qualified person and approved by IFI. • Monthly reports to • NER from the Engineer during construction. • Annual AESR Report to IFI.
1.14	EBRD PR10: Information Disclosure and Stakeholder Engagement *equal to* EIB 10: Stakeholder Engagement;	• Implement the SEP and update as necessary. • NER to ensure that Contractor (& as necessary the Engineer) is involved in engagement with stakeholders. • Contractor to implement the SEP developed with the project documentation, to cover implementation of the actions relevant to them as part of this. • Pre-Construction SEP actions include (but are not limited to): - Disclose the Non-Technical Summary (NTS), SEP, ESAP and LARF/LAP on NERs website;	Management of risks and impacts on affected communities & other stakeholders.	**a) Responsibility:** NER, Contractor, Engineer **b) Resources:** NER, Contractor, Engineer	Before Construction – continue during construction and operation.	• SEP developed prior to construction start. • Information disseminated, engagement/consultation undertaken, documented in updated SEP.

No	Requirement (Legislative, EBRD PR/EIB, Best Practice)	Environmental/Social Action	E&S Risks / Benefits	Investment Needs/ Resources/ Responsibility	Target Date	Target & Evaluation Criteria for Successful Implementation
		- Undertake required stakeholder engagement as part of land acquisition process for the preparation of the Geodetic Elaborate/Expropriation Elaborate; - Disseminate information on construction schedule and grievance mechanism, on NERs website and local media.				• Grievance Management System documented. • Report in AESR to IFI.
1.15	EBRD PR 8: Cultural Heritage *equal to* EIB 5: Cultural Heritage	• Contractor shall establish a Chance Finds Procedure, prior to construction starts, in accordance with the requirements of Macedonian law and IFI for the construction period. • NER to ensure that an archaeologist does onsite monitoring and complies with national legislation over the construction site locations.	Protection of cultural and historical heritage. Compliance with IFI Requirements.	**a) Responsibility:** NER, Contractor. **b) Resources:** Contractor.	Requirement included in Tender Documents. Development prior to Construction.	• Appropriate Section in the Tender Documents.
2	**CONSTRUCTION PHASE**					
2.1	EBRD PR1: Assessment and Management of Environmental and Social Impacts issues *equal to* EIB 1: Assessment and Management of Environmental and Social Impacts and Risks	• Contractor(s) to implement project's mitigation strategy / CESMP and various MPs • NER to monitor and review the environmental and social performance of the Contractor(s), including implementation of the CESMPs and appropriate MPs. • Potential non-compliances and concerns to be addressed and properly documented including corrective measures undertaken. .	Monitoring compliance with ESAP and Management Plans to minimize risks and maximize benefits.	**a) Responsibility:** NER, Contractor, Engineer **b) Resources:** NER, Contractor, Engineer	Construction Phase.	• NER Internal monitoring mechanism in place. Quarterly construction monitoring reports. • Report in AESR to IFI.
2.2	EBRD PR 2 Labour and Working conditions *equal to* EIB 8: Labour Standards	• Contractor to prepare and implement Workers' Accommodation Plan, according good international practice and IFI standards • Contractor to use "Workers' accommodation: processes and standards - A guidance note by IFC and the EBRD, 2009" as guide for planning.	Good workforce welfare and community relations.	**a) Responsibility:** NER to develop requirements in Tender, Contractor to develop and implement.	Requirements included in the Tender. Construction Phase.	• Consultation complete and no complaints regarding operation of worker camps. Worker accommodation established in

No	Requirement (Legislative, EBRD PR/EIB, Best Practice)	Environmental/Social Action	E&S Risks / Benefits	Investment Needs/ Resources/ Responsibility	Target Date	Target & Evaluation Criteria for Successful Implementation
		• Contactor to undertake consultation with relevant authorities to identify appropriate locations and minimize disturbance to local communities. • Engagement with local communities where worker accommodation is proposed should be undertaken and clear contact details for dealing with any issues arising provided by the Contractor to the local communities.		**b) Resources:** Contractor.		compliance with IFI standards. • Report in AESR to IFI.
2.3	EBRD PR 2 Labour and Working conditions *equal to* EIB 8: Labour Standards	• Following the **Workforce Conduct/General Management**, Contractor will implement measures to manage potential impacts of influx of workers into the local area including general measures, health surveillance, code of conduct for workers, etc.	Good workforce welfare and community relations.	**a) Responsibility:** Contractor to implement. Engineer to monitor. **b) Resources:** Contractor.	Construction Phase.	• Documented and implemented measures. • Report in AESR to IFI.
2.4	EBRD PR3: Pollution Prevention and Control *equal to* EIB 2: Pollution Prevention and Abatement	• Implementation of detailed Environmental and Social Monitoring Plans as part of the Project ESMS, according to the requirements outlined in the EIA and ESAP, including specific responsibilities. • Key issues to be monitored during construction are the following: - Soil quality; - Ground and underground water quality; - Air quality (CO, SO2, NOx and particulates); - Noise levels quality; - Waste collection; - Habitats and Birds areas; - Landscapes and visual effects.	Prevention and minimizing a risk for uncontrolled emissions Compliance with environmental standards.	**a) Responsibility:** Contractor to implement. Engineer to monitor. **b) Resources:** Contractor	Construction Phase.	• Documented & implemented measures and evidence of monitoring. • Report in AESR to IFI.
2.5	EBRD PR4: Health and Safety *equal to* EIB 9:	• Contractor(s) to follow recommendations and obligations defined in OHS risk plan to control the risks. • Contractor(s) to follow recommendations and obligations defined in Emergency Response Plan for construction phase.	Good construction environmental, health and safety practices	**a) Responsibility:** Contractor to implement. **b) Resources:** Contractor.	Construction Phase.	• Documented & implemented measures. • Report in AESR to IFI.

No	Requirement (Legislative, EBRD PR/EIB, Best Practice)	Environmental/Social Action	E&S Risks / Benefits	Investment Needs/ Resources/ Responsibility	Target Date	Target & Evaluation Criteria for Successful Implementation
	Occupational and Public Health, Safety and Security	• Contractor(s) to obtain relevant permits for construction phase for Fire Prevention to be in place. • Contractor to ensure traffic safety. • Contractor to document potential safety risks (including accidents) within the 'Works' and measures undertaken.	Prevention and minimizing a risk for health and safety.			
3	**OPERATION PHASE**					
3.1	PR 1: Environmental and Social Appraisal and Management *equal to* EIB 1: Assessment and Management of Environmental and Social Impacts and Risks	• Establish and implement an **Operational Environmental & Social Management Plan** (OESMP) for the operation of the Tolling stations (post-construction). • The OESMP should address issues such as controlling pollution, revegetation, monitoring of noise and air quality, traffic safety, emergency response, spill response, occupational health and safety and any other requirements of IFI and national law. • The OESMP defines roles and responsibilities within the NER. • This OESMP should be costed so that an annual budget can be established.	Addressing all environmental and social issues and impacts.	**a) Responsibility:** NER. **b) Resources:** NER, and/ or contracted parties	OESMP to be developed before gaspipe line is in operation and implemented during operation. Implementation will continue through operation phase	• Management Plan documented. • Provided to IFI for review and approval prior to operation. • Provide updates on implementation in AESR to IFI.
3.2	PR4: Health and Safety *equal to* EIB 8: Occupational and Public Health, Safety and Security	• **Emergency Preparedness and Response Plan** (EPRP) for operations phase to be in place. • NER to ensure Fire Prevention to be in place for operational phase.	Addressing all health and safety issues.	**a) Responsibility**: NER. **b) Resources:** NER, and/ or contracted party/ies	EPRP implementation will continue through operation phase	• Management Plan documented. • Provided to IFI for review and approval prior to operation. • Provide updates on implementation in AESR to IFI.