

Sint Maarten
Sint Maarten Housing Project

DRAFT

Preliminary Environmental and Social Management Plan (ESMP)



October 20, 2023

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Abbreviations and Acronyms

AIDS	Acquired Immune Deficiency Syndrome
C-ESMP	Contractor's – Environmental and Social Management Plan
CoC	Code of Conduct
DOC	Department of Culture
ES	Environmental and Social
EHSG	Environmental Health and Safety Guidelines
ESCP	Environmental and Social Commitment Plan
ESHS	Environmental, Social, Health and Safety
ESS	Environmental and Social Standards
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
GBV	Gender Based Violence
GDP	Gross Domestic Product
GoSM	Government of Sint Maarten
GP	General Practitioner
GRM	Grievance Redress Mechanism
HIV	Human Immunodeficiency Virus
LMP	Labour Management Procedures
MECYS	Ministry of Education, Culture, Youth and Sport
MoGA	Ministry of General Affairs
MOJCS	Ministry of Justice
MSIP	Management Strategies and Implementation Plan
MSWDS	Municipal Solid Waste Disposal Sites
NRPB	National Recovery Program Bureau
NRRP	National Recovery and Resilience Plan
OECD	Organisation for Economic Cooperation and Development
OHS	Occupational Health and Safety
PIU	Project Implementation Unit
PMT	Project Management Team
SDG	Sustainable Development Goals
SEA	Sexual Abuse and Exploitation
SEP	Stakeholders Engagement Plan
SH	Sexual Harassment
SIMARC	Sint Maarten Archaeological Center
SMHDF	Sint Maarten Housing Development Foundation
SXM	Sint Maarten
VROMI	<i>het ministerie van Volkshuisvesting, Ruimtelijke Ordening, Milieu en Infrastructuur</i> Ministry of Public Housing, Spatial Planning, Environment, and Infrastructure

1 Executive Summary

This Preliminary Environmental and Social Management Plan (ESMP) was drafted to manage the Environmental and Social risks and impacts which may arise from the implementation of the Sint Maarten Housing Project and ensure that the activities to be developed are in line with the local legal framework and the relevant World Bank's Environmental and Social Standards (ESS).

The Preliminary ESMP will be finalized based on the designs and, once final, the ESMP will inform the technical and E&S Specifications of the bidding documents and the Contractor's ESMP.

The proposed project focuses on increasing the supply of resilient and affordable housing being managed by Sint Maarten Housing Development Foundation (SMHDF), while improving SMHDF's financial, technical, and operational capacity to become Sint Maarten's engine for social housing. Furthermore, the project seeks to facilitate the development of the wider housing market in Sint Maarten by assisting the Ministry of Public Housing, Spatial Planning, Environment, and Infrastructure (VROMI) and other government stakeholders in overcoming significant obstacles throughout the housing value chain.

The project will consist of three components:

(a) Component 1: Institutional strengthening and enabling the housing market.

Component 1 aims to support system-strengthening efforts related to the provision housing in Sint Maarten. It will strengthen the institutional capacity of SMHDF so that it can better manage its current portfolio, generate positive cash flow from the management of its properties, and increase opportunities to expand social and affordable housing. In addition, provide technical assistance to VROMI and other government stakeholders to enable the broader housing market.

(b) Component 2: Social and affordable housing development.

Component 2 aims to address the shortage of affordable housing in Sint Maarten by financing the construction of new social, resilient, and affordable rental housing units, while creating a financing model that can be replicated for future development projects.

(c) Component 3: Project management, monitoring, and evaluation.

Component 3 would finance the related administrative expenditures for project management to be carried out by the NRPB and led by a Project Manager

Project Location

The location of the new housing project is in Hope Estate which is a mainly residential neighbourhood within the Upper Prince's Quarter district. The plot is at a short distance away from the capital, Philipsburg.

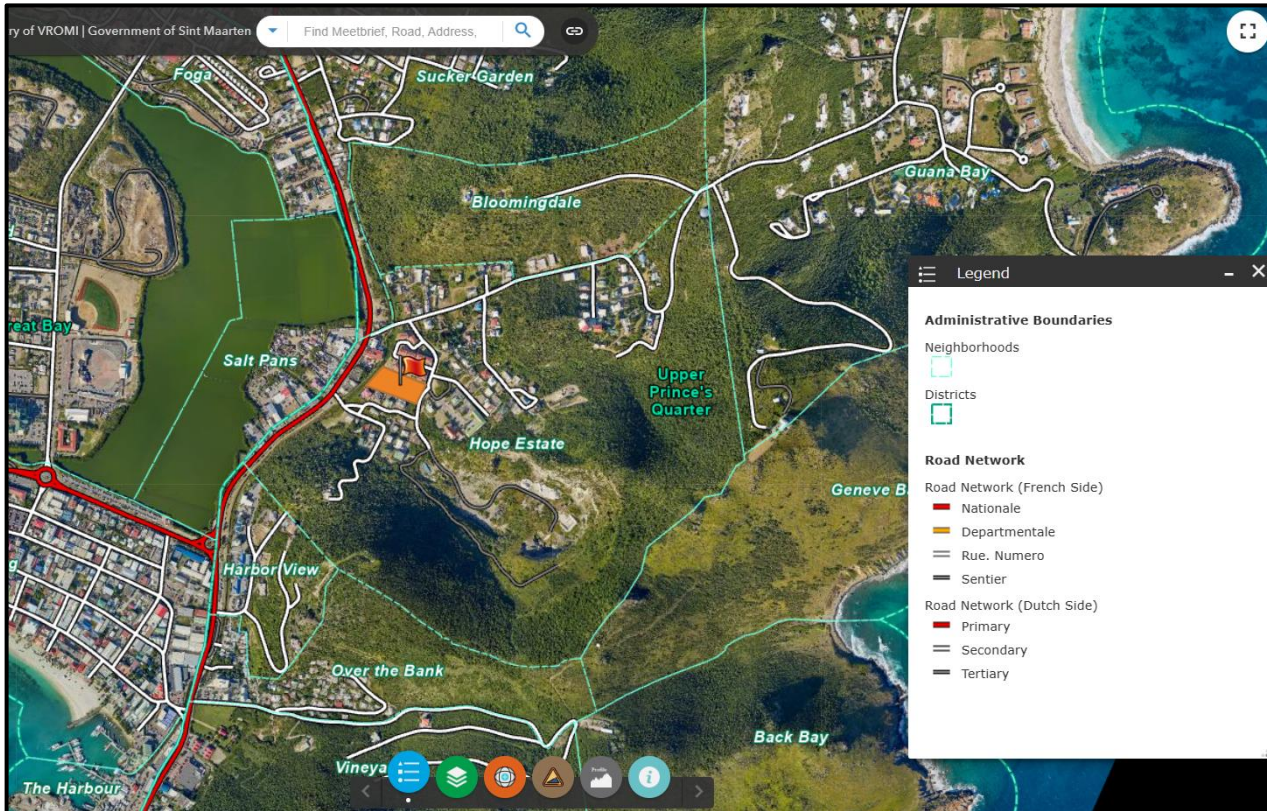


Figure 1: Overview of development plot, within the Hope Estate neighborhood of Upper Prince's Quarter district

The project site is located next to public facilities, with supermarkets, a gas station and other amenities in close proximity. It is adjacent to the Marie Genevieve de Weever Primary School and to other social housing complex managed by SMHDF and several private houses. The new building will be built on flat, undeveloped, uninhabited land with a total size area of 5393m² that has access to water, electricity and sewerage connections. The plot is covered by secondary vegetation and is bordered by a storm water gutter/drain system.

The project Component 2 activities' potential adverse risks and impacts on the environment during implementation phase will be temporary in nature and mainly localized around the project area of works. The environmental impact is classified as Moderate and is mainly related to air emissions from construction related vehicles, dust generation from earth works, construction waste collection and disposal, wastewater collection and disposal, hazardous materials accidental spillage, stormwater runoff and noise pollution from construction activities that will potentially occur during works in the urban area where the development will be located. During operation phase, main environmental impact, classified also as Moderate, pertains to sewage and solid waste disposal and energy and water consumption.

Occupational Health and Safety (OHS) risks associated with construction of the new building might also be considerable. Those risks are mainly associated with slips, trips, falling from a height, electricity shock and caught-in/between accidents. Other health/safety factors may include dust breathing, contact with chemicals, noise, falling objects, etc.

The Environmental risks of Components 1 & 3 are considered low and the social ones moderate, based on the E&S screening carried out by the NRPB.

Overall, the social impact will be positive since the Project will result in affordable housing capacity increase, better services and better facilities, particularly facilities to facilitate social interaction amongst the community members. The foreseen social risks generally associated with new construction in a host community, is the acceptance of this new development by the surrounding host community. Furthermore, there is a social risk that the selection criteria, to be established under component 1, may not be considered (socially) legitimate or fair by the wider community and those persons registered on the waiting list for social housing. Additional social risks are around OHS, work disagreements, Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), labour issues and poor working conditions (example lack of personal protective equipment (PPE) and workers' exposure to work hazards).

Community health and safety risks are also related to these construction activities, which may cause a temporary nuisance to nearby communities and facilities, due to noise, dust and traffic interference. Main concern is on the adjacent Marie Genevieve de Weever Primary School and residencies along the plot boundaries. Component 3, Project Management, would have the same risks as with the other projects comprising the NRPB portfolio. Some of which include possible delays of project approval or implementation phase, budget overrun, difficulty attracting specialized consultants, lack of coordination with Government and local community pushback on the new development.

Table 1 below summarizes the Environmental and Social risks and impacts of the project, along with the proposed mitigation measures for minimizing any adverse effects. More detailed information can be found under Section 6.

Table 1: Summary of Potential E&S risks and impacts and mitigation measures

Potential Risks and Impacts	Mitigation/Enhancement Measures
<p>Physical changes in the area: <i>New development will be built in a vacant plot altering the current physical appearance.</i> Soil sealing may lead to additional rain runoff, vegetation cover striping may increase the silt washout and aesthetics may be impacted by new structures.</p>	<ul style="list-style-type: none"> -Building will be in an urban appropriate area -Architectural design will consider aesthetics and integration -Size according to building permits and zoning plan
<p>Use of natural resources: <i>Energy & water usage and materials sourcing will increase during construction and operation of the activity, affecting those natural resources.</i></p>	<p>Sustainability interventions will be designed and implemented in new buildings</p>
<p>Solid waste: <i>Waste will be produced in the construction stage from excavation and construction materials, which may lead to pollution if not properly handled.</i></p>	<p>Solid waste will be collected and separated on site and transported to the Municipal Solid Waste Disposal Sites (MSWDS) , where some components can be reused or recycled, and others can be disposed of. A Solid Waste Management Plan will be part of the Contractor's Environmental and Social Management Plan (C-ESMP).</p>
<p>Solid waste: <i>Waste will be produced during operation, which may lead to pollution if not properly handled.</i></p>	<p>This is mainly municipal type solid waste that will be collected and disposed as regular waste.</p>
<p>Air emissions: <i>Dust emission from earthworks and construction works. Exhaust emissions from vehicles and machinery, which may cause respiratory and ocular challenges and impact the surrounding natural environment.</i></p>	<p>Dust suppression and equipment regular maintenance provisions will be included in the C-ESMP.</p>

Potential Risks and Impacts	Mitigation/Enhancement Measures
Pollution: <i>Spills of fuels, engine oils, thinners or paints may be released during construction, which can lead to soil and water contamination. Soil might be chemically treated for termites.</i>	Secondary containments, spill absorbents and other measures shall be part of the C-ESMP. Banned or highly toxic pesticides will not be used.
Wastewater: <i>Wastewater produced from construction workers, which can lead to soil and water contamination if improperly handled.</i>	Contractor will be responsible for placing lavatory facilities, collecting and disposing wastewater. Details will be in the C-ESMP.
Wastewater: <i>Wastewater produced from tenants of the building, which can lead to soil and water contamination if improperly handled..</i>	New building will be connected to the sewage network.
Noise: <i>Noise and vibration levels will increase during construction activities, which can impact workers health. The nearby school and residences may be impacted and disturbed.</i>	Noise levels will be monitored and controlled (noise barriers, if necessary, respect rest hours, speed limits, etc.). Details will be in the C-ESMP.
Occupational Health & Safety: <i>Construction activities are associated with workers Health and Safety concerns, as workers may be injured during the Construction activities.</i>	Health and Safety planning is an integral part of any construction activity and shall be addressed extensively in the C-ESMP. A Job Safety/Hazard Analysis shall also be prepared. PPEs will be provided to all workers. Scaffolds and harnesses will be sound and safe. Training will be provided to workers. Sanitation facilities will be provided. Compliance will be ensured by Contractor's and Supervisor's Environmental, Social, Health and Safety (ESHS) expert.
Community Health & Safety: <i>There might be an impact and nuisance on the immediate community and commuters from additional noise, dust and traffic. Heavy vehicles movement maybe pose a risk to pedestrians and school kids.</i>	Mitigation measures will be in place to deal with noise, dust, road safety and other possible risks and impacts, which are summarized in this table. A traffic management plan is part of the C-ESMP.
Cumulative impacts: <i>There is already a social housing complex of SMHDF next to the plot. There may be perceived safety concerns, stigma and discrimination from the community about the new entrants into the neighbourhood.</i>	These risks are considered low. Consultation with affected communities shall address concerns.
Ecology and water resources: <i>Minimum impact is expected other than potential silt and hazardous materials runoff, which can lead to soil and water contamination.</i>	Mitigation measures already described regarding hazardous waste, noise, air and pollution will address any potential impact. Silt runoff measures will be included in the C-ESMP.
Universal access¹: <i>People with disabilities may not have full access to the new building, hindering the objective of disability-inclusive development.</i>	The design of the new buildings is anticipated to provide accessibility to people with disabilities. Universal accessibility provision will be included in the new buildings design.
Selection and access of beneficiaries to affordable housing Risks related to inequitable and biased selection of tenants for the housing units.	The approach to beneficiary selection will be discussed in detail with SMHDF and other stakeholders during preparation. The completion of component 1 will result in establishment of legitimate selection criteria for tenants.
Life & Fire Safety: <i>Fire related risks for the tenants of the social housing units.</i>	The design of the new units should incorporate all local building codes, fire department regulations and in accordance with an internationally accepted Life & Fire Safety standard. A suitable qualified L&FS professional should audit and certify the Life & Fire Safety design.

¹ Universal access means unimpeded access for people of all ages and abilities in different situations and under various circumstances.

Potential Risks and Impacts	Mitigation/Enhancement Measures
Building Maintenance. If left unattended the building(s) will deteriorate over time.	To ensure the maximum life expectancy of the new building, a maintenance plan shall be prepared and then implemented by SMHDF.
Climate & disaster adaptation: Hurricane and seismic protection Hurricanes, earthquakes and natural disasters may cause structural and operational issues.	<ul style="list-style-type: none"> -Hurricane (and seismic) resilience will be considered and included in the design of the new building. -Flood protection will be considered in the design. -Hurricane, Fire and Earthquake preparation plans will be required from Contractors.
Traffic: <i>Traffic disturbance may be caused by the works. Road closure not anticipated.</i>	Notifications will be given in advance and traffic control measures will be in place, with special considerations for the adjacent school. A Traffic Management Plan shall be part of the C-ESMP.
Sensitive Receptors: <i>Sensitive receptors (school, residences) are in proximity with works sites and may be impacted by nuisance.</i>	The effect shall be managed through measures (regarding noise, dust, traffic minimization) already described and will be further detailed as part of the C-ESMP.
Employment and/or Income Opportunities: <i>Construction works generally increase employment and income opportunities through job openings and construction materials selling.</i>	The positive impact will be spread in the community since most of the workforce will be locally hired.
Labor and Working Conditions. No child labour, fair payments and insurance may not always be guaranteed on construction works, especially for unskilled labor.	<p>The NRPB will develop, disclose and implement Labor Management Procedures (LMP) applicable to the project. The LMP will include a Grievance mechanism for workers to resolve complaints.</p> <p>Children under 18 are allowed to work under certain conditions by local legislation. However, NRPB prohibits employment of individuals under 18 years of age.</p>
Communicable disease. <i>People traveling from abroad, close contact in enclosed spaces and inadequate protection measures may lead to disease spread.</i>	<p>No labor influx expected for this project. Only a very small number of specialists may travel to the island to support the project.</p> <p>The project complies with the country protocols for public health, same as other projects in the portfolio.</p> <p>-</p>
SEA/SH, Substances, Criminality, Improper behavior. <i>Gender and sexual harassment or improper behaviour is a possibility on/around construction sites.</i>	<ul style="list-style-type: none"> -Sensitization training will be provided by Contractors and supervision firm. -Code of Conduct shall be signed by all project workers before starting works. -Contractors will have in place a general GRM and one for workers -NRPB has in place a GRM for all stakeholders and workers
Induced Disagreement: <i>Introducing another social housing complex may result in disagreement coming from local community.</i>	This risk is considered low. Stakeholders' consultations and awareness campaigns will be held periodically during project preparation and implementation as a component of the Stakeholder Engagement Plan (SEP) to address matters.
Contractor's ESHS Compliance: <i>There is a risk that civil works contractors may not fully comply with the ESHS requirements of the project. This could potentially increase occupational injuries, community nuisance and hazards and environmental accidents.</i>	<ul style="list-style-type: none"> -Contractors will need to engage experienced and qualified ESHS personnel. -C-ESMPs will be prepared by contractor and approved by NRPB -A Supervisor will be engaged for monitoring performance and compliance -Contractor will be preparing monthly reports -Contractor will be reporting incidents/accidents

Potential Risks and Impacts	Mitigation/Enhancement Measures
<p>Stakeholder Engagement: <i>Inadequate stakeholder engagement and information disclosure may hinder successful project design and implementation.</i></p>	<ul style="list-style-type: none"> - NPRB has developed a draft SEP. - NPRB will consult and update the draft SEP and, once cleared, it will implement the SEP during project implementation. - Environmental and Social risk management documents will be publicly disclosed - A GRM is in place for resolving complaints
<p>Project Management: <i>Project preparation and implementation may be hindered by lack of capacity, delays and budget restrictions .</i></p>	<ul style="list-style-type: none"> -The project is supported by Government -VROMI and SMHDF have an active role preparing and implementing the project -Supervisor will be engaged for managing the civil works implementation.

2 Purpose and Contents of the Environmental and Social Management Plan

The Preliminary **Environmental and Social Management Plan (ESMP)** is intended to be a practical tool during project design, monitoring and implementation and describes the steps involved in identifying and mitigating potential negative environmental and social impacts induced by the Project. The ESMP includes a detailed screening of the risks and impacts of the project's different components, the mitigation measures to avoid or minimize any negative impact, the relevant World Bank's Environmental and Social Standards (ESSs), and the budgeting for the costs of the proposed measures, which are presented in Section 6.

2.1 Contents of the ESMP

This ESMP consists of the following sections:

- Section 1: Executive Summary
- Section 2: Purpose and Contents of the ESMP.
- Section 3: Project Description. This section describes the activities carried out under the Housing Project, background and cost.
- Section 4: Legal and Policy Framework. This section explains the relevant ESSs and national legislation applicable to the project.
- Section 5: Baseline Environmental and Social Conditions. This section describes the existing environmental and social conditions of the project area.
- Section 6: Environmental and Social Risks and Mitigation Measures. This section describes the environmental and social setting of the project area and potential environmental and social impacts and risks associated with the project activities. It also describes proposed detailed management plans, mitigation measures to address these impacts and risks and a monitoring plan.
- Section 7: Implementation Schedule for Environmental and Social Risk Management Instruments
- Section 8: Project Institutional Arrangements and Capacity. This section describes the institutional arrangements for implementation of the project and the ESMP.
- Section 9: Annexes.

3 Project Description

The proposed project aims to increase access to social and affordable housing in Sint Maarten and to strengthen institutional capacity of the housing sector. This project focuses on increasing the supply of resilient affordable housing being managed by SMHDF, while improving SMHDF's financial, technical, and operational capacity to become Sint Maarten's engine for social housing. The project also aims to enable the broader housing market in Sint Maarten, by supporting VROMI and other stakeholders to address critical barriers across the housing value chain.

3.1 Background of the Project

3.1.1 Sint Maarten Housing Development Foundation (SMHDF)

The government's primary housing program is social rental housing administered by the Sint Maarten Housing Development Foundation (SMHDF). SMHDF, a non-profit foundation, was created in 1996 with the objective to operate towards the benefit and improvement of affordable social housing projects for low-income households in Sint Maarten. It was set up following the Dutch model of social housing delivery and management. The organization owns and/or manages a portfolio of 769 social housing units and owns or leases additional developable land on other parcels. Their operating revenue comes from rent collections, management fees, an annual rental subsidy to be allocated to tenants from the GoSM and occasional sales of land or houses. SMHDF's units are rented at below-market rates to be affordable for specified low-income households, but not strictly limited to the poorest households as household income is not regularly monitored by the organization.

Following Hurricane Irma, the need for social housing in the island increased. Many of SMHDF's units were damaged, while the waiting list grew to 1,750 eligible households right after the passing of Hurricane Irma. Support from the Trust Fund through the Emergency Recovery Project 1 has funded repairs of some units after Hurricane Irma.

Increasing the stock of social housing must go hand-in-hand with strengthening SMHDF's financial sustainability and capacity to manage those units. Financial, technical, legal, and capacity constraints currently limit SMHDF's impact as a social housing organization.

3.1.2 Trust Fund

Following the devastation caused by Hurricanes Irma and Maria, the Government of Sint Maarten (GoSM) prepared a consolidated National Recovery and Resilience Plan (NRRP) that prioritizes immediate, short, medium and long-term needs for the recovery, reconstruction and resilience of Sint Maarten. This Plan includes estimates of the financial requirements, costs and investments that are necessary to build Sint Maarten back better.

Since January 2018, the World Bank has been assisting the Government of Sint Maarten in the establishment and implementation of a recovery and reconstruction program to implement the NRRP. A significant component of this program

is financed through a Trust Fund financed by the Netherlands, managed by the World Bank, and implemented by the Government of Sint Maarten.

In parallel to the establishment of the Trust Fund and the execution of the NRRP, the Government of Sint Maarten developed an institutional structure for the implementation of Trust Fund financed projects. This structure is materialized in the National Recovery Program Bureau (NRPB) which serves as the Project Implementation Unit (PIU) for Trust Fund projects for which the Government of Sint Maarten enters into a Grant Agreement. As such, the NRPB represents the Government of Sint Maarten I the World Bank in the implementation of Trust Fund financed projects.

Allocation of US\$20 million for this proposed Sint Maarten Housing Project was reconfirmed by the Trust Fund Steering Committee on March 30, 2023, with a request for co-financing of the construction of the project.

3.2 Project Components

The Project will include three components:

Component 1: Institutional strengthening and Enabling the Housing Market.

Component 1 aims to support system-strengthening efforts related to the provision housing in Sint Maarten. It will strengthen the institutional capacity of SMHDF and provide technical assistance to VROMI and other government stakeholders. Component 1 will consist of two subcomponents:

- a) *Subcomponent 1.1: Institutional Strengthening for SMHDF.* This subcomponent aims to strengthen SMHDF's capacity to efficiently develop and manage social and affordable housing strategies and provide decent and affordable housing to vulnerable groups in Sint Maarten. The subcomponent will provide funding for technical assistance, training, goods, non-consulting services, and operational costs for: (i) strengthening financial planning and accounting systems and technical capacity to maintain them; (ii) implementing computerized systems for property management and financial management to improve efficiency and accuracy; (iii) developing eligibility criteria for affordable units and implementing procedures to verify (new) tenants' eligibility on a regular basis; and (iv) training of staff in key areas such as property management, financial management and real estate development. The subcomponent would also explore pathways for SMHDF to mobilize private investment in the medium- to long-term, as it builds its track record as an effective and financially sound housing organization.
- b) *Subcomponent 1.2: Enabling the Housing Market.* The subcomponent aims to support the GoSM, specifically VROMI, in addressing critical bottlenecks in the housing market and improving access to affordable housing for people of all income levels. It will provide funding for technical assistance, training, goods, non-consulting services, and operational costs for: (i) strengthening the governance capacity of the housing sector, including VROMI's ability to plan, regulate, and supervise the housing sector; (ii) developing a comprehensive National Housing Policy with clear market segmentation and establishing a system to track its implementation; (iii) supporting the establishment of a housing department within VROMI as the key responsible for the implementation of the housing policy; (iv) developing a strategy for income verification of beneficiaries of housing subsidies and its implementation; (v) developing a strategy to unlock and minimize the future risk for succession land; (vi) developing a strategy for the creation of an affordable housing fund or other strategies to incentivize the development of affordable housing; (vii) building GIS capacity within VROMI and the Government; (viii) developing public communication and/or consumer education programs related to the national housing policy and other key housing related issues such as unlocking succession land, accessing mortgages, etc; and (viii) reviewing the building code to incorporate climate resilience and mitigation strategies related to housing construction.

Component 2: Social and Affordable Housing Development

Component 2 aims to address the shortage of affordable housing in Sint Maarten by financing the construction of new social, resilient, and affordable rental housing units, while creating a financing model that can be replicated for future development projects.

- a) The project would pilot design and construction improvements to ensure climate-smart and resilient housing. The building will be able to withstand Category 5 hurricanes and will prioritize design features such as passive cooling/ventilation, insulation, green roofs, stormwater runoff management, green spaces, and energy efficient systems and equipment. The construction will also aim to use climate-smart materials by prioritizing sustainable and regional construction materials. The new development is expected to have direct environmental benefits, such as water and energy savings, which ultimately help reduce GHG emissions. The project will also adopt universal design approaches to enhance accessibility for persons with disabilities and address the specific needs or challenges faced by vulnerable groups. These green and resilient features could be replicated by SMHDF across its portfolio as resources allow.
- b) The project aims to pilot a new business and financial model for the development of social and affordable housing. The model focuses on creating mixed-income housing by integrating social and affordable or workforce units in the same development, for ensuring the financial and social sustainability of the project and of SMHDF. On the financial front, the model leverages the Trust Fund resources as equity and secures private financing in the form of a mortgage on the property as debt. On the social front, integrating households of different incomes can help promote social and economic diversity, reduce concentrated poverty, and improve neighborhood quality, among other benefits.
- c) The project aims to leverage between 16 to 20 percent of private financing for the housing construction. The loan will be obtained by SMHDF, with support from the GoSM and the NRPB. As a condition of disbursement, the project will not proceed until the commercial loan is in place, and the Bank will not disburse from the Grant for Component 2 until SMHDF secures the counterpart funds.
- d) Beneficiaries of the new social and affordable rental units would be prioritized based on objective eligibility criteria strengthened under Subcomponent 1.1. SMHDF has a selection criteria that assesses a household's vulnerability and determines its eligibility for a social housing unit, which reflects best practices but it hasn't been updated since the inception of the organization. Therefore, Subcomponent 1.1 will support the updating process to ensure it reflects the current conditions in the country. For the affordable units, a fair and transparent selection criteria will be developed under Subcomponent 1.1., taking into consideration household income, household composition and could likely prioritize current SMHDF tenants that are considered no longer eligible for social housing in order to generate a turnover of units in the current SMHDF portfolio.
- e) The component also aims to enhance the liveability, accessibility, social inclusion, and resilience of the housing site by providing basic infrastructure and neighborhood services. This includes: (i) extending infrastructure connections to the site, such as water, sewerage, storm water drainage, and electricity; (ii) incorporating resilient and green design aspects, to promote sustainability and reduce the environmental impact of the housing site; (iii) developing community infrastructure, such as playgrounds, to provide residents with spaces for recreation and social interaction; (iv) maximizing connectivity between the site and nearby destinations, such as jobs, shopping areas, and schools, to facilitate access to essential services and opportunities; (v) ensuring safe pathways to schools and implementing road safety measures for pedestrians, bus riders, and other non-drivers to promote safety and reduce the risk of accidents; (vi) upgrading public spaces through signage, lighting, gathering places to create a liveable environment for residents; and (vii) implementing options for better parking management to ensure that parking is available and accessible to residents and visitors while minimizing congestion and traffic.

Component 3: Project management, monitoring, and evaluation

Component 3 would finance the related administrative expenditures for project management to be carried out by the NRPB and led by a Project Manager, including the needed expertise in contract management, procurement, financial management, environmental and social standards, other technical matters, and M&E, including project audits, and operating costs.

4 Legal and Policy Framework

4.1 World Bank Environmental and Social Standards (ESSs)

The World Bank's Environmental and Social Framework (ESF) enables the World Bank and Borrowers to better manage environmental and social risks of projects and to improve development outcomes. It offers broad and systematic coverage of social and environmental risks. This is done through a set of ten (10) Environmental and Social Standards (ESSs) which set out the requirements that apply to Borrowers.

The ESSs set out the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank through Investment Project Financing. The Bank believes that the application of these standards, by focusing on the identification and management of environmental and social risks, will support Borrowers in their goal to reduce poverty and increase prosperity in a sustainable manner for the benefit of the environment and their citizens.

The ten ESSs that establish the standards that the Borrower and the project will meet through the project life cycle, are as follows:

- ✓ ESS1: Assessment and Management of Environmental and Social Risks and Impacts
- ✓ ESS2: Labor and Working Conditions
- ✓ ESS3: Resource Efficiency and Pollution Prevention and Management
- ✓ ESS4: Community Health and Safety
- ✓ ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ✓ ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ✓ ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities
- ✓ ESS8: Cultural Heritage
- ✓ ESS9: Financial Intermediaries
- ✓ ESS10: Stakeholder Engagement and Information Disclosure

The following ESSs were established as relevant to the Project:

ESS 1: Assessment and Management of Environmental & Social Risks and Impacts

This standard sets out the Borrower's responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated with each stage of a project supported by the Bank through Investment Project Financing (IPF), in order to achieve environmental and social outcomes consistent with the Environmental and Social Standards (ESSs).

ESS1 calls for environmental and social assessment of project related risks and impacts, these will be managed through this ESMP. The ESMP will be publicly disclosed and consulted with relevant stakeholders. An Environmental and Social Commitment Plan (ESCP) has been developed that sets out the material measures and action required to comply with the

ESSs. Monitoring and regular reporting on the environmental and social performance of the project against the ESS's will be conducted. Contractors will need to prepare site specific C-ESMPs, engage qualified ESHS personnel and report regularly on compliance to the environmental and social risk management.

ESS 2: Labour and Working Conditions

ESS2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth.

ESS2 applies to all project workers, in this project workers are anticipated to be people employed/engaged directly by NRPB and, through third parties such as, consultants and contractor's workers. Labour Management Procedures (LMP) applicable to the project have been developed and will be publicly disclosed. The Project will not employ any workers under the age of 18. Contractors shall be requested to develop and operate their own labour GRM for workers complaints. Next to that, the NRPB's GRM also functions as the labour GRM and is open to receive worker complaints, who are direct workers or contracted workers, that might arise in the project. The arrangements for handling project-worker complaints are described in the LMP. The details of the Contractor's GRM will be made available to all workers and the NRPB's GRM for workers is available for all members of the public and for workers on NRPB's website.

ESS 3: Resource Efficiency and Pollution Prevention and Management

ESS3 recognizes that economic activity and urbanization often generate pollution to air, water, and land, and consume finite resources that may threaten people, ecosystem services and the environment at the local, regional, and global levels.

Resource efficiency is relevant to the project and energy efficiency interventions in buildings will be considered during the design, in close coordination with the Architect and SMHDF, depending also on the available funds. Emissions to air, wastewater discharges and noise levels will need to comply with World Bank EHS Guidelines. Excavation and construction waste will be properly disposed as needed.

ESS 4: Community Health and Safety

ESS4 addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable.

ESS4 is relevant to the project, since construction works may impact the urban community where those sites are located, increasing traffic/congestion and road accidents risks, noise & vibration levels, releasing dust to air and creating nuisance to sensitive receptors.

ESS 8: Cultural Heritage: This standard sets out measures designed to protect cultural heritage throughout the project life cycle. It recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. People identify with cultural heritage as a reflection and expression of their constantly evolving values, beliefs, knowledge and traditions.

This standard is currently relevant. There are no cultural heritage concerns associated with the selected site, but considering the nature of works, NRPB has developed a Chance Finds Procedure, as part of this ESMP, which will be activated in case the civil works reveal any findings of archaeological interest.

ESS 10: Stakeholder Engagement and Information Disclosure

ESS10 recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Effective stakeholder engagement can improve the environmental and

social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.

A draft Stakeholders Engagement Plan (SEP) has been developed for the project, that will be publicly disclosed and consulted upon, which includes a schedule for engagement with the stakeholders as plans for the new building and services are developed and finalized.

There are additional standards that have been assessed as not relevant for the reasons stated below:

ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

This standard is not relevant. No land acquisition and/or restrictions on land use and/or involuntary resettlement are expected under this project. The new construction will be done on a plot already owned by the Government without any informal or formal occupants. The plot will be leased to SMHDF for expected 60 years.

4.2 Sint Maarten National Regulations

Applicable Policies, Legislation and Regulations of the Government of Sint Maarten

Previously part of the Netherlands Antilles, Sint Maarten became an autonomous country within the Kingdom of the Netherlands on October 10, 2010. Sint Maarten has full autonomy for internal affairs, including environmental and labour legislation. The Dutch Government retains responsibility for defence and foreign affairs.

According to Article 22 of the 'Constitution of the Country of Sint Maarten,' it shall be a constant concern of the GoSM to keep the country habitable and to protect and improve the natural environment and the welfare of animals. Currently, the country has no comprehensive legislation related to environmental protection and no law for carrying out environmental impact assessment (EIA) for any development projects, although the Hindrance Ordinance in Article 8 and the Building Ordinance with Article 20, does give the liberty to the Minister/Ministry to request any additional advice/ report deemed necessary per case. Should the GoSM establish any relevant legislation or ordinances on environmental protection during the implementation of this Project, the Special Project's Management Team commits to, after consultation with World Bank, adhere to these policies. If new legislation leads to additional costs or impediments to carry out the Project, renegotiation will start with the World Bank.

The Government has some existing policies and regulations on the management of environmental and social issues. These regulations and their applicability to the Project, particularly as they apply to the World Bank's ESSs relevant to the project are summarised in Table 2 below, with a brief gap analysis.

St. Maarten adopted its own Planning and Zoning Ordinance in 1993 (Eilandsverordening Ruimtelijke Ontwikkelingsplanning St. Maarten, "EROP") and it is updated in 2013 which is the **National Ordinance Spatial Development Planning** (AB 2013, GT no. 144).

National ordinance, concerning Building- and Public Housing a.k.a. **Building Ordinance** (AB 2013, GT no. 136). There are **two National Decrees** for execution of **Article 19** (AB 2013, GT no. 146) and **Article 43** (AB 2013, GT no. 401) of the Building Ordinance.

As per April 26, 2020 **Article 28a of the National Ordinance Spatial Development Planning (Lrop)** has recently come back into effect.

Article 28a. regulates the requirements for a civil works permit, which will allow the Minister to review certain planned works prior to approval. This will ensure that the works will not cause undesirable and irreversible damage to the environment and are executed with concern to the environment and that the works fit within the Government Spatial Development Vision.

In addition, the article allows the government to impose conditions on the execution of the works. Approval by the Minister would be required for the following works:

- The excavation, raising, leveling or explosion of land
- The construction of roads and other pavements
- Works and projects that impact the water management and the groundwater level
- The felling and clear-cutting of trees or other cultivation
- The demolition of structures
- The filling and/or dredging of water.

Table 2: Summary of Sint Maarten National Laws and Gaps with the World Bank’s ESSs

General Environmental and Social Management Provisions	National Laws and Requirements	Gaps
ESS1: Environmental and Social Assessment.	<p>A number of national laws govern the environmental and social management (see legislation listed in the rest of the table below). Specific legislation may contain provisions based on which an environmental and/or social impact assessment may be required, such as in the event of a request to develop a specific area (art. 28, par. 4, of the National Ordinance Spatial Development Planning (17-04-2015, AB 2015, no.9).</p>	<p>There is not an adequate legal and regulatory framework to guide environmental and social impact assessments. There is a limited number of elements that meet environmental and social assessment good practice.</p>
ESS2: Labour and Working Conditions	<p>Labour Legislation of St Maarten</p> <p>National ordinance concerning safeguarding labor in enterprises a.k.a. Safety Ordinance (AB 2013, GT no. 438).</p> <p>Safety Decrees I-III (AB 2013 GT no. 348; no. 280; no. 350)</p> <p>A National HIV and AIDS Workplace Policy (2012)</p>	<p>The current labour legislation covers the issues of minimum wages, employee dismissal, prohibition of child labor, occupational injury, holidays and special leaves etc; however, there is no specific section on vulnerable workers such as women, persons with disabilities, children of working age, migrant workers, contracted workers, and community workers.</p>
ESS3: Resource Efficiency and Pollution Prevention Management	<p>National Energy Policy (2014)</p> <p>The current Electricity Concessions Ordinance (AB 2013, GT no. 147) and the Electricity Concession of N.V. GEBE</p> <p>Waste Ordinance (AB 2013, GT no. 135).</p> <p>National Ordinance Wastewater (AB 2013, GT no. 142)</p> <p>The National Ordinance for Nature Protection and Management (AB 2013, GT no. 809)</p> <p>The National Ordinance for the Prevention of Pollution from Ships (AB 2013, GT No. 298)</p> <p>National Ordinance Clearance of Ships and Wrecks (AB 2013, GT no. 314)</p> <p>Environmental Norms for Air & Sound, Water & Wastewater, Waste</p> <p>Article 28 A (Lrop)</p>	<p>Policies and ordinances are in place to promote sustainable water and energy use.</p> <p>There are gaps with regard to pollution emission and discharges standards.</p> <p>The current Waste Ordinance does not address management, storage and transport of hazardous materials, chemicals and pesticides.</p>
ESS4: Community Health and Safety	<p>Hindrance Ordinance (AB 2013 GT nr. 139 and AB 2013 GT nr. 140). https://repository.officiele-overheidspublicaties.nl/CVDR/CVDR208542/1/html/208542_1.html</p> <p>Hindrance Decree https://lokaleregelgeving.overheid.nl/CVDR208543/1</p> <p>National Ordinance Public Health (AB 2018, 20).</p>	<p>There are no current regulations that require facilities to inform adjacent communities of potential risks and hazards including hazardous wastes, traffic safety, impacts of labor influx and issues associated with security personnel.</p>

	National Decree of the Governor of Sint Maarten Concerning Public Health Rules National Decree on Public Health (AB 2017, GT No. 33).	
ESS8: Cultural Heritage.	<p>The Philipsburg Declaration and Action Plan (2015)</p> <p>Integrated Cultural Policy Framework of St. Maarten (2007)</p> <p>National decree, entailing general measures of the execution of the Monuments ordinance (AB 2013, GT no. 50).</p> <p>National decree pertaining to the criteria for the designation and protection of monuments (AB 2013, GT no. 46).</p> <p>National decree monuments register (AB 2013, GT no. 49).</p> <p>National Ordinance laying down new rules regarding the foundations for the preservation of monuments (AB 2013, GT no. 336)</p> <p>National Ordinance laying down rules on the management of maritime areas in Sint Maarten (AB 2013, GT no. 851)</p> <p>National Decree on the design and working methods of the Monument Council (AB 2013, GT no. 47)</p> <p>NATIONAL ORDINANCE containing rules with regard to the import and export of goods (AB 2014, GT no. 6)</p>	<p>Comprehensive regulation addressing potential adverse impacts on cultural property requires additional formulation.</p> <p>Legal protection relating to commercial use of cultural heritage remains ambiguous.</p>
ESS10: Stakeholder Engagement and Information Disclosure.	There is no national law or regulation.	<p>There is no national law or regulation.</p> <p>Stakeholder engagement and information disclosure are designed at the project level in relation to project's stakeholders and their needs.</p>

4.3 International Conventions and Guidelines

4.3.1 Convention Agreements

In case hazardous materials, or other relevant waste materials, need to be recycled or finally disposed off-island, then such activities, including transportation, will be completed in compliance with the relevant articles of the Conventions below, in case transportation happens to countries that have ratified them (Sint Maarten is not party to either of the Conventions). In addition, applicable local regulations shall be followed.

- Basel Convention <http://www.basel.int/>

The Basel Convention is a multilateral agreement governing all transboundary movements of hazardous waste for recovery or disposal. As of November 2020, 187 countries and the European Commission are parties to the Basel Convention (United States is not a party). Basel Convention was introduced to reduce the movements of hazardous waste between nations, and specifically to prevent transfer of hazardous waste from developed to less developed countries. In addition to conditions on the import and export of the above wastes, there are stringent requirements for notice, consent and tracking for movement of wastes across national boundaries.

- International Agreement on Transboundary Shipments of Waste (OECD)

[The OECD Control System for waste — recovery - OECD](#)

The Agreement applies to transboundary movements of waste destined for recovery operations between OECD Member countries. There are 37 OECD Member countries, including USA.

4.3.2 World Bank Group Environmental, Health and Safety (EHS) Guidelines

The World Bank Group Environmental, Health and Safety (EHS) guidelines are technical reference documents with general and industry specific examples of Good International Industry Practice (GIIP). EHS guidelines are applied as required by their respective policies and standards. The applicability of specific technical recommendations should be based on the professional opinion of qualified and experienced persons. When host country regulations differ from the levels and measures presented in the EHS Guidelines, Projects are expected to achieve whichever is more stringent. World Bank Group EHS guidelines are available at:

<https://www.ifc.org/en/insights-reports/2000/general-environmental-health-and-safety-guidelines>

The General World Bank EHS Guidelines are applicable to this project.

4.3.3 Additional International Operational Guidance Applicable to this Project

- OSHA’s Occupational Safety and Health Standards 29 CFR 1910
[1910 | Occupational Safety and Health Administration \(osha.gov\)](#)
- OSHA’s Safety and Health Regulations for Construction 29 CFR 1926
[1926 | Occupational Safety and Health Administration \(osha.gov\)](#)
- World Bank’s Technical Note on “Public Consultations and Stakeholder engagement in World Bank supported operations when there are constraints on conducting public meetings”
[2020-10-01-11-04-717aa8e02835a7e778b2fff46f531a8c.pdf \(portal.gov.bd\)](#)
- St Maarten Covid-19 Health & Safety Updates
[Government of St. Maarten \(sintmaartengov.org\)](#)

5 Baseline Environmental and Social Conditions

5.1 Physiography

Sint Maarten is an island country in the Leeward Islands of the Caribbean. It is a constituent country of the Kingdom of the Netherlands. It encompasses the southern 40% of the Caribbean Island of Saint Martin, while the northern 60% of the island constitutes the French overseas territory of Saint Martin. Sint Maarten is centred on 18° 01'N Latitude and 63° 05' W Longitude. The island hinges between the Lesser and the Greater Antilles and lies between the Atlantic Ocean and the Caribbean Sea. Other neighbouring island territories include Saba, Sint Eustatius, Anguilla, St. Kitts and Nevis and St. Barthélemy. The total land area of the entire island is 90 km² (15km long and 13 km wide at its widest point). The island features a series of jagged ranges of hills from north to south terminating at Pic Paradis, 424 m the highest point, on the French side of the island. The coastline is a series of beaches, coastal lagoons, rocky areas and mangroves, and the interior is characterized by many valleys, most of which are rather flat.

5.2 Climate

The climate of Sint Maarten is tropical with hot and sunny weather all year around. Daily average temperature ranges from 25 degrees Celsius (°C) in the period from January to March, to 28 °C between June and October. The night temperature rarely drops below 20 °C, while sometimes it can reach 35 to 37 °C during the day from June to November. Average annual rainfall is 1045 mm. In the period from June to November (but mostly from August to October), Sint Maarten can be hit by tropical depressions and hurricanes, as happens in general in the Caribbean.

5.3 Natural Hazards

Sint Maarten is highly vulnerable to natural disasters and adverse climatic events due to its location within the Atlantic hurricane zone. For the past decades, the country has been exposed to high winds, intense storms and numerous hurricanes including: Donna in 1960 (Category 3), Hugo 1989 (category 3-4), Luis in 1995 (Category 4), Lenny (1999) and Irma 2017 (Category 5 on Saffir-Simpson scale). Due to the size of the country, a single storm has the potential to impact the entire population directly. High winds, rainfall and flooding are the principal risk factors while the country is also vulnerable to earthquakes. Coastal areas are exposed to flood risk from storm surge and tsunamis. Increased urbanization along with climate change and limited country capacity to build with resilience adds to its vulnerability to natural hazards.

5.4 Biological Environment

The major part of Sint Maarten is covered with secondary vegetation derived from either seasonal formations or dry evergreen formations. Only on the top of the hills, some more or less original semi-evergreen seasonal forest is found. This type of forest has regionally become extremely rare too.

Because of its small area, this forest formation is very vulnerable. On the higher hills of the two ridges in the middle part of the island, and the hills of the eastern ridge, dense secondary woodland vegetation is growing, preventing erosion and with a high scenic value.

Along the coast and inland waterways remains of mangrove forests and other types of coastal vegetation survive, which are of high ecological value, and also have scenic value.

The fauna of St. Maarten is limited in species, not only because of St. Maarten's small size, but also because of habitat destruction, hunting and imported predators. Like the other Lesser Antilles, Saint Martin was never connected to a continent. Subsequently, it has a relatively low diversity of native fauna, particularly those that cannot fly. During the colonial period, most native habitats were destroyed for agriculture, including deforestation of the interior and the draining of mangrove wetlands. It is presumed that at least most of the current forests are secondary growth.

The introduction of non-native animals, both accidental (rats, mice) and deliberate (livestock, mongoose) has also been implicated in the destruction of habitat and the extinction of native species. More recently, development for tourism has resulted in further destruction and degradation of habitats such as the lagoon and the numerous salt ponds on the island.

Without peaks high enough to support a cloud forest, the highlands are primarily tropical deciduous forest, where many trees lose leaves during the dry season. Dry scrubland also makes up a good deal of the interior of the island, particularly in areas that are used as pasture for goats or cattle. There are numerous salt ponds on the island, and most are ringed with mangrove wetlands. While there are dry gulches that may fill temporarily after strong rains, there are no permanent rivers. Beaches and rocky shorelines ring the island, and in areas that are not developed, littoral (seaside) forest or scrub can be found. There is a large, enclosed lagoon in the southwest part of the island. In the seas surrounding the island, a mix of sand, seagrass beds and coral reefs can be found².

5.5 Demography and Socio-economy

Sint Maarten is a constituent country of the Kingdom of the Netherlands in the Caribbean. It is the most densely populated country in the Caribbean with a population of over 50,000 in an area of 34 square km and a per capita Gross Domestic Product (GDP) of U\$25,381.

English is the widely spoken language though both Dutch and English are the official languages of the country. In addition to the registered inhabitants, there is a significant group of unregistered migrants, estimated to be between 10,000 and 15,000.

Tourism and tourism-related industry is the major source employment in the country. Only about 10 % of the land is considered suitable for domestic agricultural production, and over 90% of food products are imported. Nearly 30% of the male working population (45% for female workers) earn less than ANG 2,000 (USD 1,115) per month. Literacy rate in people over the age of 14 is 95.8%.

² Source: The Incomplete guide to the Wildlife of Saint Martin

5.6 Site Specific Social and Environmental Baseline Conditions of Project's Area of Impact

The location of the civil works under Component 2 of the project is in the neighbourhood of Hope Estate which is a mainly residential neighbourhood within the Upper Prince's Quarter district. The plot is at a short distance away from the capital Philipsburg. The Upper Prince's Quarter is mainly a residential district, with commercial activities clustering around the Port, and primary access through the Sucker Garden Road. Upper Prince's Quarter district also includes the neighbourhoods of Point Blanche, Monte Vista, Vineyard, Back Bay, Geneve Bay, Over the Bank, Harbor View, Guana Bay, Bloomindale, Sucker Garden, Red Pond Estate, Dawn Beach, Oyster Pond, Stewart Estate, Ocean View Terrace, Rice Hills Gardens and Defiance. There is no 'town or village heart'. The district's population is 4811 people, as per the 2018 census, while there are 1756 dwellings.

The project site is located next to public facilities, with supermarkets, a gas station and other amenities in close distance. It is adjacent to the Marie Genevieve de Weever Primary School. The plot is also adjacent to another social housing complex as managed by SMHDF and several private houses. The new building will be built on flat, undeveloped, uninhabited land with a total size area of 5393m² with access to water, electricity and sewer. The plot is covered by secondary vegetation and has a drainage system.

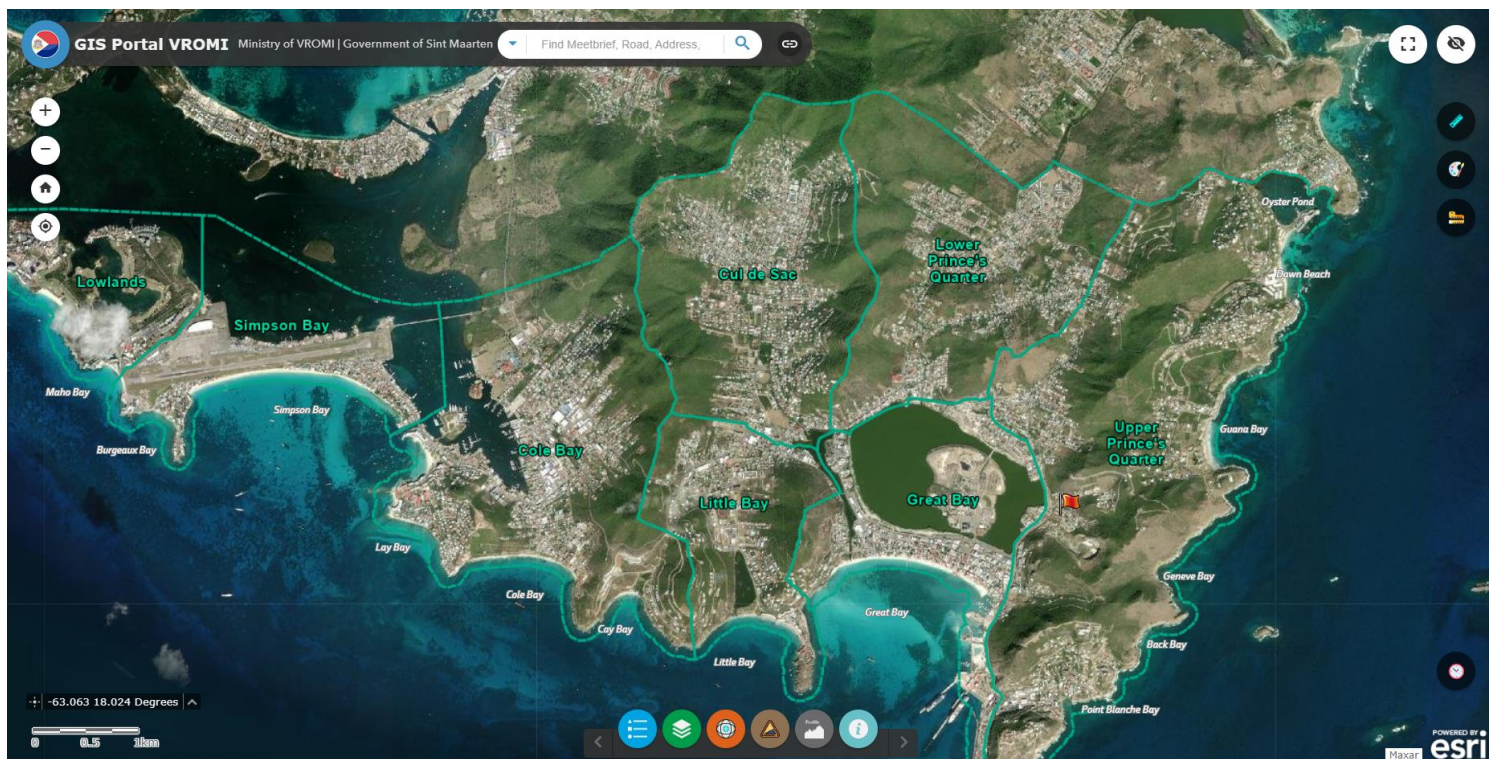


Figure Error! Bookmark not defined.: Upper Prince's Quarter district on Sint Maarten

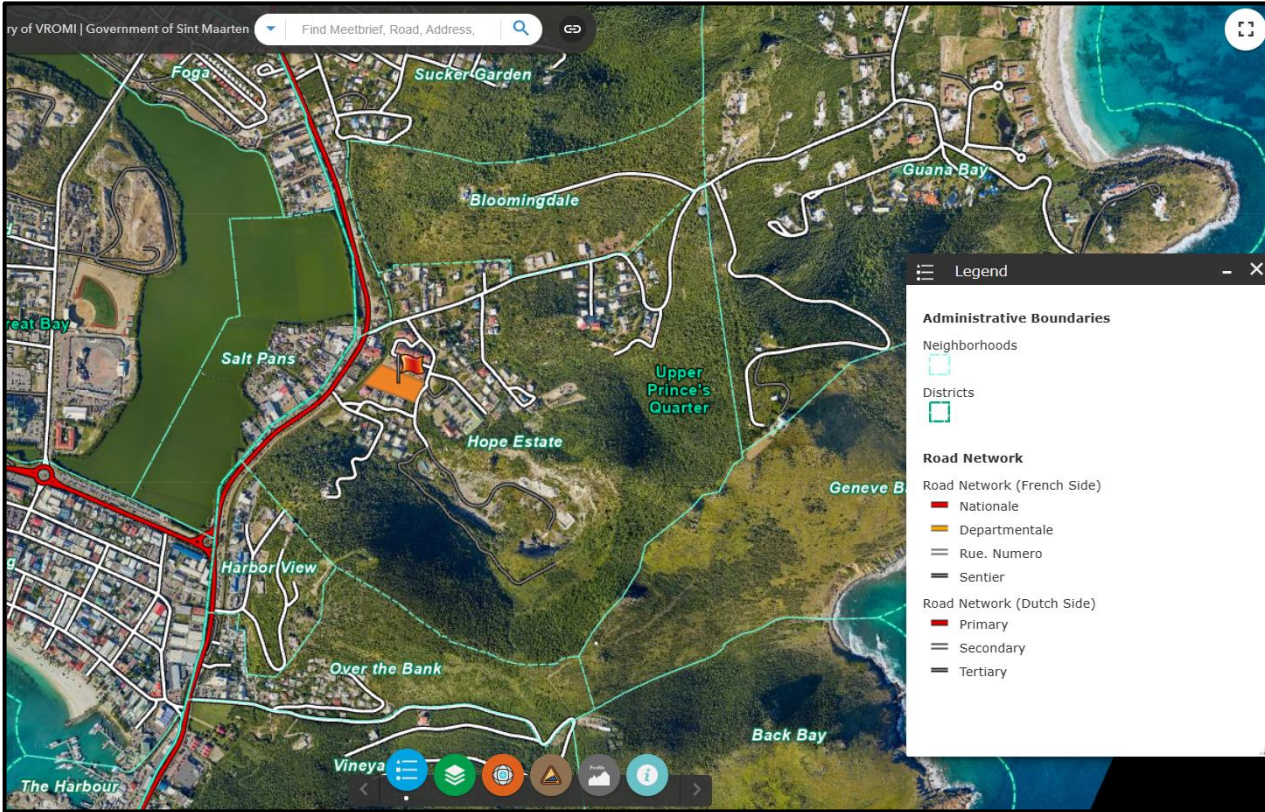


Figure 2: Overview of development plot, within the Hope Estate neighborhood of Upper Prince’s Quarter district

The new Housing development plot is located at the western edge of the Hope Estate neighborhood, close to the main Sucker Garden Road. The main access road to the plot is through Sucker Garden Road, taking a turn on Guana Bay road and later on Hope Estate drive, as highlighted in the image below. The plot is surrounded by green hills and the oversees the Great Salt Pond on the west side.

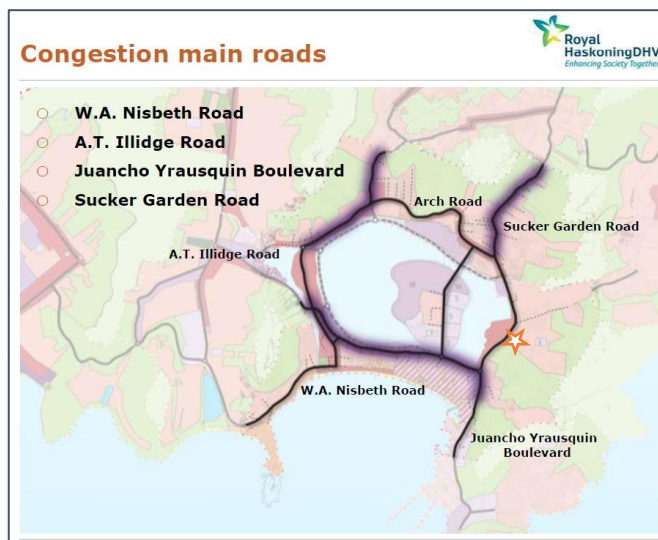
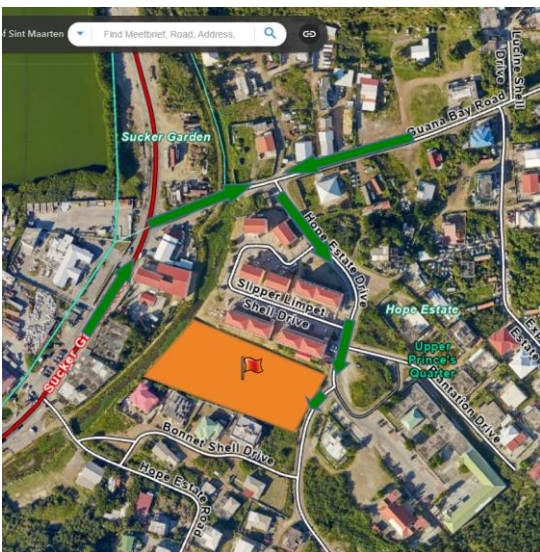


Figure 3: Access road to the development plot and traffic congestion on the greater area

Sucker Garden Road might be susceptible to congestion but not on the road portion closer to the plot. The draft zoning demarcation for the site shows that the intended planned use is residential, with 10m maximum height and 40% maximum building density. The plot is located in proximity to a flood prone area with an average flood depth of 0,1m to 0,2m under a 150mm rainfall event. There are rainwater drain gutters at the northern boundary of the property and the Rolandus Canal runs on the west side. The Rolandus canal was dug around 1870 to divert rainwater from the hills and prevent mixing with the saline water of the Great Salt Pond.

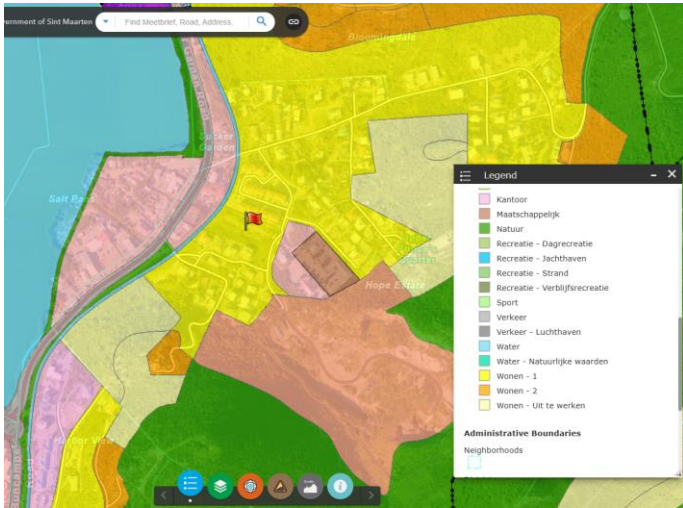


Figure 4: Planning zone of the plot

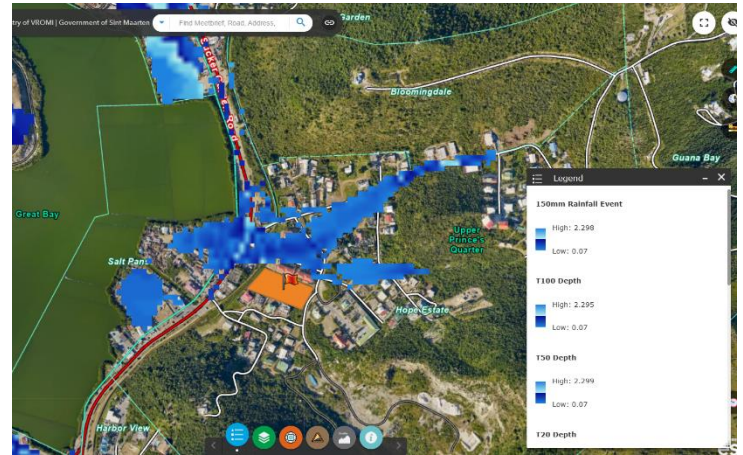


Figure 5: Flood risk assessment at plot proximity

The Great Salt Pond is also an Important Bird Area (IBA). The pond serves as a natural water catchment basin for much of the runoff water from the surrounding hills. Mangroves can be found around the Great Salt Pond, which provides the necessary habitat for roosting, nesting and migrating birds. Despite the development of the surrounding area and subsequent stress to the ecosystem, the Great Salt Pond provides important foraging areas for many birds and the brackish and sometimes hypersaline conditions give rise to a unique wildlife community that includes several fish and crab species.

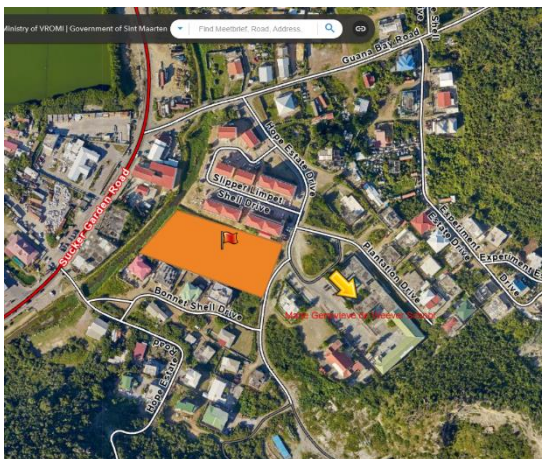


Figure 6: The Marie Genevieve de Weever School location

The Marie Genevieve de Weever public school is adjacent to the development land. The entrance for the school parking is across the entrance of the project plot. The school had 305 students and 28 teachers during the 2019/2020 school year. School hours are 8am to 1:30pm. GEBE, the electricity and water utility, operates a materials storage yard located further away from the school.



Figure 7: Vegetation overgrowth, draining trench and the Rolandus Canal

There is minimum secondary vegetation (shrubs, bushes, vines and perennial vegetation) observed in the project sites and significant wildlife is also not commonly present in the residential areas. Effects on vegetation and wildlife are thus negligible.



Figure 8: Existing SMHDF houses

Adjacent to the plot, along the north boundary, there are two of the 4 total social houses as managed by the SMHDF already constructed on the neighbouring plot. Those are a 4-storey and a three-storey building. This complex was built in the 1990's and has 94 units and households: 36 1-br, 34 2-br and 24 3-bedrooms. Four (4) private residential units are built along the south boundary of the plot.

6 Environmental & Social Risks and Mitigation Measures

6.1 Environmental and Social Risks & Impacts Screening Matrix

An Environmental and Social (E&S) Screening is an initial step in the due diligence for project execution and undertaken in the early stages of project development. The E&S Screening assists in assigning the environmental and social risk categories of project activities. The Screening Matrix presented below (Table 3 & Table 4) helps identify the key aspects that need to be further examined and managed, outlining the depth of social and environmental mitigation which may be required.

The information collected will inform the actions of the project towards eliminating, reducing or mitigating potential negative social and environmental impacts. Each risk is presented in the form of a Screening Question, followed by a response and a description of what the likely effect can be. The risk rating is determined by the level of impact (varying levels of significance). Impacts can be negative or positive. Impact scale is classified as High, Substantial, Moderate or Low. Relevance of the impact to each of the subcomponents (1 to 3) and project phases (design, construction/implementation and operation) are also indicated. Actions for mitigation are then explained in the next section.

Risks and impacts of the community infrastructure works are not assessed because undetermined at the moment, but they will be once more details are known, and will be included in the Final ESMP.

Impact Categorization	Impact Categorization	Component	Phases
(-) Negative (+) Positive	L – Low M- Moderate S - Substantial H-High	1 Technical Support 2 Construction 3 Management	D-Design C-Construction or Implementation O-Operation
Example: (-) (M) (1&2) (C&O) (Negative impact) (Moderate impact) (Component 1&2) (Construction & Operation phase)			

Table 3. Environmental Screening Matrix

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
1. Will construction, operation or decommissioning of the proposed works involve actions which will cause physical changes in the area (topography, land use, changes in water bodies, etc.)?	<u>Yes</u> A new building(s) will be constructed on a previously undeveloped property. The draft zoning demarcation for the site shows that the intended planned use is “Residential-1”, with 10m maximum height and 40% maximum building density permitted. The final impact on topography and land use will depend on the architectural design of the new buildings(s) and the building permit in place. The land is flat, located in the Hope Estate neighbourhood. The Rolandus draining canal is adjacent to the plot but no water bodies will be impacted.	<u>(-) (M) (2) (C&O)</u>

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
<p>2. Will construction or operation of the proposed works use increased natural resources such as land, water, materials or energy, especially any resources which are non-renewable or in short supply?</p>	<p><u>Yes</u></p> <p>Mineral resources and wood (in the form of construction materials) will be used for the construction of the building(s). Energy will be required for transportation, machinery and tool use. Energy is produced from non-renewable resources (fossil fuels). Energy, water and other resources will also be consumed during the operational life of the new development.</p> <p>These are standard construction materials and resources that will be used for construction and operation, which are not in short supply.</p> <p>Buildings construction industry is responsible of 5% global energy consumption and 10% of global emissions. The buildings construction sector accounts for approximately 50% of the demand for cement and 30% of steel.</p> <p>(2020 Buildings GSR FULL REPORT.pdf (globalabc.org))</p>	<p><u>(-) (M) (2) (C&O)</u></p>
<p>3. Will the works involve use, storage, transport, handling or production of substances or materials which could be harmful to human health or the environment or raise concerns about actual or perceived risks to human health?</p>	<p><u>Yes</u></p> <p>There are materials usually found on construction sites, that could be potentially harmful to human health and the environment if not properly handled. Quantities are usually small and materials are not readily stored onsite. Common hazardous materials found on construction sites may include diesel, gasoline, solvents, adhesives, paints, cleaning fluids, anti-freeze fluids, car/equipment engine oil or other fluids, batteries, filters.</p>	<p><u>(-) (M) (2) (C)</u></p>
<p>4. Will the works require asbestos removal or extensive mold remediation actions?</p>	<p><u>No</u></p> <p>This will be a newly constructed building.</p>	<p><u>n/a</u></p>

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
<p>5. Will the proposed works produce solid waste during construction or operation or decommissioning?</p>	<p><u>Yes</u></p> <p>Solid waste will be produced as part of the construction works. This is usually excavation soil, packaging material; wood, plastics and gypsum panels leftovers; broken tiles, concrete, etc. Construction waste quantities are usually smaller than demolition waste. The actual numbers depend on the construction technique. For timber based non-residential buildings the average is around 30kg/m², while for reinforced steel the average can reach 90kg/m². For a maximum coverage building (3 storeys height and 40% area coverage) the construction waste is expected between 200-300tons, for the duration of works.</p> <p>(PDF) Construction and demolition waste indicators (researchgate.net)</p> <p>During operation, municipal solid waste will be produced by the tenants of the building. An average of 2 kgs per tenant per day can be expected, based on stats from other countries and assuming waste production is on the higher end.</p>	<p><u>(-) (M) (2) (C)</u></p> <p><u>&</u></p> <p><u>(-) (M) (2) (O)</u></p>
<p>6. Will the proposed works release pollutants or any hazardous, toxic or noxious substances to air?</p>	<p><u>Yes</u></p> <p>Dust emission from land clearing and earth works is to be expected for a short duration (a few weeks). Vehicles and machinery movement/use will release exhaust emissions. The adjacent residential buildings, and lesser the school, will be the recipients mostly affected from dust during this period.</p>	<p><u>(-) (M) (2) (C)</u></p>
<p>7. Will the proposed works cause excessive noise and vibration or release of light or heat energy?</p>	<p><u>Yes</u></p> <p>Noise and vibration levels will increase during construction works. Noise levels may be exceeded during specific phases of the works, e.g. when heavy equipment is used. The Sucker Garden is a busy road and</p>	<p><u>(-) (M) (2) (C)</u></p>

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
	<p>background noise levels are already high during peak hours. The adjacent residential buildings and school will be the recipients mostly affected during this period. There are also commercial business along the main road.</p> <p>The development is not expected to contribute to the noise pollution during the operational phase.</p>	
<p>8. Will the proposed works lead to risks of contamination of land or water from releases of pollutants onto the ground or into surface waters, groundwater, coastal waters or the sea?</p>	<p><u>Yes</u></p> <p>Workers' sanitation needs will accumulate grey and sewage wastewater. Spills of diesel, solvents or paints during construction is a risk. Silt may be released into the drain trench and canal as a result of the rain water runoff from the construction site.</p> <p>During the operation phase, it is mainly wastewater that will be produced from the tenants of the building. An estimate of the sewage volume is 135 litres per person per day. Assuming a total of 200 tenants that will mean approximately 30m³ of wastewater per day.</p>	<p><u>(-) (M) (2) (C)</u></p> <p><u>&</u></p> <p><u>(-) (M) (2) (O)</u></p>
<p>9. Will there be any risk of accidents during construction or operation of the Project which could affect human health or the environment?</p>	<p><u>Yes potentially</u></p> <p>Construction activities are associated with workers Health and Safety concerns. Injuries associated with accidents are possible in a construction site. Environmental accident potential is not considered to be significant.</p>	<p><u>(-) (M) (2) (C)</u></p>
<p>10. Are there any other factors which should be considered such as consequential development which could lead to environmental effects or the potential for cumulative impacts</p>	<p><u>No</u></p> <p>Currently there are no known plans for future development in this area. SMHDF has already constructed a social houses complex adjacent to the proposed plot.</p>	<p><u>n/a</u></p>

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
with other existing or planned activities in the area?		
11. Are there any areas on or around the location which are protected under international or local legislation for their ecological, landscape, cultural or other value, which could be affected by the project?	<p><u>No</u></p> <p>The salt pans and dikes of the Great Salt Pond are protected as a monument. The Great Salt Pond is also an Important Bird Area (IBA). Those monuments and the physical environment of the Pond will not be affected by the project as it is located outside of the property under development.</p>	n/a
12. Are there any other areas on or around the location which are important or sensitive for reasons of their ecology, e.g. wetlands, watercourses or other water bodies, the coastal zone, mountains, forests or woodlands, which could be affected by the project?	<p><u>No</u></p> <p>The plot greater area is surrounded by green hills, an important asset of Sint Maarten. Those hills will not be impacted by the project.</p> <p><u>Yes potentially</u></p> <p>Furthermore, the plot is located in proximity to a flood prone area and there are rainwater drain trenches/canal at the northern and western boundaries of the property. The canal, along with runoff collected from other areas, discharge the rainwater into the Great Bay, 1km at the south. Silt water runoff or accidental release of hazardous substances from the site may end up in the ocean. The risk is not considered significant.</p>	<u>(-) (L) (2) (C&O)</u>
13. Are there any areas on or around the location which are used by protected, important or sensitive species of fauna or flora, e.g. for breeding, nesting, foraging, resting, overwintering, migration, which could be affected by the project?	<p><u>No</u></p> <p>This is an urban area but is surrounded by green hillsides serving important ecological functions and the Great Salt Pond which is an IBA site. There is no impact foreseen from the project.</p>	n/a
14. Are there any inland, coastal, marine or underground waters on	<u>Yes potentially</u>	<u>(-) (L) (2) (C&O)</u>

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
or around the location which could be affected by the project?	See previous point#12 about the Great Bay.	
15. Are there any areas or features of high landscape or scenic value on or around the location which could be affected by the project?	<p><u>Yes potentially</u></p> <p>High landscape and scenic value areas are not located around the site, but the surrounding green hillsides, despite the urban development, to some extent still offer a scenic value. View over those hillsides might be impacted for residents adjacent to the development plot. Any potential impact on this value will depend upon the physical characteristic of the new buildings, subject to the building code requirements. See also #1 above regarding permitted height and land coverage.</p>	<p><u>(-) (L) (2) (C&O)</u></p>
16. Are there any routes or facilities on or around the location which are used by the public for access to recreation or other facilities, which could be affected by the project?	<p><u>Yes potentially</u></p> <p>The development plot is accessible through the Hope Estate drive, which also serves the surrounding properties and the Marie Genevieve de Weever school. A need for temporary closing of this road is not foreseen but some disturbance of normal traffic may occur associated with heavy equipment movement. Access to the adjacent school may be disturbed temporarily when there is heavy equipment transportation. It should be noted that heavy equipment driving is not allowed between 06:30 – 08:30 and 12:00 – 14:00, which are the school peak hours. During operation of the new development, no significant impact on accessibility or road traffic is expected.</p>	<p><u>(-) (M) (2) (C)</u></p> <p><u>&</u></p> <p><u>(-) (L) (2) (O)</u></p>
17. Are there any transport routes on or around the location which are susceptible to congestion, or which cause environmental problems, which could be affected by the project?	<p><u>Yes potentially</u></p> <p>The main Sucker Garden Road is susceptible to congestion during peak hours, as it is the main road to a large residential area, although congestion is not witnessed on the road portion closer to the site. Closing of the main road is not</p>	<p><u>(-) (M) (2) (C)</u></p> <p><u>&</u></p> <p><u>(-) (L) (2) (O)</u></p>

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
	<p>foreseen, but the movement of heavy equipment and personnel, may contribute to the existing traffic issues.</p> <p>During operation of the new development, no significant impact on road traffic is expected, because this is a low-density residential area and the development is not of a large scale.</p>	
<p>18. Is the project in a location where it is likely to be highly visible to many people?</p>	<p><u>Yes potentially</u></p> <p>Since the building(s) will be constructed on low elevation ground, also considering the surrounding hills and low population density of the neighbourhood, they will not be visible by many people. it will be primarily visible to people on the immediate area and those served by the nearby school. See also 1 above regarding maximum height of the buildings.</p>	<p><u>(-) (L) (2) (C&O)</u></p>
<p>19. Are there any areas or features of historic or cultural importance on or around the location which could be affected by the project?</p>	<p><u>No</u></p> <p>See #11 above regarding the Great Salt monument around the area. The protected sites will not be affected.</p>	<p><u>n/a</u></p>
<p>20. Is the project located in a previously undeveloped area where there will be loss of greenfield land?</p>	<p><u>Yes</u></p> <p>The development property is a vacant plot and was never built on. The vegetation overgrowth is being cut down periodically to prevent nuisance (fire risk, pests, etc.) on the nearby residences. Vegetation is secondary growth of bush and shrubs.</p>	<p><u>(-) (L) (2) (C)</u></p>
<p>21. Are there existing land uses on or around the location e.g. homes, gardens, other private property, industry, commerce, recreation, public open space, community facilities, agriculture, forestry, tourism, mining or</p>	<p><u>Yes</u></p> <p>The Marie Genevieve de Weever public school is adjacent to the development land. The entrance for the school parking is across the entrance of the project plot. Adjacent to the plot, along the north boundary, there are two of the social houses of the SMHDF</p>	<p><u>(-) (M) (2) (C)</u></p>

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
quarrying which could be affected by the project?	<p>already constructed on the neighbouring plot. Along the south boundary of the plot, four private residential units are built.</p> <p>The school and adjacent residences might be affected by the proposed project, whereas possible impacts and risks may include noise, dust, traffic and road safety, parking availability, etc.</p>	
22. Are there any plans for future land uses on or around the location which could be affected by the project?	<p><u>No</u></p> <p>Project does not affect future urban development.</p> <p>Hope Estate is a residential neighbourhood. Adjacent plots could be used for aforementioned purposes and development of this plot is not expected to affect that.</p>	<u>n/a</u>
23. Are there any areas on or around the location which are densely populated or built-up, which could be affected by the project?	<p><u>No</u></p> <p>The new complex will be constructed in a low-density residential area. See #17 above for more details on possible traffic congestion impact.</p>	<u>(-) (L) (2) (C)</u>
24. Are there any areas on or around the location which are occupied by sensitive land uses e.g. hospitals, schools, places of worship, community facilities, which could be affected by the project?	<p><u>Yes</u></p> <p>The Marie Genevieve de Weever school is in proximity to the development land. See 21 above for more details on possible impacts.</p>	<u>(-) (M) (2) (C)</u>
25. Are there any areas on or around the location which contain important, high quality or scarce resources e.g. groundwater, surface waters, forestry, agriculture, fisheries, tourism, minerals, which could be affected by the project?	<p><u>Yes potentially</u></p> <p>Refer to #12 above regarding possible silt water runoff from the construction site, discharging into Great Bay at the south.</p>	<u>(-) (L) (2) (C)</u>

Screening Questions	Yes/No/? Describe the likelihood of a significant effect	Rating
26. Are there any areas on or around the location which are already subject to pollution or environmental damage e.g. where existing legal environmental standards are exceeded, which could be affected by the project?	<u>No</u> No, but see previous point #25. Great Bay is under pressure from the urban development.	n/a
27. Is the project location susceptible to subsidence, landslides, erosion, flooding or extreme or adverse climatic conditions which could cause the works to require additional environmental considerations?	<u>Yes possibly</u> The plot is located in proximity to a flood prone area with an average flood depth of 0,1m to 0,2m under a 150mm rainfall event. There are rainwater drain gutters at the northern boundary of the property and the Rolandus Canal runs on the west side. Sint Maarten is highly vulnerable to natural disasters and adverse climatic events due to its location within the Atlantic hurricane zone. The project location is no exception.	<u>(-) (M) (2) (C&O)</u>
28. Will pesticides, rodenticides or any other vector control products be used during any stage of project implementation and operation?	<u>Yes potentially</u> Although not a common practice in Sint Marten, the soil under the foundation and in direct vicinity with the new building may need to be treated against termites. The necessity of this treatment will need to be verified during design.	<u>(-) (M) (2) (C)</u>

Table 4. Social Screening Matrix

Screening Questions/Statements	Yes/No Describe the likelihood of a significant effect	Rating
Resettlement Impacts		
1. Do the works require temporary displacement of people from their current settlement/homes?	<u>No</u>	n/a

Screening Questions/Statements	Yes/No Describe the likelihood of a significant effect	Rating
	<p>Works will not affect occupancy in private homes nor business activities in the areas therefore displacement is not part of the project.</p> <p>The development plot is vacant and not used for agriculture or other activities. The plot perimeter is being delineated and no entry signs have been placed, for establishing a cut-off date, as of February 18th, 2023. Refer to Annex 1 for the site survey census and cut-off date evidence.</p>	
<p>2. Is there a vulnerable population affected (children, disabled, elderly, minority group etc.) requiring temporary relocation?</p>	<p>Temporary relocation will not be caused by the project</p>	<p>N/A</p>
<p>3. Will the work reduce the employment opportunities for the surrounding communities?</p>	<p><u>No</u></p> <p>Construction works generally increase employment and income opportunities through job openings and sale of construction materials. Surrounding businesses will benefit from increased customers (construction workers and tenants). Consultants and other specialized professionals will be engaged on project preparation and implementation. Technicians will be needed for the maintenance of the buildings.</p>	<p>(+) (L) (1&2&3) (D&C&O)</p>
<p>4. Will the work cause limits to people's access to the water, public services or other resources that they depend on?</p>	<p><u>No</u></p> <p>Cut-off of services is not foreseen during construction. There will be no impact on public services.</p> <p>Access to public services, in particular to the Marie Genevieve de Weever School, will not be limited by the works. During operation of the new development, no significant impact on accessibility or road traffic is expected.</p>	<p>N/A</p>

Screening Questions/Statements	Yes/No Describe the likelihood of a significant effect	Rating
5. Will there be a reduction in income for the communities?	<p><u>No</u></p> <p>Construction and other works under the project increase employment and income opportunities through job openings and selling of construction materials.</p> <p>No businesses will be disrupted.</p>	(+) (M) (1&2&3) (D&C&O)
Community Health and Safety		
6. Is there a chance that the work will cause labour influx to the area?	<p><u>No</u></p> <p>Though there are considerable reconstruction works on St Maarten, labour influx from abroad has not been experienced so far and is not expected for this project. Details about the workforce shall be clarified in consultation with the awarded contractor and will also depend on the timeframe of works execution.</p> <p>The combined manpower required for construction works may be estimated based on the total area of the building and construction period, as 0.5-1m²/man-day³.</p>	N/A
7. Is there a risk that the project will lead to gender disparity?	<p><u>Yes.</u></p> <p>Gender disparity: Employment patterns on construction projects generally favour males, resulting in women being overlooked for jobs on the site or being paid less than men, regardless of their skills and qualifications. This is also a possibility on this project.</p>	(-) (L)(2) (C)
8. Is there a risk that the project will lead to Sexual Harassment (SH) and Sexual Exploitation and Abuse (SEA)?	<p><u>Yes</u></p> <p>The existence of a mixed gender work force at the project site may give rise to incidences of unwanted sexual advances, physical contact or sexual assault. The use of sexually inappropriate language resulting in discomfort is also a risk.</p> <p>However, this risk is considered similar to any other work place on the island.</p>	(-) (L)(2) (C)

³ SEE [PRODUCTIVITY MEASUREMENT OF BUILDING CONSTRUCTION PROJECTS](#)

Screening Questions/Statements	Yes/No Describe the likelihood of a significant effect	Rating
9. Is there a possibility that there will be an increased exposure of the community to communicable diseases and other public health concerns?	<p><u>Yes potentially</u></p> <p>Since this is a relatively small project, the risk of exposure to communicable diseases will be low and no more than as exists nationally.</p>	(-) (L) (2) (C&O)
10. Is there a risk that there will be increased safety concerns due to introduction of the project?	<p><u>Yes</u></p> <p>There is heightened activity in the community with an influx of persons (workers in-migration for the purpose of the project , being present in the neighborhood for a period of time. This may generally lead to minor safety concerns, which will be mitigated according to the Environmental and Social instruments to be developed for the project (LMP and SEP) as well as related measures such as stakeholder engagement, CoC, SEA/SH training, supervision, etc).</p> <p>Community consultations and awareness campaigns will be held periodically during project implementation as a component of the SEP to address matters of safety at the site.</p>	(-) (L) (2) (C&O)
11. Is there a risk that the work will lead to substance abuse (drug abuse, excessive alcohol consumption, etc.)?	<p><u>No</u></p> <p>Based on experience with similar works, there was no increase in the use of substances in the surrounding communities where projects were implemented.</p>	n/a
12. Is there a possibility that the work will cause child delinquency, school drop-outs, child abuse, child labor, etc.?)	<p><u>No.</u></p> <p><u>Based on experience with similar works, the project is not expected to have any impact on child delinquency etc.</u></p> <p><u>NRPB prohibits the employment of individuals under 18 years of age.</u></p>	N/A
Labor and Occupational Health and Safety issues		

Screening Questions/Statements	Yes/No Describe the likelihood of a significant effect	Rating
13. Are there potential hazards to the workers?	<p><u>Yes</u></p> <p>Occupational Health and Safety risks are related to construction works. Those risks are mainly associated with falling from a height, electricity shock and caught-in/between accidents. Other health/safety factors may include dust breathing, contact with chemicals, noise, falling objects, etc.</p> <p>OHS risks for consultants executing desk research, interviews, technical assessments and supervision are related to interaction with other people, such as SH/SEA and conducting visits in the field related to assessment of land and supervision of active construction sites. The OHS risks for consultants are acceptable in the context of regular work activities and are classified as low.</p>	<p>(-) (M) (2) (C)</p> <p>&</p> <p>(-) (L) (2) (D&C&O)</p>
14. Is there a risk that the Contractor will fail to provide PPE for workers?	<p><u>Yes, but considered low.</u></p> <p>There is a risk that Contractor will fail to provide the right type of PPE for each activity or adequate number of PPEs for all personnel. There is also a risk of workers not wearing the provided PPEs due to lack of knowledge, training, discomfort and habits. The Supervisor will ensure the Contractor complies with their obligations to provide PPE.</p>	<p>(-) (M) (2) (C)</p>
15. Will the work interfere with the health and safety of the workers/employees of the contractor?	<p>The potential Occupational Health and Safety risks are in line with all construction-related projects. Those risks are mainly associated with falling from a height, electricity shock and caught-in/between accidents. Other health/safety factors may include dust breathing, contact with chemicals, noise, falling objects, etc.</p>	<p>(-) (M) (2) (C)</p>
16. Are there going to be workers housing facilities?	<p><u>No</u></p> <p>Labour will be locally hired and workers will already have housing. Specialists may be required and might be recruited from overseas in small numbers and will look after their own housing. The project is not of the scope which requires a large work force necessitating workers' housing facilities.</p>	<p>n/a</p>
17. Is there a concern that emergency situations procedures for the project site will not be incorporated?	<p><u>Yes</u></p> <p>There is a risk that Contractor will fail to develop and implement appropriate procedures to manage emergency situations, as a result of natural or man-made disasters. Work related accidents, Hurricane, Flood, Pollution spill, Fire and</p>	<p>(-) (M) (2) (C)</p>

Screening Questions/Statements	Yes/No Describe the likelihood of a significant effect	Rating
	Earthquake are the most relevant. The Supervisor will ensure procedures are incorporated.	
18. Is there a risk that workers will practice behaviours which cause discomfort for other workers or members of the project community?	<u>Yes</u> There is a risk that workers will engage in behaviours which may cause discomfort for others but no more than what usually occurs on such projects or work environments.	(-) (L) (2) (C)
19. Is there a risk that children will be employed or engaged to work on the project?	<u>No.</u>	N/A
Institutional Strengthening and design of building		
20.		
21. Is there a risk of stigma and discrimination against social housing tenants?	<p>Yes, potentially.</p> <p>Existing stereotypes of social housing leads to negative assumptions about their behaviours and result in negative attitudes towards social housing tenants by other members of the community, particularly where home ownership is regarded as superior to social housing.</p> <p>There may be disagreements between members of the pre-existing community and new entrants during the integration process, due to changes in the social landscape, use of resources etc</p> <p>However, the SMHDF social housing complex already operating in the area may mean that people in the surrounding community are used to social housing and may not have the expected level of discrimination which is felt against the tenants of social housing. Furthermore, the combination of social housing tenants with- and without employment and housing of working tenants, will minimize the presumption on income for the wide area.</p>	<u>(-) (M) (2) (O)</u>
22. Are there concerns that the building will not be equally accessible to all?	<p>Yes.</p> <p>There may be individuals with physical disabilities, which may not be adequately provided for in the new building.</p>	<u>(-) (L) (2) (O)</u>

Screening Questions/Statements	Yes/No Describe the likelihood of a significant effect		Rating
	There is a risk that designs may not adequately cater for these individuals, However, the Terms of Reference for the design of the building will include requirements for the provision of universal access for people with various forms of limited mobility and physical disabilities or impairments.		
23. Is there a risk of unfair and non-transparent selection criteria for new tenants of the units?	Yes.	There is potential for selection to be influenced by nepotism or political favoritism and not necessarily vulnerability or need. In Component 1, technical assistance will be provided to enhance the overall eligibility criteria. This should ensure fair selection.	<u>(-)(M)(2)(O)</u> & <u>(+)(M)(1)(D&C)</u>
24. Is there a concern that new buildings may not be adequately maintained for ensuring the long-term soundness of the structure and sustainability of the investment?	Yes, potentially	There were concerns that because of lack of maintenance and financial planning, the funds for the proper maintenance of the buildings would not be available. During project preparation WB and NRPB teams have provided technical assistance to improve this and implementation thereof will continue under component 1.	<u>(-)(M)(2)(O)</u> & <u>(+)(M)(1)(D&C)</u>
Community Engagement			
25. Is there a potential for the work to induce disagreements?	<u>Yes potentially</u> There may be concerns from the community about the addition of social houses in this small residential neighborhood, considering the pre-existing SMHDF residential block. The combination of workforce (no rental subsidy) and social housing (with rental subsidy) somewhat mediates this. Extensive consultation will be required to ensure stakeholder engagement from an early stage.	(-) (L) (2) (D&C&O)	

6.2 Environmental & Social Mitigation Measures and Compliance with ESSs Requirements of the Project

Table 5 Below provides details about the mitigation measures, plans and instruments for preventing and minimizing any adverse environmental and social impacts/risks of the Project and responsibilities for the implementation of those measures. The mitigation measures are listed according to the relevant ESSs. A summary of the impacts and risks identified through the E&S screening matrix (Section 6.1) is also included in the table for guiding the reader. Mitigation measures specific for the community infrastructure works are not listed because those works are undetermined at the moment, but they will be once more details are known, and will be included in the Final ESMP. In general, measures already described for community safety (traffic, noise, dust etc., will be relevant for those works.)

The legend below explains the abbreviations used for the impact/risk categorization, different project components and project phases.

Impact Categorization	Impact Categorization	Component	Phases
(-) Negative (+) Positive	L – Low M -Moderate S-Substantial H-High	1. Technical Support 2. Construction 3. Management	D-Design C-Construction or Implementation O-Operation
<p>Example: (-) (L) (1&2) (C&O) (Negative impact) (Low impact) (Component 1&2) (Construction & Operation phase)</p>			

Table 5: Environmental and Social Mitigation Measures

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
ESS1 Assessment and Management of Environmental and Social Risks and Impacts	Requirement: E&S screening (+) (M) (1&2&3) (D&C&O)	E&S assessment throughout project life cycle. NRPB has screened all project components and included the screening findings and proposed mitigation measures as part of this ESMP. NRPB will continue screening any proposed activity throughout the project life cycle in accordance with the ESCP, and, thereafter, develop, adopt, and implement mitigation measures, as required under the ESCP.	NRPB
ESS1	Requirement: ESMP (+) (M) (1&2&3) (D&C&O)	Develop and implement an ESMP. The NRPB will develop, disclose and implement an Environmental and Social Management Plan. The works Contractor will prepare a Contractors ESMP (C-ESMP) for NRPB's approval.	NRPB
ESS1	Requirement: Monitoring and Reporting (+) (M) (1&2&3) (D&C)	Conduct monitoring and reporting on the environmental and social performance of the project against the ESS's. The NRPB will prepare and submit to the Bank bi-annual monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).	NRPB

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
ESS1	<p>Risk: Lack of Environmental and Social expertise/capacity for implementation of the project</p> <p>(-) (M) (1&2&3) (D&C)</p>	<p>NRPB Staffing:</p> <p>NRPB shall maintain an organizational structure with qualified E&S staff and resources to support the management of E&S risks during project implementation, including at least one Environmental Specialist and at least one Social Specialist from the NRPB E&S staff appointed for the project.</p>	NRPB
ESS1	<p>Risk: Contractor does not engage the services of qualified ESHS personnel.</p> <p>(-) (M) (2) (C)</p>	<p>Contractor Staffing:</p> <p>NRPB shall require contractors to hire and maintain throughout construction at least one Environmental, Social, Health and Safety (ESHS) specialist as key personnel. The specialist shall have at least a Bachelors degree in Engineering, Environmental Management, Occupational Health & Safety, or similar, with 5 years' experience in supporting comparable projects in a similar position. This expert shall be on site during works implementation phase.</p>	Contractor (Supervisor, NRPB to approve)
ESS1	<p>Risk: Lack of key Environmental & Social personnel for supervision of ESHS practices by Supervising contractor.</p> <p>(-) (M) (2) (C)</p>	<p>Supervisor Staffing:</p> <p>NRPB shall hire and maintain at least one supervision firm for the works with at least one Environmental, Social, Health and Safety (ESHS) specialist as key personnel of the firm to be on island throughout the duration of the construction works.</p>	Supervisor, NRPB
ESS1	<p>Risk: Contractor does not have an organized plan to manage and comply with ESHS requirements during the life of the project.</p> <p>(-) (M) (2) (C)</p>	<p>Contractor's ESMP (C-ESMP):</p> <p>Bidders shall prepare Management Strategies and Implementation Plans (MSIP) as part of their offer and Contractors shall prepare and implement a C-ESMP, with the following minimum sub-plans, that will be prepared in compliance with the requirements of the bidding documents, ESCP, ESMP and World Bank EHS guidelines. The C-ESMP shall be approved by NRPB, after Supervisor's review, before commencement of works. At a minimum, the C-ESMP shall consist of:</p> <ul style="list-style-type: none"> ✓ ESHS Mobilization Strategy; ✓ Traffic Management Plan; 	Contractor (Supervisor, NRPB to approve)

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<ul style="list-style-type: none"> ✓ Code of Conduct, Sexual Exploitation and Abuse (SH/SEA) prevention and response action plan; ✓ OHS Workers Health & Safety Plan; ✓ Training Plan for Workers; ✓ Community Health & Safety Plan (including Traffic Management, Noise Prevention, Dust minimization, Complaint management procedure for community complaints); ✓ Labour Management Procedures (LMP) which includes a Labour Grievance Redress Mechanism for Workers (Labour GRM); ✓ Community Engagement and Consultation Plan; ✓ Waste management plan (including pollution prevention, wastewater management, solid waste management); ✓ Fuels, pesticides and other hazardous substances management plan; ✓ Chance Find Procedures; ✓ Emergency preparedness plan (Hurricane, Fire and Earthquake). <p>For details on the content of those sub-plans, Contractor shall refer to the mitigation measures described in this document and the C-ESMP general specifications that will be part of the tender package. The Contractor shall also prepare Job Safety/Hazard Assessments for the different works under the project.</p>	
ESS1	<p>Risk: Contractor does not comply with the ESHS contractual obligations.</p> <p>(-) (M) (2) (C)</p>	<p>Contractor Reporting & Monitoring:</p> <p>The Contractor shall prepare monthly environmental and social monitoring reports on the status of implementation of ESHS aspects, and update the C-ESMP quarterly. A Reporting Template has been developed to aid Contractors in fulfilling their monthly reporting obligations. The Template is attached in ESMP Annex 3. The Contractor shall develop and regularly update an online database related to site inspection non-conformances. Regular meetings shall be held where ESHS matters will be discussed.</p>	Contractor
ESS1	<p>Risk: Project Management Team are not made aware of Incidents and accidents which occur at the project site or project related activities.</p>	<p>Contractor reporting on incidents/accidents:</p> <p>The NRPB Environmental and Social Officers and their Supervision Consultant shall investigate all incidents related to workplace injuries and accidents; and, on the environment (e.g. oil spills, pollution events), and social (e.g. gender-based violence, the non-function of GRM, etc.) incidents.</p>	Contractor (Supervisor, NRPB to monitor)

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
	(-) (M) (2) (C)	<p>The Contractor shall implement the recommendations of the Supervision Consultant and NRPB to avoid recurrence of these incidents.</p> <p>The Contractor shall provide immediate (and in writing within 24 hours) notification to the Project Manager and NRPB of incidents in the following categories. After the initial written reporting, the Contractor shall undertake a root cause analysis and propose appropriate measures to avoid future incidents. A detailed report shall be submitted in writing, for NRPB's approval, within 3 days. The authorities (VSA) will have to be notified for any injuries or fatalities according to legislation.</p> <ul style="list-style-type: none"> (a) Inspection, investigation by, or warning or official order from, government regarding a (possible) violated policy, legislation or permit conditions. (b) Any work-related fatality; (c) Report accidents requiring medical treatment, in case of hospital admittance, in case of medical leave days, in case permanent complete or partial invalidity of an employee, fractured or cracked bones or teeth, punctured eardrums or hearing loss; (d) Near miss events; that are legally required to be reported by the Contractor to the Labor Department immediately, no later than three days . (e) A significant environmental incident as a consequence of which major pollution (air, water, noise, or land) or a significant adverse environmental impact (wildlife or local habitat) has occurred, is occurring, or is likely to occur. (f) Any allegation of sexual exploitation or abuse, sexual harassment or sexual misbehavior, rape, sexual assault, child abuse, or defilement, or other violations involving children. (g) Suspected Code of Conduct violations in regard to human rights, discrimination against workers, drugs or other illegal activities, fraud & corruption, and conflict of interest; (h) Significant adverse effects or damage to private property (e.g., vehicle accident, damage from flying debris, working beyond the boundary); (i) Damage to cultural heritage, artifacts, monuments, sacred grounds, etc; 	

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		(j) Encroachment on private property, burglary or theft of assets; (k) Incidents related to child labor, forced labor or migrant workers Further instructions in incidents/accidents reporting can be found in Section 6.7.	
ESS1	Risk: NRPB does not provide notification of possible incidents/accidents. (-) (M) (1&2&3) (D&C)	NRPB reporting on incidents/accidents: Promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public, workers and other stakeholders, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. This notification will be made no later than 72 hours after learning of the incident or accident. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by the contractor and supervising entity, as appropriate. Subsequently, as per the World Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence. For WB reporting the forms in Annex 7 shall be used.	NRPB
ESS1	Risk: Building design does not comply with the relevant local legislation (-) (M) (2) (D&C)	Acquiring a Building Permit and compliance with building regulations. The Design Firm will prepare all necessary drawings and studies, while NRPB will submit the application to VROMI for the Building Permit. The new development shall: (a) ensure resilience to hurricanes, earthquakes, fires, floods and other relevant natural disasters; (b) incorporate life and fire safety measures; and (c) ensure accessibility; all of which shall, at minimum, meet the requirements of the Sint Maarten Building Code.	NRPB, Design Firm
ESS2 Labour and Working Conditions	Risk: Labourers, contractors and sub-contractors hired to work on the project are subjected to poor working conditions. Contractor does not comply with local and international labour policies and legislation.	Develop and implement Labour Management Procedures applicable to the Project. The NRPB will develop, disclose and implement Labor Management Procedures applicable to the project, in a timeframe as agreed in the ESCP. The Project will not employ any workers under the age of 18.	NRPB

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
	(-) (M) (1&2&3) (D&C)	NRPB will incorporate the relevant aspects of the project's LMP, including Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) prevention for the workplace, where necessary, into the ESHS specifications of the bidding documents with firms and contractors.	
ESS2	<p>Risk: Workers aggrieved by the project have no formal means of reporting or lodging concerns. This includes contractors, subcontractors and other members of the public who provide labour to the project.</p> <p>(-) (M) (1&2&3) (D&C)</p>	<p>A grievance mechanism will be provided for all project workers to raise workplace concerns.</p> <p>The LMP for this project will have a GRM for project workers, which is included in the NRPB institutional GRM.</p> <p>The NRPB's Labour GRM has been updated in October 2022 and is available for project workers under the whole portfolio.</p> <p>NRPB's GRM and complaints procedure can be found on the website: https://nrpbxm.org/complaints-procedure/</p>	NRPB
ESS2	<p>Risk: Construction workers have no formal means of reporting or lodging concerns.</p> <p>(-) (M) (2) (C)</p>	<p>The contractor will be required to provide a GRM for the workers on the project site to file labour complaints in the C-ESMP.</p> <p>The NRPB will require that C-ESMPs have LMPs with GRM for labour related complaints.</p> <p>Workers shall have access to a 2-tier GRM. Contractors are required to submit a workers' GRM for NRPB's approval, as part of the C-ESMP, for operation during implementation of the works.</p> <p>The contractor will inform the workers of the GRM at the time of hiring and make it easily accessible to them. Contractors should establish a formalized procedure or process for dealing with workers' grievances. Key principles:</p> <ul style="list-style-type: none"> ✓ assigning a responsible person to organise the resolution of grievances; ✓ defined timeframes for acknowledgement of the receipt of complaints and subsequent resolution; ✓ practical arrangements for maintaining confidentiality, reviewing and resolving grievances, including resources and organisational arrangements; 	Contractor (NRPB to approve)

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<ul style="list-style-type: none"> ✓ information on the grievance mechanism that is readily retrievable from a company web site, locations where project information in hard copy has been placed, and/or from company representatives. Grievance mechanisms should be appropriate for the scope of the project to allow effective resolution of issues in a timely manner; ✓ grievances should be registered and logged regardless of whether they were received in writing or verbally. A simple database is advisable to manage and monitor grievances. <p>Further instructions in developing the Contractor's GRM can be found in Project's LMP (Section 11).</p>	
ESS2	<p>Risk: Workers' behaviours both on and off the project site may negatively impact the wellbeing of colleagues on site and/or members of the community, reputation of the NRPB.</p> <p>(-) (M) (2) (C)</p>	<p>Code of Conduct (CoC) for works Contractor:</p> <p>The Bidder shall submit the Code of Conduct that will apply to the Contractor's employees and subcontractors. In addition, the Bidder shall submit an outline of how this Code of Conduct will be implemented. This will include: how it will be introduced into conditions of employment/engagement, what training will be provided, how it will be monitored and how the Contractor proposes to deal with any breaches. The minimum content of the CoC can be found in Annex 5.</p> <p>The CoC shall be explained to workers and signed by them before mobilization to site.</p>	<p>Contractor (NRPB to approve)</p>
ESS2	<p>Risk: Workers are at risk of being injured on site due to inadequate knowledge of possible hazards and the required management plan and provisions for prevention.</p> <p>(-) (M) (2) (C)</p>	<p><i>OHS</i> <i>(Occupational Health & Safety)</i> <i>Job Safety/Hazard Analysis</i> <i>Requirement:</i></p> <p>Contractors are obliged to implement all reasonable precautions to protect the health and safety of workers. The application of prevention and control measures to occupational hazards shall be based on the site-specific Job/Hazard Analysis.</p> <p>A Construction Risk Assessment (CRA) is essential to identify hazards and risks and appropriate controls prior to mobilization to site. All hazards identified must be prioritized.</p> <p>The completion of a Job Hazard Analysis (JHA) is required to verify that hazards and risks associated with a specific task are identified and appropriate controls are implemented prior to execution of the task. All hazards identified must be prioritized. The JHA must be communicated to</p>	<p>Contractor (Supervisor, NRPB to approve)</p>

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<p>all workers involved with the task prior to initiating the task. Subcontractors will be responsible for developing their own JHAs or safe work procedure for any work in their scope that is hazardous and/or complex.</p> <p>The CRA and JHA shall be submitted for NRPB's approval before works commencement.</p>	
<p>ESS2</p>	<p>Risk: Workers are exposed to hazards at the project site due to a lack of protective gear.</p> <p>(-) (M) (2) (C)</p>	<p><i>OHS - Availability of Personal Protective Equipment (PPEs) and First Aid Kits</i></p> <p>Contractor shall provide, and ensure usage of, appropriate personal protection equipment (PPE) for workers, such as safety boots, helmets, masks, gloves, protective clothing, goggles, body harness, and/ or ear protection as needed based on the work requirements and will have First Aid Kits available to address immediate/minor needs.</p>	<p>Contractor</p>
<p>ESS2</p>	<p><i>OHS</i></p> <p>Working at Heights related risks (falling)</p> <p>(-) (M) (2) (C)</p>	<p><i>Ladders:</i></p> <ul style="list-style-type: none"> ✓ All straight ladders shall be fastened; ✓ Ladders shall be placed so that they form an angle no greater than 30° from vertical; ✓ Ladders shall extend at least 1 meter above the level to be served; ✓ The Contractor shall inspect ladders for cracked, broken, or defective parts before use; ✓ Set up ladders on stable surfaces; ✓ Use non-conductive ladders (e.g., fiberglass) and exercise extreme caution when working near power lines. <p><i>Scaffolds:</i></p> <ul style="list-style-type: none"> ✓ The scaffold must be structurally sound and sturdy; ✓ Scaffolds should be set up on completely solid footing; ✓ A competent person must supervise workers as scaffolds are erected, dismantled, moved, or altered in any way; ✓ All scaffolding must be equipped with toe-boards, midrails, and guardrails ✓ The scaffolding platforms should be tightly planked; ✓ The scaffold may be accessed by way of stairwells and ladders; ✓ The scaffolding must rest at least 10 feet away from electrical power lines during all times; 	<p>Contractor</p>

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<p>✓ Proper scaffolding shall be used for all activities that are 6 feet (or more) above ground level.</p> <p><i>Personal Fall Protection:</i></p> <p>✓ A fall arrest system shall be used any time when working at an elevated level and exposed to a fall hazard;</p> <p>✓ Use of fall prevention devices, including safety belt and lanyard travel limiting devices to prevent access to fall hazard area, or fall protection devices such as full body harnesses used in conjunction with shock absorbing lanyards or self-retracting inertial fall arrest devices attached to fixed anchor point or horizontal lifelines.; When vertical lifelines are used, each employee must be attached to a separate lifeline;</p> <p>✓ Anchorages, lanyards and vertical lifelines must have a minimum breaking strength of 5,000 pounds;</p> <p>✓ Personal fall arrest systems are rigged in such a manner that the employee cannot free fall more than 6 feet (1.8 m) or contact a lower level;</p> <p>✓ A competent person or qualified person must inspect each knot in a lanyard or vertical lifeline to ensure that it meets the requirements, before any employee uses the lanyard or lifeline;</p> <p>✓ Provide appropriate training in use, serviceability, and integrity of the necessary PPE.</p>	
ESS2	<p><i>OHS</i></p> <p>Electricity related risks (electric shock)</p> <p>(-) (M) (2) (C)</p>	<p>✓ Assume that electrical lines are energized until proven otherwise; ensure that grounding procedures are accomplished and that all sources of electricity are isolated;</p> <p>✓ Inspect the work area for downed conductors and do not go near, drive over, or otherwise come into contact with them;</p> <p>✓ Ensure that all workers assessing and repairing electrical installations are experienced ;</p> <p>✓ Use electrical-specific PPE (gloves, face shields) needed based on the type and approximate voltage of service;</p> <p>✓ Unless de-energized and visibly grounded, maintain proper distance from overhead electrical power lines (at least 3 m) and/or provide insulating barriers.</p>	<p>Contractor</p>
ESS2	<p><u>_OHS_</u></p>	<p>✓ Ensure that trenches are adequately barricaded and provided with signs to prevent risk of workers falling into them;</p>	<p>Contractor</p>

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
	Open trenches. Falling, collapsing, egress risks (-) (M) (2) (C)	<ul style="list-style-type: none"> ✓ In case trenches are deeper than 70 cm, provide necessary safety tools and equipment such as ladders, for safe entry and egress; ✓ Provide support to trench walls (unstable soil) to avoid collapsing; ✓ Store all materials, including those removed from the trench or excavation, at least 2 feet away from the sides of the trench or behind a suitable restraining system; ✓ Ensure that all adjacent buildings/structures or surface obstructions (e.g., trees, large rocks) near the trench are supported or removed. 	
ESS2	<i>OHS</i> Moving machines. Caught in between or run over risks. (-) (M) (2) (C)	<ul style="list-style-type: none"> ✓ Personnel working on the ground must keep clear of moving equipment, wear high visibility vests and never work behind a working machine. Machine operators are not to move equipment without facing in the right direction; ✓ Ensure moving equipment is outfitted with audible back-up alarms; ✓ Establishing rights-of-way and site speed limits; ✓ Training of workers to verify eye contact with equipment operators before approaching the operating vehicle; ✓ Using inspected and well-maintained lifting devices that are appropriate for the load. 	Contractor
ESS2	<i>OHS</i> Poor or no sanitation facilities, no drinking water, inadequate rest. Poor working/labor conditions. (-) (M) (2) (C)	<p>The contractor shall:</p> <ul style="list-style-type: none"> ✓ Arrange safe drinking water to workers; ✓ Provide adequate sanitation facilities (toilets and washing areas); ✓ Shade/rain protection and sitting for all personnel. 	Contractor
ESS2	<i>OHS</i> Unavailability of safety related equipment. (-) (M) (2) (C)	Contractor shall prepare an inventory of health and safety equipment and logistical arrangements for supply of such. This may include: mobile scaffolds equipped with guardrails; midrails, guardrails, planks and toe-boards for scaffolds completion; acoustic barriers; fencing panels; PPEs for workers; signage; harnesses/lanyards; waste funnels; waste skips and bins; portable toilets; washing stations; paper-roll stands; sanitizers; surgical masks; fire extinguishers; first-aid kits; drinking water containers; secondary spill containment equipment; oil/fuel absorption materials; silt fences; circular saws/grinders with safety guard.	Contractor
ESS2	Lack of proper OHS training. (-) (M) (2) (C)	Workers shall be given workplace specific induction training before mobilizing them to the site. This will inform workers about the hazards and risks they may face at the workplace, how the risks are controlled and what	Contractor

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<p>to do in an emergency. The induction training shall also include the environmental and social measures and plans in place, e.g. the Code of Conduct, GRM for workers, waste management and Covid protection.</p> <p>Toolbox meetings on different topics, with emphasis on health and safety issues, shall be held daily before works of the day start. The employer should ensure that workers and contractors, prior to commencement of new assignments, have received adequate training and information enabling them to understand work hazards and to protect their health from hazardous ambient factors that may be present.</p> <p>The training should adequately cover:</p> <ul style="list-style-type: none"> o Knowledge of materials, equipment, and tools o Known hazards in the operations and how they are controlled 	
<p>ESS2 & ESS4</p>	<p>Lack of proper planning for emergency situations</p> <p>(-) (M) (2) (C)</p>	<p>Contractor shall develop an Emergency sub-plan as part of the C-ESMP, for responding to the following events: Fire, Flood, Hurricane, Worker accident, Environmental accident.</p> <p>The person responsible of administrating and organizing the plan will need to be identified. The plan shall identify which resources are available and have contingency plans in place to make up for any deficiencies. A list of emergency phone numbers shall be available on the site. Resources such as fire extinguishers, spills containment equipment, and first aid kits must be maintained and clearly identified. Personnel trained in first aid, should be included in the plan.</p> <p>Particularly for hurricane preparedness, the plan shall include actions for:</p> <ul style="list-style-type: none"> o Monitoring the weather conditions o Notifying workers o Securing jobsite materials o Securing hazardous materials o Plan for water removal o Ensure the security of the structure o Assess the post-storm damage and plan for recovery actions 	<p>Contractor</p>
<p>ESS2</p>	<p>Exposure of workers to infectious diseases</p> <p>(-) (L) (2) (C)</p>	<p>Contractor is being expected to assess the site-specific situation, following national regulations and WHO guidelines, putting in place mitigation measures to avoid or minimize the chance of infection by diseases, and</p>	<p>Contractor</p>

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		planning what to do if either project workers become infected or the workers come in contact with affected community members .	
ESS3 Resource Efficiency and Pollution Prevention and Management	Natural resources consumption. (-) (M) (2) (C&O)	Energy and Water Efficiency interventions in buildings will be considered during the design, in close coordination with the SMHDF, depending also on the available funds. Design Firm shall propose energy & water conservation measures based on a cost vs. savings estimation. Passive interventions should be preferred. The proposed cost-optimal energy performance methodology/rating should be in accordance with EU regulations and/or USA sector standards where possible. Those interventions may include among others: bioclimatic design of the building, natural ventilation, solar water heaters, walls and roof insulation, double-glazed windows, LED lights, water saving faucets/toilets, shade, energy efficient cooling. Rainwater shall be collected and used for irrigation of the green spaces.	NRPB, Design Firm
ESS3 & ESS4	Release of air pollutants. Construction dust and vehicles exhaust emissions. (-) (M) (2) (C)	Contractor will be responsible for minimizing dust emission as a result of works activities, monitoring dust levels, comply with WB EHS limits and apply mitigation measures. Those measures may include among others: ✓ Minimizing dust from material handling sources, such as conveyors and bins, by using covers and/or control equipment (e.g. water suppression); ✓ Minimizing dust from open area sources, including storage piles, by using control measures such as installing enclosures and covers, and increasing the moisture content; ✓ Dust suppression techniques should be implemented, such as applying water or non-toxic chemicals to minimize dust from vehicle movements; ✓ Applying dust netting to contain dust dispersion sources from the plot and from buildings under construction. ✓ Truck loads of loose materials should be covered; ✓ Truck speed should regulated and truck routes should avoid residential areas. Vehicles and heavy equipment should follow the recommended maintenance schedule to ensure exhaust emissions are within the acceptable limits of the manufacturer. ✓ Inform the community of planned activities which may cause dust emissions in a timely manner.	Contractor

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<p>√ Planning activities in consultation with local communities and the adjacent school, so that activities with the greatest potential to generate dust are planned during periods of the day/week that will result in least disturbance;</p>	
ESS3	<p>Release of wastewater.</p> <p>(-) (M) (2) (C&O)</p>	<p>During construction phase, Contractor shall provide adequate number of sanitation facilities for workers, including hand washing stations. Sewage and grey water shall be collected regularly from those facilities and disposed to an authorized receiver.</p> <p>During operation phase, sewage from tenants will be directed into the sewerage network and treated in the WWTP facility of Sint Maarten. Sewage connection point is available at the adjacent Sucker Garden Rd, which is serviced through a pressurized sewerage line. The connection pipework is part of the scope of works.</p>	<p>a) Contractor</p> <p>b) NRPB, Contractor, SMHDF</p>
ESS3	<p>Solid waste disposal.</p> <p>(-) (M) (2) (C&O)</p>	<p>Contractor shall develop a sub-plan as part of the C-ESMP and identify waste materials expected on this project, their disposal method, and handling procedures. Contractor shall report metrics of material quantity disposed and keep Chain of Custody papers. Contractor shall comply with the Waste Ordinance regulations.</p> <p>Contractor shall characterize the solid waste according to composition, source, types of wastes produced, generation rates, or according to local regulatory requirements. Effective planning and implementation of waste management strategies should include:</p> <ul style="list-style-type: none"> ○ Review of waste sources during planning, siting, and design activities, including during equipment modifications and process alterations, to identify expected waste generation, pollution prevention opportunities, and necessary treatment, storage, and disposal infrastructure; ○ Definition of opportunities for source reduction, as well as reuse and recycling; ○ Definition of procedures and operational controls for on-site storage; ○ Definition of options / procedures / operational controls for treatment and final disposal; ○ Prevent the commingling of non-hazardous and hazardous waste to be managed; 	<p>Contractor</p>

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<ul style="list-style-type: none"> ○ Collect waste and ensure safe storage. Avoid contact with rainwater. Protect from wind blow; ○ Dispose only at authorized sites; ○ Keep sites clean and tidy at all times. ○ Solid waste that is going to be disposed at the landfill shall be cut down to pieces not exceeding 10cm. <p>b) During the operation phase, solid waste will be produced daily from the tenants. This waste is municipal type solid waste and will be collected/disposed through the established government practices in place. The SMHDF will be encouraged to sign a collection agreement with one of the private recycling companies that operate in St Maarten, until the Government establishes a recycling program.</p>	b) SMHDF, NRPB, VROMI
ESS3	<p>Fuels, pesticides and other hazardous substances use and/or accidental release.</p> <p>(-) (M) (2) (C)</p>	<p>Contractor shall prepare a respective sub-plan as part of the C-ESMP and provide information about the types and amounts of hazardous materials present in the project. This information should be recorded and should include a summary table with the following information:</p> <ul style="list-style-type: none"> ○ Name and description (e.g. composition of a mixture) of the Hazmat ○ Classification (e.g. code, class or division) of the Hazmat ○ Internationally accepted regulatory reporting threshold quantity or national equivalent of the Hazmat ○ Quantity of Hazmat used per month ○ Characteristic(s) that make(s) the Hazmat hazardous (e.g. flammability, toxicity) <p>Contractor shall ensure that the following key points are considered:</p> <ul style="list-style-type: none"> ○ The Material Safety Data Sheets (MSDS) shall be kept on site for inspection. ○ Identify of locations of hazardous materials and associated activities on an emergency plan site map. ○ Store hazardous materials in an area protected from rain, wind and heat, on impermeable surface. 	Contractor

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<ul style="list-style-type: none"> ○ Document of availability of spill response equipment (e.g absorption materials, shovels, bins) sufficient to handle at least initial stages of a spill. ○ Provide of secondary containment, drip trays or other overflow and drip containment measures, for hazardous materials containers at connection points or other possible overflow points. Secondary containment structures shall be inspected to ensure the integrity and remove any liquid accumulation. ○ Prevent overflow of tanks by using appropriate control methods such as gauges, float valves, shut-off valves, etc. ○ Fittings, pipes and hoses used for liquids transfer shall be compatible and suitable for the characteristics of the materials transferred, as well as regularly inspected. ○ Not comingle empty containers or tools (e.g. paint buckets and brushes) with other solid waste. Collect and dispose separately in accordance with local requirements. ○ Hazardous waste containers shall be labeled as such. ○ Paints, solvents and other hazardous fluids should not be poured or washed into the drain. ○ PPEs are available for workers in contact with such materials. ○ Contractor shall make provisions for safe further management of hazardous waste through local authorized/licensed companies or ship off-island to an authorized/licensed company abroad, making sure custody records are kept for verification. <p>Contractor shall not use any pesticide that is banned in USA or EU. Contractor shall not use any formulated product' that fall in WHO classes IA and IB (World Health Organization's Recommended Classification of Pesticides by Hazard and Guidelines to Classification). The pesticide formula must have negligible adverse human health effects, be effective against the target species and must have minimal effect on nontarget species and the natural environment.</p> <p>Contractor shall have in place a procedure to handle any accidental spill. Training shall be provided to workers handling such materials. Incorporate in the training information from Material Safety Data Sheets (MSDSs).</p>	


Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
ESS3	Use of pesticides for termite treatment (-) (M) (2) (C)	The necessity of a possible termite treatment of the new building foundations will need to be verified during design. Alternative techniques vs chemical spraying should be discussed. If termiticide spraying is approved by NRPB, then the chemical formula shall have the minimum possible effect on health and environment.	NRPB, Design Firm
ESS3	Silt runoff release into waterbodies (-) (M) (2) (C)	Contractor shall take measures for keeping the soil on the construction site, rather than letting it be washed off into natural water bodies. A silt fence should be placed, which is a temporary sediment barrier made of porous material. The fence should be well designed, installed and maintained. Before the placement of the fence, Contractor should analyse the construction site's contours to determine the proper placement. The linear length of the fencing should be proportional to the construction site area. If there is a need for discharging pumped out water, this water will need to be filtered through a silt bag or similar equipment.	Contractor
ESS3	Vegetation clearance (-) (L) (2) (C)	The vegetation will need to be cleared for preparing the development plot. If possible, Contractor shall maintain strips of vegetation that protect from silt runoff into the existing drain system. The vegetation will need to be cut down into pieces not exceeding 10cm, for easier disposal at the landfill or used as mulch.	Contractor
ESS3	Lack of Green spaces (-) (M) (2) (D&C&O)	The Design Firm shall consider the integration of greenspaces in the building/plot layout. The greenspaces should be carefully designed to offer multifunctional benefits in terms of biology, water infiltration, shade, recreation. Endemic or acclimatized trees and shrub species should be preferred, according to guidance that should be sought from VROMI.	Design Firm, NRPB
ESS4 Community Health and Safety	Safety risks to tenants and community related to the building's structural elements. (-&+) (M) (2) (D&C&O)	Structural elements of the project will be designed and constructed by competent professionals and certified or approved by competent authorities or professionals. Emphasis will be given into hurricane and seismic resilience. The buildings must be able to withstand category 5 hurricanes and also resist earthquake forces Zone 3 according to the UBC for the Caribbean region. The Project is expected to have a positive impact compared to current building practices, which do not require Category 5 Hurricane resilience.	NRPB, Design Firm, Contractor, Supervisor
ESS4	Life & Fire Safety (L&FS) risks for building	The building shall be designed to meet all local building codes, Fire	NRPB, Design Firm,

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
	users. (-&+) (M) (2) (D&C&O)	<p>Department regulations and in accordance with an internationally accepted life & Fire Safety standard (i.e. the Life Safety Code by US NFPA).</p> <p>The Design Consultant shall engage a Life & Fire Safety Professional in a key personnel position. The Consultant is expected to prepare the following reports:</p> <ul style="list-style-type: none"> ○ L&FS Master plan ○ Fire protection technical design ○ Final testing and commissioning of fire protection systems ○ Final delivery of L&FS documentation <p>The Project is expected to have a positive impact compared to current L&FS practices.</p>	Contractor, Supervisor
ESS4	Hurricane Preparedness – water autonomy (-&+) (M) (2) (D&C&O)	The building design could include considerations for aspects related to water autonomy in case of hurricane related disaster. The minimum autonomy period should be discussed and agreed based on SMHDF needs, cost and technical considerations. Water tanks or a cistern might be incorporated in the design, to cover the needs of the building users. Further consideration will be given in the design phase.	NRPB, Design Firm, Contractor, Supervisor, SMHDF
ESS4	Accessibility restrictions of the new building (-&+) (M) (2) (D&C&O)	<p>The development shall provide easy access to people with disabilities. The universal design principles shall be followed by the Design Firm. Ground floor apartments shall be accessible, as well as recreation areas, green spaces, etc.</p> <p>The Project is expected to have a positive impact compared to current building practices.</p>	NRPB, Design Firm
ESS4	Ensure the sustainability of the investment (-&+) (M) (2) (D&O)	<p>To ensure the maximum life expectancy of the new building, a maintenance plan shall be prepared by the Designer or works Contractor with SMHDF's collaboration and later be implemented by the SMHDF. SMHDF should commit to the allocation of the necessary resources for the execution of the maintenance activities.</p> <p>The Project is expected to have a positive impact compared to current building maintenance practices.</p>	NRPB, Design Firm or Contractor, SMFDH
ESS4	Risk of falling into Trenches excavated on	Contractor shall:	Contractor

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
	<p>public spaces</p> <p>(-) (M) (2) (C)</p>	<ul style="list-style-type: none"> ○ Ensure that trenches excavated in public areas shall be adequately barricaded and provided with signs to prevent risk of public falling into them. ○ Properly cover open trenches using cover boards (should be robust/safe for pedestrian/cars) especially at the end of the working day. ○ Safe pedestrian crossings shall be placed over open trenches to facilitate residents' mobility. 	
ESS4	<p>Traffic and road safety related risks</p> <p>(-) (M) (2) (C&O)</p>	<p>The Contractor shall:</p> <ul style="list-style-type: none"> ✓ Always maintain safe access to and egress from the site for the duration of the Works. The Contractor shall be responsible for conducting the Works without putting at risk members of the public or others who may be affected by the Works. ✓ Not block the local streets/roads for traffic without first obtaining the required authorization from the Ministry of Public Housing, Spatial Planning, Environment and Infrastructure (Ministry of VROMI) and the Ministry of Justice; ✓ In consultation with the Ministry of VROMI inform the General Public of any scheduled blocking of roads (Newspaper ads and PSAs). ✓ Where relevant, place traffic signs and flagmen at required places to control the traffic. ✓ Employing safe traffic control measures, including road signs and flag persons to warn of dangerous conditions (including open trenches). ✓ Avoid movement of trucks and heavy equipment during traffic peak hours and school drop-off/pickup hours. ✓ The contractor shall manage available parking spaces in a responsible manner, shall encourage or facilitate joint transportation for staff. ✓ Contractor should prepare a drawing with site access routes, entry gates and storage area. ✓ Contractor shall prepare a Traffic Management sub-plan as part of the C-ESMP. ✓ Particularly for the adjacent Marie Genevieve de Weever school the Contractor shall ensure safe and unobstructed access for students, parents, school staff and community. 	<p>Contractor, Design Firm</p>

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<p>The Design Firm shall consider the occupancy of the building and assess the parking spaces needs for the tenants and visitors. The building layout shall provide adequate parking spaces to facilitate those needs and not burden the surrounding community.</p>	
<p>ESS4</p>	<p>Unauthorized access to the construction site. Risk of accident. (-) (M) (2) (C)</p>	<p>Security fencing shall be provided around the perimeter of the construction site, including any additional precautionary measures taken to prevent unauthorized entry to the site at all times during the construction period. Security fencing shall be minimum of 2m high, wire mesh panels or equivalent.</p> <p>Where the construction site adjoins a public thoroughfare, the common boundary between them shall be fenced for its full length with a hoarding. The hoarding shall be constructed of solid materials to a height of not less than 2 m adjacent to the thoroughfare.</p> <p>The site shall be equipped with signage that informs all workers and visitors of the regulations, hazards and site or job specific safety equipment required. Any unsafe area should be identified with a barricade and hazard signage. Warning for unauthorized access shall be visible at the entrance. Contractor will need to specify type, dimensions and number of signs used per site.</p> <p>Signage shall be posted for community members with information on different channels available to submit a complaint.</p>	<p>Contractor</p>
<p>ESS4</p>	<p>Unauthorized access to the new units. Safety concerns. (-) (M) (2) (O)</p>	<p>The access to the building during the operation phase should be controlled. The Design Firm should consider the safety and accessibility needs of the development, in consultation with SMHDF, and design appropriate safety and security elements, like car barriers and potential gates with code.</p>	<p>Design Firm, SMHDF</p>

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
ESS4	Flooding risk of construction site and new building (-) (M) (2) (D&C&O)	<p>The new development is located in proximity with a flood prone area and Design Firm shall propose appropriate mitigation measures for the safety of buildings and users, as part of the design package.</p> <p>The Design Firm shall prepare a Stormwater Drainage Report specifically for the development plot and propose proportional measures for flood avoidance, drainage infrastructure, impermeable surfaces, water retention/infiltration etc.</p> <p>The Contractor shall have in place an Emergency Response sub-plan in case of flooding, to protect the construction site, workers safety, materials, infrastructure etc, and the means for fast recovery and resume of works after such event.</p>	Design Firm Contractor
ESS4	Nuisance to the Community due to noise. (-) (M) (2) (C)	<p>The Contractor shall:</p> <ul style="list-style-type: none"> √ Regularly measure noise levels and take extra measures in case of non-compliance with the WB standards (see table further down). √ Install noise control devices, such as temporary noise barriers, noise quilts or deflectors for shielding particularly noisy activities; √ Use exhaust muffling devices for combustion engines where possible and fit silencers on pneumatic tools; √ Temporary noise screens shall be used to reduce noise from particularly noisy activities and the height of perimeter hoarding shall be extended where this would assist in reducing noise disturbance at sensitive receptors; √ Avoid working outside normal working hours. √ Maintain all equipment and vehicles to keep them in good working order. √ Inform the community of planned activities which may cause noise nuisance in a timely manner. √ Planning activities in consultation with local communities so that activities with the greatest potential to generate noise are planned during periods of the day that will result in least disturbance; √ Avoiding or minimizing project transportation through community areas where possible; √ Comingle loads for minimizing load/drop-off movements; √ Limiting the hours of operation for specific pieces of equipment or operations, especially mobile sources operating through community areas; √ Construction works shall take place during normal working hours and noisy activities are prohibited on Sundays, night-time and holidays; √ Relocating noise sources to less sensitive areas to take advantage of distance and shielding; √ Developing a mechanism to record, resolve and respond 	Contractor

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility											
		<p>to complaints, including complaints regarding noise. ✓ Contractor shall consult local residents/communities regarding works and to give them details of a responsible appointed person on site who will be able to deal with queries.</p> <p>✓ Before start of works, Contractor shall identify people who may adversely affected by noise such as shift workers, young mothers, the elderly, sick or disabled residents and propose appropriate mitigation measures.</p> <div data-bbox="869 521 1209 613" style="border: 1px solid black; padding: 5px;">  Environmental, Health, and Safety GENERAL EHS GUIDELINES: ENVIRO NOISE MANAGEMENT </div> <table border="1" data-bbox="856 646 1205 818" style="margin: 10px auto;"> <caption>Table 1.7.1- Noise Level Guidelines⁵⁴</caption> <thead> <tr> <th rowspan="2">Receptor</th> <th colspan="2">One Hour L_{max} (dBA)</th> </tr> <tr> <th>Daytime 07:00 - 22:00</th> <th>Nighttime 22:00 - 07:00</th> </tr> </thead> <tbody> <tr> <td>Residential; institutional; educational⁵⁵</td> <td>55</td> <td>45</td> </tr> <tr> <td>Industrial; commercial</td> <td>70</td> <td>70</td> </tr> </tbody> </table> <p>Contractor shall install real time noise measuring devices to confirm the compliance with the noise limits and calibrate the devices as proposed by manufacturer</p> <p>The NRPB already has a GRM in place which is available to the community for the lodging of complaints regarding any of the projects implemented by NRPB. Additionally, the contractor is mandated to develop a GRM following the guidelines described in this ESMP, provided by the NRPB. This should be included in the C-ESMP and will provide procedures for the lodging of community complaints. (See ESS10 further in this table for more details on the GRM).</p>	Receptor	One Hour L _{max} (dBA)		Daytime 07:00 - 22:00	Nighttime 22:00 - 07:00	Residential; institutional; educational ⁵⁵	55	45	Industrial; commercial	70	70	
Receptor	One Hour L _{max} (dBA)													
	Daytime 07:00 - 22:00	Nighttime 22:00 - 07:00												
Residential; institutional; educational ⁵⁵	55	45												
Industrial; commercial	70	70												
ESS4	Community nuisance from dust and exhaust emissions into the air (-) (M) (2) (C)	See ESS3 above for dust and exhaust emissions avoidance and mitigation measures.	Contractor											
ESS4	Exposure of community to Covid-19 in case the epidemic changes significantly and government is implementing measures	There is a low risk of increase of the community exposure to Covid-19. The pandemic has gone into an endemic phase and Government has lifted the Covid measures. The situation will be monitored and risk rating will be	NRPB, Contractor, Supervisor											

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
	(-) (L) (2) (C)	reassessed if conditions evolve differently.	
ESS4	Nuisance to sensitive receptors due to construction activities (-) (M) (2) (C)	The Marie Genevieve de Weever school has been identified as the sensitive receptor in proximity with the project site. There might be also adjacent residents, with special conditions, who may be sensitive to construction nuisance. The mitigation measures for minimizing noise, dust and traffic disturbance described above should prevent any significant negative impact. Contractor is also responsible for informing the wider community about the works and actively identifying if there are people with health or other conditions, who are sensitive, and could potentially be disproportionately affected by construction nuisance. Receiving of complaints is another channel for identifying people requiring special attention.	Contractor, NRPB
ESS4	Impact on area aesthetics (-) (L) (2) (D&C&O)	The impact on the aesthetic value of the area will depend on the physical characteristics of the new building. The Design Firm shall consider the smooth integration of the new building appearance into the surrounding area, subject to applicable building codes and draft Zoning Plans.	Design Firm
ESS4	Cumulative impact from operation of the existing social housing complex and new social housing in the same area (-) (M) (2) (O)	Currently there are no other known construction activities in the area. On the broader sense of the term, operating another social housing complex next to a pre-existing one may qualify as cumulative impact, related to stereotypes and possible discrimination against new tenants, risking their smooth integration and welcoming by the community. As to mitigate the risk, the new construction will combine workforce and social homes, furthermore NRPB will carry out localized stakeholder consultations for informing the community and receiving relevant feedback about the project.	NRPB
ESS4	Community risks from emergency situations on the construction site (fire, flying objects, flood, etc.) (-) (M) (2) (C)	The Emergency Response sub-plan prepared by Contractor as part of the C-ESMP shall describe the measures in place to minimize any negative impact on workers and community health and safety. More details are given under ESS2 above.	Contractor

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
ESS4	Security personnel related risks (use of force, behaviour towards the public, etc) (-) (L) (2) (C)	Contractor has a responsibility to ensure proper hiring, training, rules of conduct, and supervision of private security personnel (single guard or night watchman), in case such personnel is required for the project. Contractor should be guided by the Good Practice Note: <i>“Assessing and Managing the Risks and Impacts of the Use of Security Personnel”</i> ; Contractor shall have a policy to perform preemployment screening for all guards. At a minimum, these checks should include police records, certificates of good conduct as well as checks with former employers; Use-of-Force Training shall be provided to personnel. Training should emphasize avoidance of unlawful or abusive behavior. This training should clearly define abusive behavior in relation to proper behavior and point out sanctions; Use of force restraint and caution must be exercised; Contractor should ensure that all employees are provided with the appropriate training and equipment to undertake their responsibilities.	Contractor
ESS4	SEA/SH (-) (L) (2) (C&O)	<p>The Contractor is required to refer any community complaints with a SEA/SH component to the NRPB’s GRM and will be dealt with appropriately. Depending on the needs of the complainant, referral to service providers and/or law enforcement will take place.</p> <p>Sensitization training on SEA/SH, legal ramifications for infraction and the Contractor's and NRPB's GRM provides guidance for dealing with SEA/SH matters.</p> <p>The NRPB Code of Conduct for Construction outlines the obligations on all the Contractor’s staff regarding SEA/SH, that all workers are expected to adhere to. The Contractor is required to include this in their own CoC which is subject to NRPB’s approval.</p> <p>The Contractor shall include in the C-ESMP, a section on investigation of possible violations and the consequences thereof.</p> <p>Disciplinary sanctions are firstly governed by the country's labour legislation and secondly by the contract specific arrangements.</p> <p>All workers are required to sign the CoC prior to starting any work. Workers must follow the Contractor’s Training which shall include SEA/SH sensitization, Code of Conduct, and related topics. SEA/SH training shall also be repeated regularly (monthly) and particularly where an incident of non-compliance has occurred.</p>	Contractor, NRPB

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
		<p>Contractor will conduct Toolbox Trainings for staff prior to commencement of works, and regularly (weekly) during construction phase. This will include sensitisation on SEA/SH and the Code of Conduct, which provides guidelines specific to these issues.</p> <p>Supervisors/Relevant Personnel (ESHS Officers) will be hired to deal with matters related to these infractions, based on procedures described in the CoC and the Contractors' GRM.</p>	
ESS4	Gender Equality (-) (L)(2)(C)	Contractor to be encouraged to hire women to work on their projects to ensure gender equity/distribution, once the female applicants have the required skill, training or academic qualifications.	NRPB, Contractor
ESS4	Resistance from members of the community about the construction of such development in the neighborhood (-) (M)(2)(C&O)	The Project Management Team (PMT) will conduct effective stakeholder consultations prior to commencement of works, during the project planning phase in line with the standards and in accordance to the SEP. See also previous point related to the cumulative impact.	NRPB
Operational Risks			
ESS4	Concerns about sexual vulnerability of female tenants (-)(L)(2)(O)	The building will integrate and maintain measures to improve the overall security of the premises, such as controlled entrance and sufficient lighting.	NRPB, Design Firm, SMHDF
	Stigma and discrimination against social housing tenants (-)(M)(2)(O)	The SEP will include consultations seeking information on community attitudes towards social housing. It will also create an opportunity to correct negative perceptions of social housing which may exist.	NRPB, SMHDF
	Concerns that the beneficiaries' selection criteria will not be fair and transparent.	This will be mitigated by the development of an objective selection policy to direct the selection of beneficiaries in Component 1 of the project.	SMHDF, NRPB

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
	(-)(M)(2)(O)		
ESS8 Cultural Heritage	Encounter of previous unknown heritage during works (-&+) (L) (2) (C)	A Chance Finds Procedures (CFP) sub-plan shall be part of the C-ESMP prepared by Contractor. The Contractor's CFP shall be in line with the CFP is attached in this ESMP (Annex 3). A chance find can be both a risk and an opportunity.	NRPB, Contractor, MECYS
ESS 9: Financial Intermediaries			
<i>Not Relevant</i>			
ESS 10: Stakeholder Engagement and Information Disclosure	Adequately identify the different stakeholders of the project, both project-affected parties and other interested parties. (-&+) (M) (1&2) (D&C&O)	NRPB has developed a draft Stakeholder Engagement Plan (SEP) and will seek the views of stakeholders on the SEP, through a public consultation process, in a timeframe as agreed in the ESCP. The draft SEP will be disclosed on the NRPB website prior to project appraisal for public review and comment. Targeted consultations requesting feedback on major project components and activities will be also arranged. Consultation outcome will be included in the SEP. More details are included in Section 6.5. Project is expected to have a positive impact compared to current stakeholder engagement practices in St. Maarten.	NRPB
ESS10	Sharing of adequate information to allow stakeholders to understand the risks and impacts of the project. (-&+) (M) (1&2) (D&C)	This draft Preliminary ESMP will be publicly disclosed, prior to project appraisal, on the NRPB social media, website and its availability communicated through notifications in the Daily Herald and in social media (including the Facebook pages of the NRPB and Government of Sint Maarten -GoSM). This is for the purposes of consultations. The Preliminary ESMP shall include the results of those consultations before submission to Wb for clearance. The final ESMP will also be disclosed once cleared by the WB. Project is expected to have a positive impact compared to current public information practices in St. Martin.	NRPB
ESS10	A lack of stakeholder and community knowledge about the project and inadequate engagement, consultation and	Conduct Stakeholder Identification and Analysis.	NRPB

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
	<p>dialogue with stakeholders and the project affected community.</p> <p>(-&+) (M) (1&2) (D&C)</p>	<p>Develop and implement Stakeholder Engagement Plan and update with new information following consultations.</p> <p>Adequately document and keep records of stakeholder engagement, including a description of the stakeholders consulted, feedback received, how the feedback was taken into account, or the reasons why it was not.</p> <p>Reflecting relevant stakeholder inputs in social and environmental risk management instruments.</p>	
ESS10	<p>GRM.</p> <p>Stakeholders and members of the community may be dissatisfied or concerned with the project and related activities.</p> <p>(-&+) (M) (1&2) (D&C)</p>	<p>Have a mechanism to receive and facilitate the resolution of concerns and grievances from the project.</p> <p>The NRPB Grievance Redress Mechanism (GRM) is updated to be aligned with the ESF. It is active and will continue to be in place to process concerns and grievances which arise from the project, including the receiving of SEA/SH and anonymous grievances.</p> <p>NRPB's GRM and complaints procedures can be found on the NRPB's website: (https://nrpbxm.org/complaints-procedure/)</p> <p>Contractors will be required to develop their GRM as part of the C-ESMP, following the guidelines provided by the NRPB and included in this ESMP. However, project related complaints lodged must be reported to the NRPB for management/resolution.</p> <p>The process is described in the NRPB GRM.</p> <p>The Grievance Redress Mechanism will be shared online as part of the SEP and consulted on during stakeholder consultations.</p> <p>Project is expected to have a positive impact compared to current grievance management in St. Maarten.</p>	NRPB

Relevant ESSs	Main E&S Impacts, Risks or Requirements, plus Categorization	Mitigation Measures	Responsibility
ESS10	Stigma and discrimination from members of the public. (-)(M)(2)(O)	Public consultations and awareness/information campaigns will be held during the project preparation and implementation as part of Component 1. Initial public consultations are included in the SEP and will be held prior to project approval Feedback from adjacent communities and stakeholders will be used to direct content and methods of public awareness and engagement.	NRPB SMHDF

6.3 Labour Management Procedures (LMP)

NRPB developed the Labour Management Procedures which outline the requirements for assessing and managing labour and working conditions for all components of the Project, including occupational health & safety risks associated with the construction works under Component 2. During project implementation, the Labour Management Procedures will be updated as needed.

A grievance mechanism for labour issues to be raised by project workers, is provided by the NRPB and any companies and contractors hired by the NRPB to perform tasks under projects.

GRM for Direct Workers: NRPB's workers can submit a complaint directly to the Human Resource (Human Resource) department.

Labour GRM: Contracted workers can submit their complaint at the main Contractor. NRPB's Labour GRM is available for contracted workers when they are not comfortable submitting a complaint at the Contractor.

6.4 Stakeholders Engagement

A draft Stakeholders Engagement Plan (SEP) has been prepared for the Project. It indicates the key stakeholders, engagement approaches for consultations, grievance redress procedures, and proposed consultation dates.

The NRPB is committed to providing information to direct stakeholders, government agencies, beneficiaries as well as the wider general public on Sint Maarten of on-going project activities. This will take place through regular updates via various media channels as listed in the SEP, through a variety of beneficiary feedback mechanisms. Finally, anyone can request specific feedback or post specific questions through a variety of social media and direct communication channels as listed in the SEP.

During the preparation of this project, drafts of the E&S risk management documents will be publicly disclosed on the NRPB's social media and website and consultations will be held with stakeholders. These consultations will continue throughout the project life cycle at various levels, using the appropriate media.

The NRPB Communications Team, in collaboration with the E&S and Project Management Team will develop a Communications and Consultation Plan to guide the disclosure of the relevant E&S instruments with the stakeholders and the public for review and feedback. Additionally, the details of upcoming community consultations, as per the SEP, will be published.

The Communications and Consultation Plan will also make provisions for consultations with the various stakeholders to be held during the various phases of the project, as outlined in the SEP.

The content of this Preliminary ESMP will be consulted with stakeholders and will be updated based on the results of those consultations.

6.5 Grievance Redress Mechanism (GRM)

The NRPB has an existing GRM in place to fairly, efficiently and effectively handle concerns and grievances received from the Project's stakeholders. The NRPB's GRM has been updated and will be used in this project. The system is well established and provides a credible avenue for all Project beneficiaries and stakeholders to file their complaints during the Project's implementation.

NRPB's GRM can be found on the website: [Complaints Procedure – National Recovery Program Bureau \(nrpbxm.org\)](http://nrpbxm.org)

Complaints received by the NRPB will be reviewed and managed by the Complaints Officer at the NRPB. Complaints received by the contractor in relation to the project will be handled in the following manner:

- Contractors are obligated to report any submitted complaints, depending on the nature. Incidental reports are required to be submitted within 24 hours of the occurrence, depending on the level of urgency. Additionally, regular reports are expected in the Contractor's monthly ESHS reports to the NRPB. The NRPB's Complaints Officer instructs the Supervisor and Contractors on the operation of their Project-level GRM with regards to the respective complaint and the Complaints Officer may take over the management of the complaint, if deemed necessary by the NRPB.

The GRM is described in more detail in the Stakeholder Engagement Plan.

Channels to Submit Grievances

The contact details for filing complaints will be posted at the Public Service Centers in Phillipsburg and Simpson Bay, and are:

- Via an online form available on the NRPB's website: [Complaints Procedure – National Recovery Program Bureau \(nrpbxm.org\)](http://nrpbxm.org): By email to complaints@nrpbxm.org with the complainant's project name "Fostering Resilient Learning Project" as the email's subject.
- By mail to: National Recovery Program Bureau
#57 Walter A. Nisbeth Road, Philipsburg, Sint Maarten
Telephone Number: +1(721) 542-8886/7
- In person at the address above where the person will be given complaints form to complete.

Labour Grievance Redress Mechanism for Workers (Labour GRM)

Contractors are required to develop their own labour grievance redress procedures, to manage concerns from their employees.

Further details on the requirements for the Contractor's GRM are available in the Labour Management Procedures (LMP) developed for this project. The LMP also addresses Occupational Health and Safety and other relevant labour issues. The Contractor is required to include a complaint handling procedure for workers' complaints in the C-ESMP.

Labour GRM for NRPB Staff and other project workers.

The NRPB's GRM is referred to as the Program-level GRM. As the overarching GRM it is opened to receive complaints from any project affected individual or group. In addition the GRM contains a Labour GRM which is open to project workers, such as staff and consultants of the NRPB and project-workers hired by a contractor or their sub-contractor. Refer to Chapter 6 of the NRPB GRM.

6.6 Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) Response Framework

In relation to this project there are a range of specific actions that will be in place to both mitigate against the risk of SEA/SH on the project and to respond if identified. These are detailed in Table below.

Table 6: Provisions for the Mitigation of Risks Associated with SEA/SH

Mitigation Measure	Details
NRPB measures	All NRPB workers shall sign the Code of Conduct NRPB will promote and facilitate SEA/SH training for its staff. The NRPB institutional GRM includes provisions to address SEA/SH grievances.
Contractors' measures	All contractors workers are required to sign the CoC prior to starting any work. (See minimum requirements for Contractor Code of Conduct in Annex 5). Workers must follow the Contractor's Training which shall include SEA/SH related topics. SEA/SH sensitisation training can also be repeated when necessary, particularly where an incident of non-compliance has occurred. Contractors' Response Plan for Management of SEA/H Incidents/Complaints shall be included in the C-ESMP. Contractor shall report SEA/SH incidents as soon as they learn about the occurrence and report on the ESHS monthly report with a survivor centered approach.
SEA/SH service provider.	Cases will be referred to local service providers, when required (e.g. Safe Haven), A list of service providers will be developed and available to NRPB and contractors' appointed person.

6.6.1 SEA/SH Guidelines for Works Contractors for the development of the C-ESMP

Contractors shall prepare a plan and implement appropriate activities to reduce SEA/SH risks prior to civil works commencing and during execution such as:

- Have project workers undergo training and sensitization on SEA/SH. Describe the training program in detail. First training should be prior to, or combined with, signing the Code of Conduct. The training should be provided in the respective languages of the workers.
- Describe how the understanding of SEA/SH after the training, is being assessed.
- Describe how compliance with the Code of Conduct, with respect to SEA/SH, is being monitored.
- Describe how aspects that need more attention will be identified and how these will be addressed.
- Have separate, safe and easily accessible facilities for women and men working on the site. Locker rooms and/or latrines should be located in separate areas, well-lit and include the ability to be locked from the inside.
- Visibly display signs around the project site (if applicable) that signal to workers and the community that the project site is an area where SEA/SH is prohibited.
- Monitor SEA/SH incidents using a simple tracking system to document events staff hear about and observe. This entails developing a simple, anonymous and confidential tracking system that staff can use to document when they observe/hear about SEA/SH incidents, in the program context.

6.7 Incidents & Accidents Reporting

6.7.1 Contractor Responsibilities

Despite significant efforts to manage environmental and social risks associated with project activities, incidents may occur. Contractors must have a written/documented procedure for the managing of incidents and accidents related to the project. The incident management and reporting process may comprise below steps.

- ✓ Step 1 Initial Communication – notify the relevant authorities, Supervisor and NRPB
- ✓ Step 2 Classification – identify how serious is the incident
- ✓ Step 3 Investigation – conduct root cause analysis (RCA) and identify necessary set of measures to as appropriate to address the root causes (aka corrective action plan (CAP))
- ✓ Step 5 Response – implement corrective actions
- ✓ Step 6 Follow Up – completion of corrective actions and develop necessary preventive actions to prevent similar incidents occurring in the future

Contractor shall report any accidents/incidents to the NRPB in writing within 24 hours after the incident, and immediately after the occurrence via email. Incidents/accidents to be reported include, but are not limited to, the following:

1. Inspection, investigation by, or warning or official order from, government regarding a (possible) violated policy, permit or legislation or permit conditions, as per the ESMP.
2. Any work-related fatality;

3. Accidents requiring medical treatment, in case of hospital admittance, in case of medical leave days, in case of permanent complete or partial invalidity of an employee, fractured or cracked bones or teeth, punctured eardrums or hearing loss;
4. Near miss events, which are legally required to be reported by the Contractor to the Labor Department immediately, no later than three days; following the [NATIONAL REGULATIONS containing \(general\) measures \(provisions\) for the security of work in enterprises \(overheid.nl\)](https://overheid.nl/onderwerpen/veiligheid-en-gezondheid/veiligheidsregulering).
5. A significant environmental incident as a consequence of which major pollution (air, water, noise, or land) or a significant adverse environmental impact (wildlife or local habitat) has occurred, is occurring, or is likely to occur;
6. Reported Code of Conduct violations in regard to human rights, discrimination against workers, drugs or other illegal activities, fraud & corruption, and conflict of interest;
7. Significant adverse effects or damage to private property (e.g., vehicle accident, damage from flying rock, working beyond the boundary);
8. Discovery and/or damage to cultural heritage, artifacts, monuments, sacred grounds, etc.;
9. Significant encroachment on private property
10. Displacement Without Due Process: The permanent or temporary displacement against the will of individuals, families, and/or communities from the homes and/or land which they occupy without the provision of, and access to, appropriate forms of legal and other protection and/or in a manner that does not comply with an approved resettlement action plan.
11. Burglary or theft of assets
12. Any confirmed Covid-19 case, or other infectious disease
13. Indication or incidents of child labor, forced labor or undocumented workers.
14. Sexual Orientation and Gender Identity (SOGI) related violence or discrimination incidents.
15. Any indication of gender based violence (GBV), sexual exploitation or abuse, sexual harassment or sexual misbehavior, rape, sexual assault, child abuse, or defilement, or other violations involving children.
16. Acts of Violence/Protest: Any intentional use of physical force, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, deprivation to workers or project beneficiaries, or negatively affects the safe operation of a project worksite.

The initial report from Contractor shall address the following questions.

- What was the incident? What happened? To what or to whom? ● Where and when did the incident occur? ● What is the information source? How did you find out about the incident? ● Are the basic facts of the incident clear and uncontested, or are there conflicting versions? ● What were the conditions or circumstances under which the incident occurred? ● Is the incident still ongoing or is it contained? ● Is the loss of life or severe harm involved? ● How serious was the incident? How is it being addressed?

For the initial report, depending on the nature of incident/accident, the Contractor shall use the reporting forms attached in [Annex 7](#).

After the initial written reporting, the Contractor shall undertake an investigation and a root cause analysis and propose appropriate measures to avoid future incidents. A detailed report shall be submitted in writing, for NRPB's approval, within 3 days. After the Contractor's initial reporting on the root cause analysis (RCA) and corrective action plan (CAP), the Contractor should also report the completion of corrective actions and possible preventive actions. In case of a GBV incident, the Contractor follows the instructions from the NRPB.

A root-cause analysis of an incident reports the sequence of events and factual circumstances. The analysis identifies what failing(s) led to the accident, what safety measures were in place, and the risk information/training provided to workers on site. The level of supervision of unskilled labor should also be assessed. A root-cause incident investigation report for the accident, including corrective measures is expected to improve OHS conditions at the given site.

For the root cause analysis and Corrective Action Plan, depending on the nature of incident/accident, the Contractor shall use the reporting forms attached in [Annex 7](#).

6.7.2 NRPB Responsibilities

NRPB shall promptly notify the World Bank, within 72 hrs after learning of the incident or accident, of any incident or accident related to or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, in accordance with the ESCP, the instruments referenced therein and the Environmental and Social Standards. The Incident Forms Part B (see [Annex 7](#)) template will be used for reporting according to the incident category.

The following are incident types to be reported using the environmental and social incident response process:

- i. **Fatality:** Death of a person(s) that occurs within one year of an accident/incident, including from occupational disease/illness (e.g., from exposure to chemicals/toxins).
- ii. **Lost Time Injury:** Injury or occupational disease/illness (e.g., from exposure to chemicals/toxins) that results in a worker requiring 3 or more days off work, or an injury or release of substance (e.g., chemicals/toxins) that results in a member of the community needing medical treatment.
- iii. **Acts of Violence/Protest:** Any intentional use of physical force, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, deprivation to workers or project beneficiaries, or negatively affects the safe operation of a project worksite.
- iv. **Disease Outbreaks:** The occurrence of a disease in excess of normal expectancy of number of cases. Disease may be communicable or may be the result of unknown etiology.
- v. **Displacement Without Due Process:** The permanent or temporary displacement against the will of individuals, families, and/or communities from the homes and/or land which they occupy without the provision of, and access to, appropriate forms of legal and other protection and/or in a manner that does not comply with an approved resettlement action plan.
- vi. **Child Labor:** An incident of child labor occurs: (i) when a child under the age of 14 (or a higher age for employment specified by national law) is employed or engaged in connection with a project, and/or (ii) when a child over the minimum age specified in (i) and under the age of 18 is employed or engaged in connection with a project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral or social development.
- vii. **Forced Labor:** An incident of forced labor occurs when any work or service not voluntarily performed is exacted from an individual under threat of force or penalty in connection with a project, including any kind of involuntary or compulsory labor, such as indentured labor, bonded labor, or similar labor-contracting arrangements. This also includes incidents when trafficked persons are employed in connection with a project.

- viii. **Unexpected Impacts on heritage resources:** An impact that occurs to a legally protected and/or internationally recognized area of cultural heritage or archaeological value, including world heritage sites or nationally protected areas not foreseen or predicted as part of project design or the environmental or social assessment.
- ix. **Unexpected impacts on biodiversity resources:** An impact that occurs to a legally protected and/or internationally recognized area of high biodiversity value, to a Critical Habitat, or to a Critically Endangered or Endangered species (as listed in IUCN Red List of threatened species or equivalent national approaches) that was not foreseen or predicted as part of the project design or the environmental and social assessment. This includes poaching or trafficking of Critically Endangered or Endangered species.
- x. **Environmental pollution incident:** Exceedances of emission standards to land, water, or air (e.g., from chemicals/toxins) that have persisted for more than 24 hrs or have resulted in harm to the environment.
- xi. **SEA/SH: Sexual Exploitation:** Any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes. **Sexual Abuse:** Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- xii. **SOGI:** Violence on the basis of SOGI or Discrimination on the basis of SOGI.
- xiii. **Other:** Any other incident or accident that may have a significant adverse effect on the environment, the affected communities, the public, or the workers, irrespective of whether harm had occurred on that occasion. Any repeated non-compliance or recurrent minor incidents which suggest systematic failures that the task team deems needing the attention of Bank management.

A subsequent report after investigation will be submitted to the Bank in a timeframe acceptable to the Bank. The report will include a description of such Significant Event, and the measures, if any, that the Recipient is taking or plans to take to address such Significant Event and to prevent any future similar event. In case the accident resulted in fatality/injury for worker or member of the public, then the accident Form Part C ([Annex 7](#)) template will be used for reporting. In case of SEA/SH and SOGI incidents then the corresponding Part C forms shall be used ([also in Annex 7](#)).

The description of the Event shall address the following questions (if possible and relevant).

- What was the incident? What happened? To what or to whom?
- Where and when did the incident occur?
- What is the information source? How did you find out about the incident?
- Are the basic facts of the incident clear and uncontested, or are there conflicting versions?
- What were the conditions or circumstances under which the incident occurred?
- Is the incident still ongoing or is it contained?
- Is the loss of life or severe harm involved?
- How serious was the incident? How is it being addressed?

The report will contain a Root Cause Analysis (RCA), highlighting the reasons that lead into this incident. The Event description and RCA analysis will be shared with the World Bank preferably within 10 days after the occurrence of the Event. The RCA will be discussed with the Bank and agreements will be made on the corrective actions.

NRPB will prepare a Corrective Action Plan which will describe the set of measures (short, medium, long term), responsibilities and timelines for implementation, as appropriate to address the root causes to help prevent any recurrence of the incident and discuss this plan with the Bank. The Corrective Action Plan should be based around a summary table, with additional supporting text and information to adequately describe the measures and how they will achieve the corrective actions to address the immediate, underlying, and root causes identified in the investigation report. The Corrective Action Plan template found under [Annex 7](#) should be used.

NRPB will keep the World Bank informed of the on-going implementation of the said measures and plans.

Incidents that do not require immediate WB reporting (based on requirement) will be still included in the semi-annual project reports, in agreement with NRPB.

6.8 ESHS Monitoring Plan

NRPB will monitor the implementation of the proposed mitigation measures applicable to the construction works. Table 7 indicates the monitoring parameters that the NRPB's, Supervisor's and Contractor's Environmental and Social risk management specialists will apply.

Table 7. ESHS Monitoring Plan for Construction Works

Monitoring Parameter/Activity	Means of Monitoring	Compliance Indicator / Threshold Limits	Responsibility & Frequency
Jobsite General			
1. Clean and tidy jobsite	Visual inspection	Worksites shall be kept clean and free of garbage. Materials shall be stored without obstructing passageways.	NRPB: monthly Supervisor: twice weekly Contractor: daily
2. Posters and safety signs in place	Visual Inspection	Shall be easily visible by all and posted on key locations within the site.	NRPB: quarterly Supervisor: monthly Contractor: weekly
3. Emergency phone numbers posted	Visual Inspection	Shall be easily visible by all and posted on key locations within the site.	NRPB: quarterly Supervisor: monthly Contractor: weekly
Community Safety			
4. Barriers to prevent unauthorized access	Visual Inspection	The perimeter of the site shall be fenced and no-entry signs placed at key points.	NRPB: quarterly Supervisor: monthly Contractor: weekly
5. Debris netting or other measures for falling objects	Visual Inspection	All scaffolds shall have toe-boards and netting shall be installed wherever necessary according to the C-ESMP.	NRPB: monthly Supervisor: twice weekly Contractor: daily
6. Safe pedestrian walkways	Visual Inspection	All pedestrian walkways shall be safe from hazards and not obstructed.	NRPB: monthly Supervisor: twice weekly Contractor: daily
7. No obstruction on roads and sidewalks	Visual Inspection	All roads shall be open at all times except if otherwise approved by the Police Department and according to the C-ESMP	NRPB: monthly Supervisor: twice weekly Contractor: daily
8. Traffic signs are placed wherever required	Visual Inspection	According to the approved C-ESMP and Police Department waiver. Traffic shall be smooth and flag person assigned as necessary.	NRPB: monthly Supervisor: twice weekly Contractor: daily
Work Hazards & Occupational Health			
9. Personal Protective Equipment (hard hats, goggles, respirators, boots, gloves, hearing protection)	Visual Inspection and Inventory List review	PPEs shall be provided to all workers. All workers shall use the appropriate PPEs for the tasks they perform.	NRPB: monthly Supervisor: twice weekly Contractor: daily

Monitoring Parameter/Activity	Means of Monitoring	Compliance Indicator / Threshold Limits	Responsibility & Frequency
10. Scaffold barriers for > 1.8m	Visual Inspection	All scaffold higher than 1.8m shall be equipped with mid-rails and top-rails.	NRPB: monthly Supervisor: twice weekly Contractor: daily
11. Safety harness for >1.8m	Visual Inspection	If railing cannot be placed, then safety harnesses shall be used by all for working at height safety.	NRPB: monthly Supervisor: twice weekly Contractor: daily
12. Stable surface for scaffolds and ladders	Visual Inspection	The footing of scaffolds and ladders shall be on firm surface.	NRPB: monthly Supervisor: twice weekly Contractor: daily
13. First Aid kit	Visual Inspection	Worksite shall have adequate well stocked first aid kits	NRPB: monthly Supervisor: weekly Contractor: daily
14. Access to areas for rest (canteen)	Visual Inspection	Sheltered areas and sitting for all workers shall be provided for resting and having lunch.	NRPB: monthly Supervisor: weekly Contractor: weekly
15. Hygiene facilities	Visual Inspection	Portable toilets and hand washing stations shall be provided onsite according to workforce number and being cleaned regularly.	NRPB: monthly Supervisor: twice weekly Contractor: daily
16. Drinking water supply	Visual Inspection	Sufficient quantity of potable cool water shall be available for all workers.	NRPB: monthly Supervisor: twice weekly Contractor: daily
Solid Waste			
17. Sufficient waste bins/skips in place	Visual Inspection	Number and type of bins/skips according to the C-ESMP. Non overfilled bins.	NRPB: monthly Supervisor: twice weekly Contractor: daily
18. Rain and wind protection	Visual Inspection	All bins, skips and truckloads shall be covered with tarpaulin	NRPB: monthly Supervisor: twice weekly Contractor: daily
19. Segregate materials for recycling	Visual Inspection & Waste chain of custody records	Metals, wood and concrete shall be separated and send for recycling.	NRPB: monthly Supervisor: twice weekly Contractor: daily
20. Waste chain of custody records	Visual inspection of records	All waste loads shall be recorded and disposed at approved locations, by licensed haulers.	NRPB: monthly Supervisor: twice weekly Contractor: daily
Dust			
21. Covered loose material stockpiles, waste skips and trucks	Visual Inspection	All loose material shall be covered with tarpaulin when not used	NRPB: monthly Supervisor: twice weekly Contractor: daily
22. Watering for dust prevention	Visual Inspection	Soil shall feel damp to the touch before excavation and soil movement works	NRPB: monthly Supervisor: twice weekly Contractor: daily
Wastewater			
23. Collection, storage and disposal in authorized facility	Visual Inspection and Disposal records	All wastewater produced from site shall be disposed at authorized facilities as per the C-ESMP.	NRPB: monthly Supervisor: twice weekly Contractor: daily

Monitoring Parameter/Activity	Means of Monitoring	Compliance Indicator / Threshold Limits	Responsibility & Frequency
24. Silt stormwater runoff	Visual inspection	Silt fences shall be placed to prevent silt runoff, according to the C-ESMP	NRPB: monthly Supervisor: weekly Contractor: daily
Noise			
25. Noise level at site boundaries <70dBA	Spot checks and statistical analysis	90% of daytime measured noise hourly values shall be below 70dBA	NRPB: monthly Supervisor: weekly Contractor: daily
26. Noise level at site boundaries with sensitive receptors <55dBA	Spot checks and statistical analysis	90% of daytime measured noise hourly values shall be below 55dBA	NRPB: monthly Supervisor: weekly Contractor: daily
27. Workers noise exposure <85dBA	Visual inspection	100% of workers operating power tools shall have ear protection on.	NRPB: monthly Supervisor: twice weekly Contractor: daily
Hazardous Materials			
28. Stored inside covered premises and on impermeable surface	Visual Inspection	Measures shall all be in place according to the approved C-ESMP	NRPB: monthly Supervisor: twice weekly Contractor: daily
29. Use of secondary spill containment equipment	Visual Inspection	Secondary spill containment shall be used for all onsite hazardous fluids storage and power generators, according to the C-ESMP.	NRPB: monthly Supervisor: twice weekly Contractor: daily
30. Availability of absorption materials	Visual Inspection	Absorption materials and tools shall be onsite to respond in any accidental release, as per approved C-ESMP.	NRPB: monthly Supervisor: twice weekly Contractor: daily
31. Safe storage of used oils and paint buckets	Visual inspection and records review	All empty containers of hazardous substances shall be returned to supplier.	NRPB: monthly Supervisor: twice weekly Contractor: daily
Fire & Electrical Safety			
32. Fire extinguishers number and type according to Fire Safety Plan	Visual Inspection	100% of fire extinguishers to be present and not expired	NRPB: monthly Supervisor: twice weekly Contractor: weekly
33. Flammable materials (fuel, waste, etc) are safely stored	Visual Inspection	Materials shall be protected from sun, away from heat sources and not stockpiled, as per approved C-ESMP.	NRPB: monthly Supervisor: weekly Contractor: daily
34. Use of electrical equipment that is RCD-protected	Visual Inspection and inventory check	All electrical equipment/power tools on site shall be RCD-protected.	NRPB: monthly Supervisor: weekly Contractor: daily
35. Electrical equipment shall be in good working condition.	Visual Inspection	Electrical equipment (including cords and leads) will be checked for faults and visible signs of damage. Faulty parts shall be replaced immediately.	NRPB: monthly Supervisor: twice weekly Contractor: daily
36. Electrical equipment is protected from weather	Visual Inspection	All equipment shall be stored inside when not in use.	NRPB: monthly Supervisor: twice weekly Contractor: daily
Labor Management			
37. Number of workers that signed the CoC	Record review	100% of workers shall have the CoC explained to them and have it signed.	NRPB: monthly Supervisor: weekly

Monitoring Parameter/Activity	Means of Monitoring	Compliance Indicator / Threshold Limits	Responsibility & Frequency
			Contractor: weekly
38. Workers' salary and insurance contribution shall be paid by employer	Record review	100% of workers shall be paid according to local labor legislation	NRPB: monthly Supervisor: weekly Contractor: daily
39. Complaints reports (from the community and workers)	Record review and project meetings	Records are up to date and complaints are satisfactorily addressed by contractor within 15 days. If not, they should be escalated to NRPB.	NRPB: monthly Supervisor: weekly Contractor: daily
Files, Plans & Records			
40. Non-Conformances are logged	Record review	100% of non-conformances are logged in the online database	NRPB: monthly Supervisor: twice weekly Contractor: daily
41. Incidents/accidents are reported	Record review	100% of accidents/incidents are reported according to the timelines of section 6.7.1	
42. Monthly Reports are submitted	Record review	100% of monthly ESHS reports are submitted within 2 weeks after the end of the month.	NRPB: monthly Supervisor: weekly Contractor: weekly
43. Workers are properly trained, including the Induction training before mobilization to site.	Record Review	100% according to the approved training plan in the C-ESMP	NRPB: monthly Supervisor: weekly Contractor: weekly
44. C-ESMP updates	Record Review	Updated C-ESMP is received at least every 3 months.	NRPB: monthly Supervisor: bi-weekly Contractor: bi-weekly
45. Equipment/Vehicles maintenance	Record Review	All vehicles/equipment shall be regularly maintained.	NRPB: monthly Supervisor: weekly Contractor: weekly

6.9 Expected Costs Of Mitigation Measures

The costs to mitigate the social and environmental risks are outlined in Table 8 below. The cost of the delivering of the ESHS requirements shall be a subsidiary obligation of the Contractor and no separate payments will be made for implementation of ESHS requirements. The Contractor is also responsible for informing their subcontractors of the E&S requirements which they will need to adhere to and share the C-ESMP with them.

Other costs include the engagement of the external consultant that carried out the cultural assessment of the plot, costs related to stakeholder engagement (publications, gatherings, etc.).

Table 8: Costs of Environmental and Social Risks Mitigation Measures

Description	USD\$	Component
ESHs mitigation measures related to construction works	n/a — (part of Contractor's bidding price)	2

Environmental and Social Risk Management specialists of NRPB ⁴	150 000	All
Stakeholders Engagement and Consultations during implementation	75 000	All
Training ⁵	5 000	All
Total⁶	230 000	

⁴ Cost includes NRPB's input on E&S/Procurement integration (ToRs drafting and bids evaluation) and E&S monitoring.

⁵ Training other than what is expected as part of the project components

⁶ Cost is indicative. Most E&S aspects costs will be part of the project deliverables and unit prices of works bids.

7 Project Institutional Arrangements and Capacity

7.1 Institutional Arrangements for ESMP Implementation

The National Recovery Program Bureau will act as the Project Implementation Unit (PIU) for the project and ultimately the implementation of the ESMP. The collaboration between the NRPB and the related Government Ministries (see section 8.3 to 8.8) will continue as the project proceeds throughout the project life cycle.

Each ministry has oversight and will contribute efforts and resources to ensure that the requirements of the ESMP are met, but the NRPB is accountable for the commitments in the ESMP. This section of the ESMP and Table 9 below outlines the responsibilities across the NRPB, the supervisor, and the contractor in the fulfilment of the terms of this ESMP.

NRPB E&S team currently consists of a team of six professionals. These are the Department's Head, three Environmental Specialists and two Social Specialists, while the NRPB is in the process of hiring an additional Social Specialist. One Environmental and one Social Specialist are assigned to the Housing project for developing the E&S instruments and ensuring ESHS compliance throughout the project life cycle. Additional support, internal, or through external consultants, is sought to provide needed support on the core team whenever required.

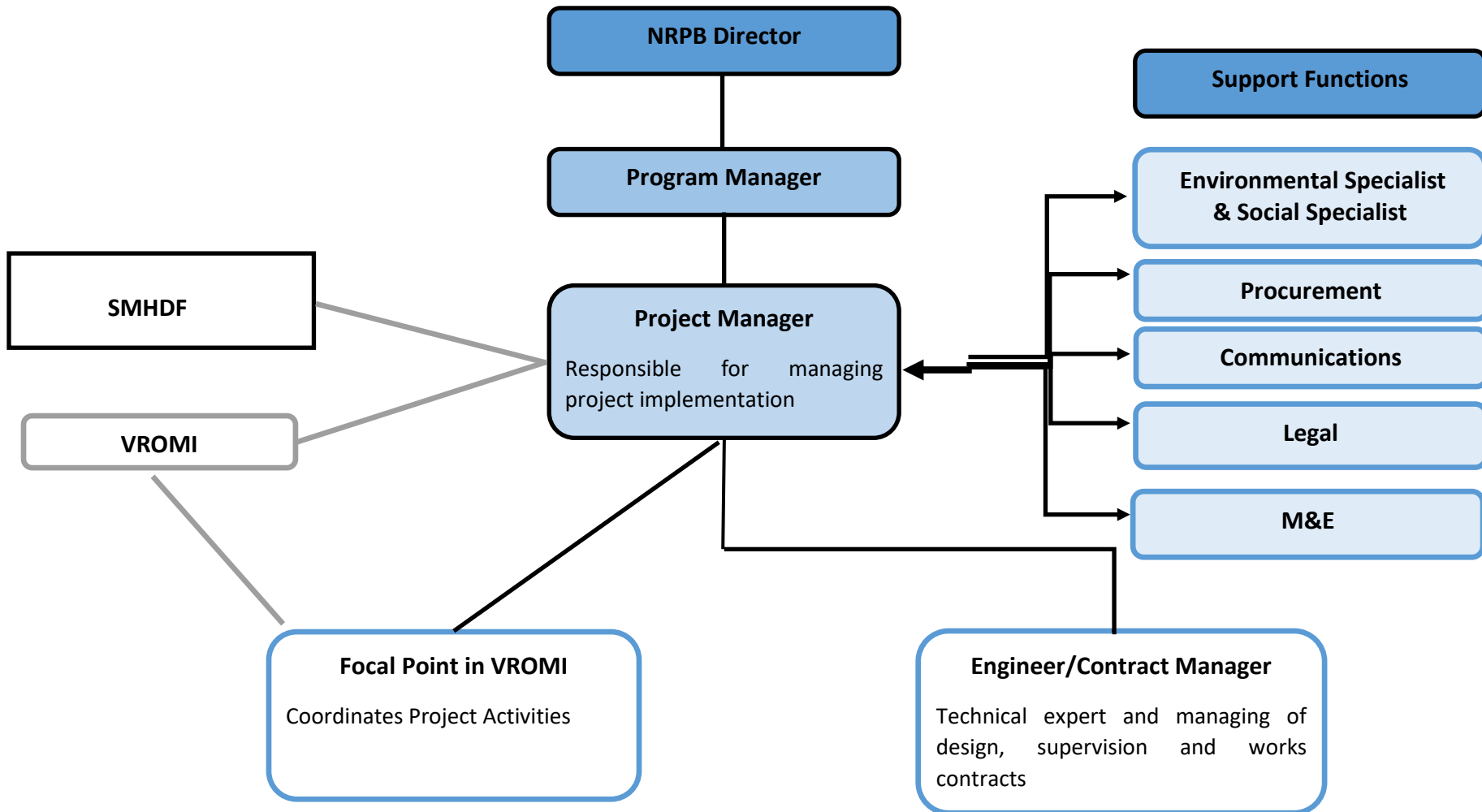
NRPB shall hire and maintain at least one supervision firm for the works with at least one Environmental, Social, Health and Safety (ESHS) specialist as key personnel of the firm to be on island throughout the duration of the construction works. NRPB shall also require Contractors to hire and maintain throughout construction at least one Environmental, Social, Health and Safety (ESHS) specialist as key personnel to be on island.

Table 9: Roles and Responsibilities for Environmental and Social Management of the Project

Organization	Responsibilities
NRPB	<ul style="list-style-type: none"> ✓ Overall oversight of ESMP implementation of the project ✓ Periodic monitoring and reporting of ESCP (every 6 months). ✓ Ensure that the Labour Management Procedures (LMP) that have been developed for the project are implemented ✓ Ensure that the Stakeholders Engagement Plan (SEP) that has been developed for the project is implemented. ✓ Investigate and report all significant incidents related to environmental, social and health aspects. Carry out root cause analysis for all major incidents, and recommended actions to be taken to rectify the failure that led to these incidents. ✓ Prepare and submit to the Bank bi-annually monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including, the implementation of the ESCP and the ESMP, stakeholder engagement activities, status of complaints received by the grievance mechanism(s), and other aspects of monitoring ESHS as detailed in the ESMP. ✓ Promptly notify the Bank of any incident or accident related to the project which has, or is likely to have, a significant adverse effect on the environment, the affected

	<p>communities, the public or workers, such as possible impact of natural hazards during Project implementation or any violations of the Code of Conduct.</p> <ul style="list-style-type: none"> ✓ Carry out periodic site inspections to ensure ESHS compliance in workplaces. ✓ Review and approve the Contractor’s ESMP and monthly ESHS Reports. ✓ Manage the grievance mechanism for the project. ✓ Review tender documents and ensure compliance with the ESMP.
Supervisor	<ul style="list-style-type: none"> ✓ Supervise ESHS compliance of Contractor ✓ Provide guidance to the contractor on implementation of ESHS aspects and provide training to the contractor’s staff ✓ Review Contractor’s ESMP and advise NRPB on compliance. ✓ Review Contractor’s monthly ESHS Reports and advise NRPB on compliance. ✓ Carry out regular site inspections to ensure ESHS compliance in workplaces. ✓ Engage an ESHS Specialist responsible for environmental and social risk compliance ✓ Report and Investigate all incidents as listed in 6.7.1. Carry out root cause analysis for all incidents, and advise on the recommended actions to be taken to rectify the failure that led to these incidents.
Contractor	<ul style="list-style-type: none"> ✓ Draft a Contractor’s Environmental and Social Management Plan (C-ESMP) prior to works commencement for NRPB’s approval. The C-ESMP will include ES action plans with site-specific mitigation measures. ✓ Implement mitigation and monitoring measures proposed in the C-ESMP, ESMP and World Bank Group EHS Guidelines ✓ Review the C-ESMP periodically, at least quarterly, and update in a timely manner. ✓ Prepare for approval of a Job Safety/Hazard Analysis at the beginning of construction works. ✓ Prepare monthly ESHS reports ✓ Promptly notify NRPB & Supervisor for accidents or incidents related to environmental, social and health aspects. ✓ Engage an ESHS Specialist responsible for Environmental and Social compliance ✓ Report and Investigate all incidents as listed in 6.7.1. Carry out root cause analysis for all incidents, and recommend actions to be taken to rectify the failure that led to these incidents

Figure 9: Housing Project Organizational Chart



7.2 Institutional Arrangements for Project Implementation

The NRPB will be the implementing agency for the project. NRPB will be responsible for reporting and monitoring and evaluation, financial management, contracts management, Environmental and Social risk management oversight, and procurement processing. Execution of activities for the Housing Project will be carried out by the NRPB, VROMI and SMHDF, with the support from the World Bank.

7.3 St. Maarten Housing Development Foundation (SMHDF)

The government's primary housing program is social rental housing administered by the Sint Maarten Housing Development Foundation (SMHDF). SMHDF, a non-profit foundation, was created in 1996 with the objective to operate towards the benefit and improvement of affordable social housing projects for low-income households in Sint Maarten. It was set up following the Dutch model of social housing delivery and management. The organization owns and/or manages a portfolio of 769 social housing units and owns or leases additional developable land on four parcels. Their operating revenue comes from rent collections, management fees, an annual rental subsidy to be allocated to tenants from the GoSM. SMHDF is a project partner and beneficiary of the project.

7.4 Ministry of Public Housing, Spatial Planning, Environment and Infrastructure (VROMI)

The activities of VROMI are especially aimed at, but not necessarily limited to the areas of, Public housing, management of the natural resources and environment and the development and management of a robust public infrastructure and public spaces.

This is to be achieved through effective:

- Advising on policy in the area of public housing, spatial planning, environment and infrastructure,
- Planning and realization of public works and buildings,
- Management of the public infrastructure, spaces, land and other resources,
- Permits issuance and enforcement in spatial development and environment.
- Management of the real property of the government

VROMI is a beneficiary, project partner and stakeholder. VROMI will also receive technical assistance under sub-component 1.2. The Ministry has appointed a focal person to the project. In addition, the Minister has appointed a person from the Minister's cabinet to oversee all housing-related matters for the Government, including serving as the liaison between VROMI and SMHDF. These two appointees are expected to work together. NRPB will also hire a Housing Sector Expert to work at VROMI and provide technical advice to the focal person. The ministry will work on establishing a comprehensive housing policies for Sint Maarten and the instruments to implement said policy.

The Ministry of VROMI Departments relevant for this Project are:

- New appointed staff for Housing (it is not clear under what department this roles will fall.
- **Infrastructure & Management**
This department will be involved in case there are works that need to take place in public spaces (road trenching, etc).

- **New Works**

This department will be involved if existing water, wastewater and electricity lines need to be updated and/or relocated or new ones need to be installed and if an excavation permit is required. New Works would coordinate the projects further within VROMI pertaining to required permits.

- **Permits**

The Permits Department is responsible for Building Permits and will therefore be the department where the plans for this project will have to be submitted to.

- **Inspection**

During any construction activities under this project the Inspection Department would have the responsibility to ensure that all being constructed is in accordance with applicable legislation pertaining to the Building Codes being followed during construction; Environmental Regulations being followed subsequent to operations starting and Electrical Inspections being up to code.

7.5 [Ministry of Education, Culture, Youth and Sport \(MECYS\)](#)

The Department of Culture within the MECYS has the mission to develop, promote and safeguard the Tangible and Intangible Cultural Heritage of St. Maarten. If during construction, there are chance finds, the Ministry will be notified and advised.

7.6 [Ministry of Justice](#)

The Police Force of Sint Maarten (KPSM) falls under the responsibility of the Ministry of Justice. The Traffic Department of the Police will need to be informed in case of traffic safety related issues and permits relevant to the works execution.

7.7 [Ministry of General Affairs](#)

The Fire Department falls under the Ministry of General Affairs. Their role is to ensure that the Fire Safety Aspects, i.e. the Fire Safety stations etc., of the to be constructed/renovated structures, in conjunction with the Ministry of VROMI the Permits Department and Inspection, is in accordance.

7.8 [Ministry of Public Health, Social Development and Labour \(VSA\)](#)

The Ministry of VSA amongst other aspects is responsible for allocating social support to low income households and labour conditions/regulations during construction works, for the public health at the work site. The Minister plays a role in promoting occupational safety and health standards in St. Maarten. This includes developing and implementing regulations to ensure workplace safety, conducting inspections, and addressing occupational health hazards. The Minister may also work with employers, workers' organizations, and relevant stakeholders to raise awareness about workplace safety and provide training and support.

7.9 Coordination between Ministries

In principle most indicated Ministries play a different role in the project and operate separately. However, the Ministry of VROMI (Permits Department) collaborates with the Ministry of General Affairs (Fire Department) when it pertains to the fire safety aspect of requested Building Permits and on (external) safety with requested Hindrance (environmental) Permits.

Additionally, there are focal points from the various Ministries in contact with the NRPB, as central contact point, pertaining to their part/relation in and to the project.

8 Annexes

Annex 1 – Census Survey and Cut Off Date

Project Title: Housing Project Sint Maarten
Date of Census/Cut-off Date: 18th February, 2023
Site Location: Hope Estate, meetbrief 095/2011
Data Collector: Elozona Ochu
Position/Title: Program Advisor, NRPB

Purpose of the Census Survey:

- i.To determine the number of human occupants on the site and their related assets
- ii.To confirm the structures and other fixed assets on the site
- iii.To confirm any activity occurring on the site which may potentially be affected by project implementation

Occupants/Assets	Number	Description/Details
People	Nil	
Building Structures	Nil	
Trees/Crops/Animals	Nil	Site covered with brush and no economically valuable crops. No animals tethered or other livestock
Other	1	There is a car wreck at the front end of the lot. It doesn't have license plates.

Signage Placed: Yes No (If yes, please attach photos of signs placed on the site)

Summary/Comments: _____

Please attach photographs of the site taken at the time the census survey was conducted.

Note: Photos should indicate the presence (or absence) of any of the above-mentioned features.





Annex 2 – CHANCE FINDS PROCEDURE

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Abbreviations and Acronyms

CFP Chance Finds Procedure

ESMP Environmental and Social Management Plan

GoSM Government of Sint Maarten

MECYS Ministry of Education, Culture, Youth and Sport

TCH Tangible Cultural Heritage

Glossary¹

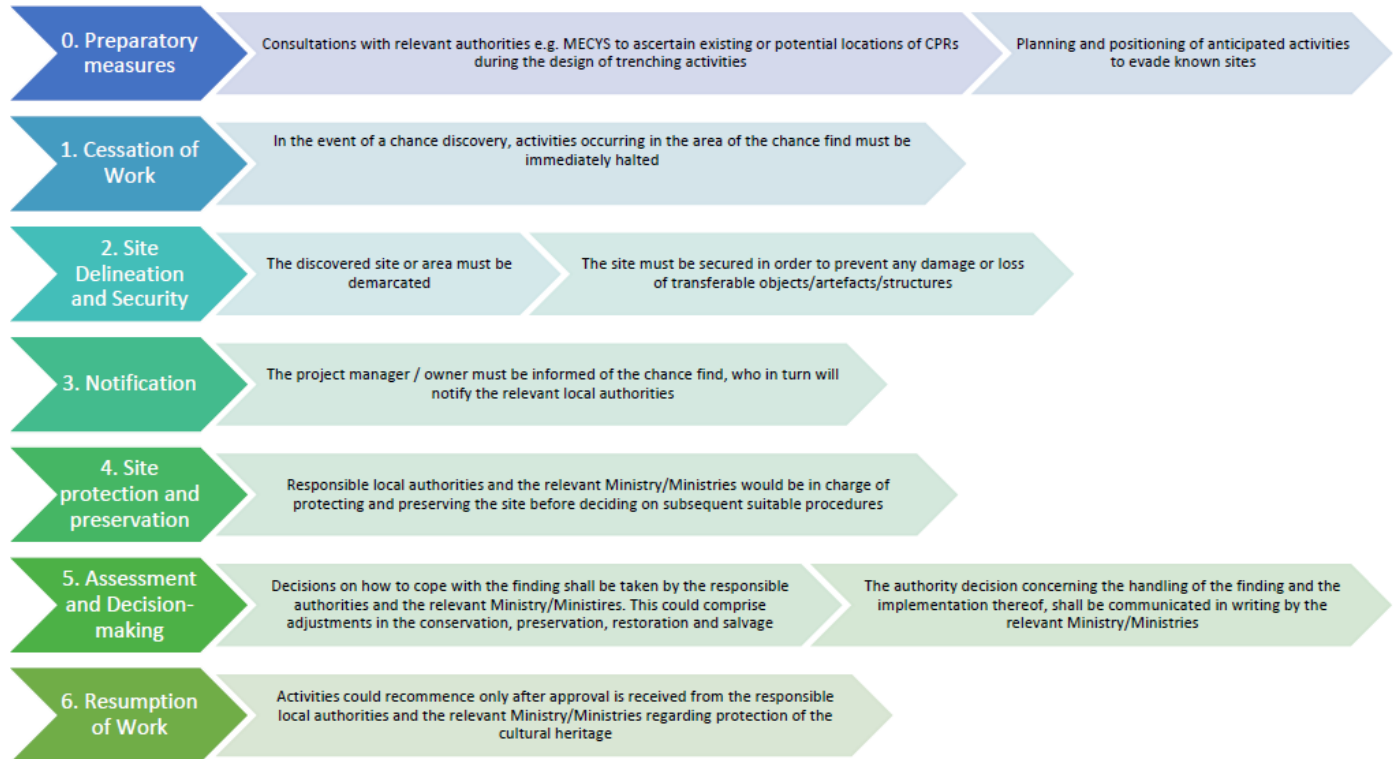
Term	Definition
Community	Usually defined as a group of individuals broader than the household, who identify themselves as a common unit due to recognised social, religious, economic or traditional government ties, often through a shared locality
Tangible Cultural Heritage	Movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Physical cultural resources may be located in urban or rural settings, and may be above or below ground, or under water. Their cultural interest may be at the local, provincial or national level, or within the international community
Chance find (procedure)	A chance find is archaeological material encountered unexpectedly during project construction or operation. A chance find procedure is a project-specific procedure which will be followed if previously unknown cultural heritage is encountered during project activities.

This CFP pertains to physical cultural resources located on land that may include movable or immovable objects, (groups of) structures, and sites and natural features/landscapes having archaeological, historical, religious, or other cultural significance or value.

¹Source:

The World Bank ESS8: [ESFFramework.pdf \(worldbank.org\)](#)

Schematic overview Chance Finds Procedure



Roles and responsibilities

Roles and responsibilities attributed to the following actors under the Chance Finds Procedure (CFP) are:

Actor	Role(s) and/or responsibility/(ties)
Contractor	<ul style="list-style-type: none"> • Consultations with relevant authorities to ascertain existing or potential locations of CPRs, during the design of activities • Planning and positioning of anticipated activities to evade known sites • Empower staff to stop works on (chance) discovery of artefacts • In the event of a chance discovery, activities occurring in the area of the chance find must be immediately halted • The discovered site or area must be demarcated and secured in order to prevent any damage or loss of transferable objects / artefacts / structures; no archaeological or historical object may be removed from the site without prior authorization issued by the Government • The project manager / owner must be informed of the chance find • If requested by authorities, permit an archaeologist to be present for monitoring purposes, especially in areas where the chance of finding historical objects is greater. • Permission must be sought of the Project owner, before works can be resumed • Monitoring of community issues
Supervision Consultant	Will notify the responsible local authorities e.g. MECYS, SIMARC etc.
NRPB	<ul style="list-style-type: none"> • Advisory role to the other government entities and contractor with regard to the location of within the project area and the planning of activities. • Supporting role to the GoSM with regard to the protection and preservation of the site where the chance find occurred
MECYS	<ul style="list-style-type: none"> • Protecting and preserving the site before deciding on subsequent suitable procedures in consultation with other relevant local authorities • Assessment and Decision-making on how to cope with the finding in relation to conservation, preservation, restoration and salvage of the find • Communicating the outcome of the assessment in writing to the contractor • Providing permission to the contractor for resumption of work.
VROMI	Supporting/advisory role to the other government entities in particular concerning the conservation, preservation, restoration and salvage of the find
SIMARC	Supporting/advisory role to the other government entities in particular concerning the conservation, preservation, restoration and salvage of the find

Chance Finds Procedure Registration Form

Record Date (day-month-year): _____ 202...

Record Time: _____

Record Location: _____

Contact Information Key Informant

Name: _____

Phone: _____

Email: _____

Occupation / function: _____

Chance Find Details

1. Date of Chance Find (day-month-year): _____ 202...

2. Time of Chance Find: _____ AM / PM

3. Location of Chance Find (provide as much details as possible):

4. Nature of Chance Find

(Please check / tick the correct box)

- object
- structure
- group of structures
- site
- natural landscape
- skeletal remains

5. Has the Project Manager been notified by the contractor of the Chance Find?

- YES
- NO

6. Has the Project Manager notified relevant authorities? If YES, which authority was notified and when?

- NRPB. Date: _____ and Time: _____
- MECYS. Date: _____ and Time: _____
- VROMI. Date: _____ and Time: _____
- Police Department. Date: _____ and Time: _____

7. If NO, why was the authority not notified?

Delineation and security of the area of the Chance Find

8. How was the area of the Chance Find delineated and secured? [*Suggestion to also use photographic evidence*]

Assessment and Decision-making

8. a. Was an assessment/investigation carried out by responsible local authorities?

- YES
- NO

8.b. If YES, what was the outcome of the assessment conducted by the responsible local authorities?

8.c If NO, when can a final decision be expected?

9. Permission of responsible local authorities received on (*date*): _____

10. Resumption of activities on (*date*): _____

Annex 3 - Contractors' Reporting Template

Environmental, Social, Health & Safety Monthly Report Template

(*contractor to adjust content according to project specific requirements)

Cover Page

- Project Title
- Contractor's/Company's Name, Contact Information, Address
- Site Location
- Reporting Period
- Date of Report
- ESHS manager name
- ESHS Supervisor consultant name

Table of Contents

Project Progress Status

Brief Description of Project Progress Status

Accidents and Incidents

- ✓ Environmental incidents or non-compliances with contract requirements, including contamination, pollution or damage to ground or water supplies;
- ✓ Health and safety incidents, accidents, injuries and all fatalities that require treatment;
- ✓ Near miss events
- ✓ Covid-19 confirmed cases

Date of Incident/Accident/Non-Compliance	Description	Results (Injuries, Fatalities, Treatment)	Current Status/Update

Inspection Schedule

(List ESHS site inspection dates of current and coming month)

Site Description	Date	Date	Date	Date	Date	Date	Date	Date
ESHS Inspector Name								

GRM

Workers and community complaints and actions

Date of Lodging of Complaint	Site/Location of Complaint and Person Receiving	Nature of Complaint (Brief Description)	Action Taken to Resolve the complaint. If not resolved, state current status of the complaint, including follow-up actions

Training Overview

Training Topic	Date	Location	hrs	Instructor	Participants	% of Workers
PPE use						
Working on Heights						
Scaffolds & Ladders						
Solid waste						
Wastewater, fuel, paints/solvents						
Fire extinguishing						
Code of Conduct and SEA/SH						
GRM						

(Training topics list is not inclusive. Please adjust according to project specific requirements)

Toolbox Topic	Date	Location	min	Instructor	Participants	% of Workers
Slips, trips and falls						
Work at height, use of ladders and scaffolding						
Work near existing services						
Roofing						

Manual handling						
Electrical hazards						
Working in confined spaces						
Falling objects						
Fire safety						
Traffic safety						
Construction plant, equipment and tools						
Excavation						
Hazardous materials						
Eye protection, head protection, hearing protection and so on						
Materials storage						
Behaviour in accordance with the CoC						
.....						

(Toolbox topics list is not inclusive. Please adjust according to project specific requirements)

Future Actions & C-ESMP Updates

Describe lessons learned, coming month initiatives for improvement and necessary future updates of the C-ESMP based on past experience.

Non-Conformances

Date	Site	Inspector	Description of Non-Conformance	Corrective actions	Date of Implementation & Responsibility	ESHS ID

ESHS ID

1. PPE's use and signage.
2. Covid-19 measures (masks, social distancing, disinfectants, etc) and signage.
3. Working on Heights (scaffolding, ladders, harnesses, lanyards, etc)
4. Community health & safety (Security fencing and signage, noise, safe pedestrian walkways, no road obstructions, traffic signs, etc)
5. Occupational health & safety (toilet, washing station, resting room, drinking water, first aid kit, emergency phone numbers, valid fire extinguisher, etc)
6. Solid waste management, including dust prevention and a tide jobsite (skips, bins, tarps, recycling, etc)
7. Wastewater management
8. Hazardous materials. Mold management. Asbestos management. Fuels, paints, thinners, etc, storage & disposal.
9. Electrical hazards
10. Code Of Conduct violation, GRM/SEA/SH management, Accidents or Incidents reporting
11. Plans, Files and Records (C-ESMP reporting/updates, Permits/Licenses, Vehicles motor test/maintenance, training records, etc)

Metrics

Men Hours		Environmental Incidents		H&S Accidents		Near misses		Medical Leave days ¹		ESHS Meetings		ESHS Inspections		ESHS Manager hrs	
Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date
Non-Conformances (NCs)		Open NCs		Closed NCs		Stop Work Exercised		Warnings Given		Workers Removed from Site		CoC Violations		Grievances Submitted	
Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date
Grievances Resolved		Waste Produced		Waste Recycled		Water Consumption		Wastewater production		Fuel Consumption		Mold remediated area (m2)		Asbestos remediated area (m2)	

Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date	Current month	To date

1. Caused by accident or occupational illness

Non-Conformances Statistics

ESHS ID	Explanation	Non-Conformances (Current Month)		Non-Conformances (Up to Date)	
		Total	Open	Total	Open
1.	PPE's use and signage.				
2.	Covid-19 measures (masks, social distancing, disinfectants, etc) and signage.				
3.	Working on Heights (scaffolding, ladders, harnesses, lanyards, etc)				
4.	Community health & safety (Security fencing and signage, noise, safe pedestrian walkways, no road obstructions, traffic signs, etc)				
5.	Occupational health & safety (toilet, washing station, resting room, drinking water, first aid kit, emergency phone numbers, valid fire extinguisher, etc)				
6.	Solid waste management, including dust prevention and a tide jobsite (skips, bins, tarps, recycling, etc)				
7.	Wastewater management				
8.	Hazardous materials. Fuels, paints, thinners, etc, storage & disposal.				
9.	Electrical hazards				
10	Code Of Conduct violation, GRM/SEA/SH management, Accidents or Incidents reporting				
11	Plans, Files and Records (C-ESMP reporting/updates, Permits/Licenses, Vehicles motor test/maintenance, training records, etc)				

Files & Records

Minimum Records to keep

- Updated MSIPs or CESMP
- Permits and licenses as applicable to the project
- Accidents and Incidents
- Non-conformances and corrective actions database
- GRM records
- Employees work permits
- Signed Code of Conduct by all workers
- Training records (training dates, training place, name of instructor, training duration, name of participants, signatures of participants)
- Toolbox briefings (training dates, training place, name of instructor, training duration, name of participants, signatures of participants)
- Warnings given and workers removed from site
- Drivers licenses
- Vehicles motor test records
- Equipment maintenance records

Mitigation Measures Implementation & Performance

(Note: Contractor should include photographs to record onsite mitigation activities as applicable.)

(Minimum mitigation measures are described below. Contractor to further elaborate based on C-ESMP)

	Percentage or Score	Comments
Jobsite General		
1. Clean and tidy jobsite	1 to 10	
2. Posters and safety signs in place	%	
3. Emergency phone numbers posted	%	
Community Safety		
4. Barriers to prevent unauthorized access	%	
5. Debris netting or other measures for falling objects	%	
6. Safe pedestrian walkways	%	
7. No obstruction on roads and sidewalks	%	
8. Traffic signs are placed wherever required	%	
9. Smooth traffic flow	1 to 10	
Work Hazards & Occupational Health		

	Percentage or Score	Comments
10. Personal Protective Equipment (hard hats, goggles, respirators, boots, gloves, hearing protection)	%	
11. Scaffold barriers for >2m	%	
12. Safety harness for >2m	%	
13. Stable surface for scaffolds and ladders	%	
14. First Aid kit	%	
15. Access to area's for rest (canteen)	%	
16. Hygiene facilities	%	
17. Drinking water supply	%	
Solid Waste		
18. Sufficient waste bins/skips in place	%	
19. Rain and wind protection	%	
20. Segregate metal parts for recycling	%	
Dust		
21. Covered loose material stockpiles, waste skips and trucks	%	
22. Watering for dust prevention	%	
Wastewater		
23. Collection, storage and disposal in authorized facility	%	
Noise		
24. Noise level at site boundaries <70dBA	%	% of measured values below 70dBA
25. Workers noise exposure <85dBA	%	
Hazardous Materials		
26. Stored inside covered premises and on impermeable surface	%	
27. Use of secondary spill containment equipment	%	
28. Availability of absorption materials	%	
29. Safe storage of used oils and paint buckets	%	
Covid-19		
30. Posts with hygiene practices on site	%	
31. Face masks provided by employer and used when necessary	%	
32. Washing facilities and/or Sanitizer on site	%	
33. Social distancing adhered to(2m)	%	
Fire & Electrical Safety		
34. Fire extinguishers number and type according to Fire Safety Plan	%	
35. Flammable materials (fuel, waste, etc) are safely stored	1 to 10	
36. All electrical equipment on site is RCD-protected	%	

	Percentage or Score	Comments
37. Electrical equipment (including cords and leads) checked for faults and visible signs of damage	%	
38. Electrical equipment is protected from weather	1 to 10	
Social Considerations		
39. Number of workers that signed the CoC	%	
40. Number of workers with employment permit	%	

Annex 4 - NRPB Code of Conduct



NRPB
NATIONAL RECOVERY
PROGRAM BUREAU

NRPB Code of Conduct Environmental Social Health and Safety Management

The NRPB acknowledges that the overall wellbeing of Sint Maarten's population, the sound management of the man-made environment, the responsible use of our natural resources and the protection of our cultural heritage are key factors in the development of a more resilient and sustainable Sint Maarten. Social and environmental safeguards are, as such, a cornerstone of all our activities including, but not limited to, office management and the preparation, coordination, execution and evaluation of the recovery projects financed by the Sint Maarten Recovery, Reconstruction and Resilience Trust Fund.

The NRPB therefore strives to:

- Provide for, manage and maintain a safe working environment;
- Establish, implement and review internal and external environmental policies;
- Maintain sound environmental practices as an integral component of our daily activities;
- Minimize negative social and environmental impacts of all aspects of our operations;
- Minimize the generation of solid waste, prevent pollution and conserve natural and cultural resources;
- Conduct all our activities in compliance with applicable best practices, policies, local and international legal requirements;
- Apply applicable health and safety requirements as an essential component of all our programs and projects;
- Continuously improve our Occupational Health and Safety performance;
- Maintain respectful and productive interactions with members of the general public and other stakeholders;
- Respect, promote and protect applicable human rights;
- Promote gender equality and empowerment of women;
- Be intolerant of discrimination against any worker, consultant, individual or community (for example on the basis of family status, ethnicity, race, gender, sexuality, religion, language, marital status, birth, age, disability, or political conviction);
- Be intolerant of Gender Based Violence (GBV), inhumane treatment, sexual activity with children*, sexual harassment, use of illegal drugs and other illegal activities;
- Ensure that employees and contractors are qualified for the tasks they will be performing;
- Avoid conflicts of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favors, are not provided to any person with whom there is a financial, direct family, or personal connection);
- Actively engage with external consultants, contractors and other business relations to foster support for and adherence to the NRPB Environmental Social Health and Safety (ESHS) Policies and procedures, best practices, local and international legal requirements;
- Integrate ESHS requirements into procurement documents for works and supervision thereof;
- Encourage individuals to report violations of this Code as a duty;
- Ensure protection against retaliation for all who report violations of this Code, if that report is made in good faith.

✉ info@nrpbxm.org 🌐 www.nrpbxm.org 📞 +1 (721) 542-8887 📍 #57 Walter J.A. Nisbeth Road, Philipsburg, St. Maarten

The NRPB requires external- consultants, contractors and other business relations to:

- Protect the health, safety and welfare of all their staff, subcontractors and communities possibly affected by works and projects;
- Carry-out works in such a manner that minimizes negative impacts on communities, the environment, natural and cultural heritage;
- Commit to an NRPB approved Code of Conduct regarding Environmental, Social, Health and Safety (ESHS) matters;
- Appoint a person responsible for monitoring and reporting on matters related to ESHS;
- Submit to NRPB audits and reviews regarding ESHS and adherence to the approved Code of Conduct;
- Inform staff and consultants of, and allow access to, a Grievance Redress Mechanism without fear of reprisals.

(for the purpose of the policy statement, the term "child" / "children" refers to any person(s) under the age of 18 years.)*


Claret Connor
Director
National Recovery Program Bureau

Annex 5 - Contractors' Code of Conduct minimum content

We are the Contractor, *[enter name of Contractor]*. We have signed a contract with *[enter name of Employer]* for *[enter description of the Works]*. These Works will be carried out at *[enter the Site and other locations where the Works will be carried out]*. Our contract requires us to implement measures to address environmental and social risks related to the Works, including the risks of sexual exploitation, sexual abuse and sexual harassment.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Works. It applies to all our staff, labourers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting us in the execution of the Works. All such persons are referred to as “**Contractor’s Personnel**” and are subject to this Code of Conduct.

This Code of Conduct identifies the behavior that we require from all Contractor’s Personnel.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

Contractor’s Personnel shall:

1. carry out his/her duties competently and diligently;
2. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor’s Personnel and any other person;
3. maintain a safe working environment including by:
 - a. ensuring that workplaces, machinery, equipment and processes under each person’s control are safe and without risk to health;
 - b. wearing required personal protective equipment;
 - c. using appropriate measures relating to chemical, physical and biological substances and agents; and
 - d. following applicable emergency operating procedures.
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
6. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Contractor’s or Employer’s Personnel;
7. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;

8. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH);
11. report violations of this Code of Conduct; and
12. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor’s Personnel or the project’s Grievance Redress Mechanism.

RAISING CONCERNS

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done in either of the following ways:

1. Contact [*enter name of the Contractor’s Social Expert with relevant experience in handling sexual exploitation, sexual abuse and sexual harassment cases, or if such person is not required under the Contract, another individual designated by the Contractor to handle these matters*] in writing at this address [] or by telephone at [] or in person at []; or
2. Call [] to reach the Contractor’s hotline (*if any*) and leave a message.

The person’s identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

Any violation of this Code of Conduct by Contractor’s Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

FOR CONTRACTOR’S PERSONNEL:

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact [*enter name of Contractor’s contact person(s) with relevant experience*] requesting an explanation.

Name of Contractor’s Personnel: [insert name]

Signature: _____

Date: (day month year): _____

Countersignature of authorized representative of the Contractor:

Signature: _____

Date: (day month year): _____

ATTACHMENT 1: Behaviors constituting Sexual Exploitation and Abuse (SEA) and behaviors constituting Sexual Harassment (SH)

ATTACHMENT 1 TO THE CODE OF CONDUCT FORM

BEHAVIORS CONSTITUTING SEXUAL EXPLOITATION AND ABUSE (SEA) AND BEHAVIORS CONSTITUTING SEXUAL HARASSMENT (SH)

The following non-exhaustive list is intended to illustrate types of prohibited behaviors

(1) **Examples of sexual exploitation and abuse** include, but are not limited to:

- A Contractor's Personnel tells a member of the community that he/she can get them jobs related to the work site (e.g. cooking and cleaning) in exchange for sex.
- A Contractor's Personnel that is connecting electricity input to households says that he can connect women headed households to the grid in exchange for sex.
- A Contractor's Personnel rapes, or otherwise sexually assaults a member of the community.
- A Contractor's Personnel denies a person access to the Site unless he/she performs a sexual favor.
- A Contractor's Personnel tells a person applying for employment under the Contract that he/she will only hire him/her if he/she has sex with him/her.

(2) **Examples of sexual harassment in a work context**

- Contractor's Personnel comment on the appearance of another Contractor's Personnel (either positive or negative) and sexual desirability.
- When a Contractor's Personnel complains about comments made by another Contractor's Personnel on his/her appearance, the other Contractor's Personnel comment that he/she is "asking for it" because of how he/she dresses.
- Unwelcome touching of a Contractor's or Employer's Personnel by another Contractor's Personnel.

A Contractor's Personnel tells another Contractor's Personnel that he/she will get him/her a salary raise, or promotion if he/she sends him/her naked photographs of himself/herself

Annex 6 - Details of Publications of the ESMP for Public Review

To be completed after the public consultation

Annex 7 - Incidents and Accidents Reporting Forms

Part B: To be completed within 24 hours

B1: Incident Details			
Date of Incident:	Time:	Date Reported to PIU:	Date Reported to WB:
Reported to PIU by:	Reported to WB by:	Notification Type:	Email/'phone call/media notice/other
Full Name of Main Contractor:		Full Name of Subcontractor:	

B2: Type of incident (please check all that apply) ¹
Fatality <input type="checkbox"/> Lost Time Injury <input type="checkbox"/> Displacement Without Due Process <input type="checkbox"/> Child Labor <input type="checkbox"/> Acts of Violence/Protest <input type="checkbox"/> Disease Outbreaks <input type="checkbox"/> Forced Labor <input type="checkbox"/> Unexpected Impacts on heritage resources <input type="checkbox"/> Unexpected impacts on biodiversity resources <input type="checkbox"/> Environmental pollution incident <input type="checkbox"/> Dam failure <input type="checkbox"/> Other <input type="checkbox"/>

¹See Annex 1 for definitions

B3: Description/Narrative of Incident
<p><i>Please replace text in italics with brief description, noting for example:</i></p> <p><i>I. What is the incident?</i></p> <p><i>II. What were the conditions or circumstances under which the incident occurred (if known)?</i></p> <p><i>III. Are the basic facts of the incident clear and uncontested, or are there conflicting versions? What are those versions?</i></p> <p><i>IV. Is the incident still ongoing or is it contained?</i></p> <p><i>V. Have any relevant authorities been informed?</i></p>

B4: Actions taken to contain the incident			
Short Description of Action	Responsible Party	Expected Date	Status

For incidents involving a contractor: Have the works been suspended (for example, under GCC8.9 of Works Contract)? Yes ; No ; Trading name of Contractor (if different from B1):
Please attach a copy of the instruction suspending the works.

B5: What support has been provided to affected people

Annex 1: Incident Types

The following are incident types to be reported using the environmental and social incident response process:

Fatality: Death of a person(s) that occurs within one year of an accident/incident, including from occupational disease/illness (e.g., from exposure to chemicals/toxins).

Lost Time Injury: Injury or occupational disease/illness (e.g., from exposure to chemicals/toxins) that results in a worker requiring 3 or more days off work, or an injury or release of substance (e.g., chemicals/toxins) that results in a member of the community needing medical treatment.

Acts of Violence/Protest: Any intentional use of physical force, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, deprivation to workers or project beneficiaries, or negatively affects the safe operation of a project worksite.

Disease Outbreaks: The occurrence of a disease in excess of normal expectancy of number of cases. Disease may be communicable or may be the result of unknown etiology.

Displacement Without Due Process: The permanent or temporary displacement against the will of individuals, families, and/or communities from the homes and/or land which they occupy without the provision of, and access to, appropriate forms of legal and other protection and/or in a manner that does not comply with an approved resettlement action plan.

Child Labor: An incident of child labor occurs: (i) when a child under the age of 14 (or a higher age for employment specified by national law) is employed or engaged in connection with a project, and/or (ii) when a child over the minimum age specified in (i) and under the age of 18 is employed or engaged in connection with a project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral or social development.

Forced Labor: An incident of forced labor occurs when any work or service not voluntarily performed is exacted from an individual under threat of force or penalty in connection with a project, including any kind of involuntary or compulsory labor, such as indentured labor, bonded labor, or similar labor-contracting arrangements. This also includes incidents when trafficked persons are employed in connection with a project.

Unexpected Impacts on heritage resources: An impact that occurs to a legally protected and/or internationally recognized area of cultural heritage or archaeological value, including world heritage sites or nationally protected areas not foreseen or predicted as part of project design or the environmental or social assessment.

Unexpected impacts on biodiversity resources: An impact that occurs to a legally protected and/or internationally recognized area of high biodiversity value, to a Critical Habitat, or to a Critically Endangered or Endangered species (as listed in IUCN Red List of threatened species or equivalent national approaches) that was not foreseen or predicted as part of the project design or the environmental and social assessment. This includes poaching or trafficking of Critically Endangered or Endangered species.

Environmental pollution incident: Exceedances of emission standards to land, water, or air (e.g., from chemicals/toxins) that have persisted for more than 24 hrs or have resulted in harm to the environment.

Dam failure: A sudden, rapid, and uncontrolled release of impounded water or material through overtopping or breakthrough of dam structures.

Other: Any other incident or accident that may have a significant adverse effect on the environment, the affected communities, the public, or the workers, irrespective of whether harm had occurred on that occasion. Any repeated non-compliance or recurrent minor incidents which suggest systematic failures that the task team deems needing the attention of Bank management.

Part C: To be completed following investigation

C1: Investigation Findings

Please replace text in italics with findings, noting for example:

- I. *where and when the incident took place,*
- II. *who was involved, and how many people/households were affected,*
- III. *what happened and what conditions and actions influenced the incident,*
- IV. *what were the expected working procedures and were they followed,*
- V. *did the organization or arrangement of the work influence the incident,*
- VI. *were there adequate training/competent persons for the job, and was necessary and suitable equipment available,*
- VII. *what were the underlying causes; where there any absent risk control measures or any system failures,*

C2: Corrective Actions from the investigation to be implemented (To be fully described in Corrective Action Plan)

Action	Responsible Party	Expected Date

Part C cont.: To be completed following investigation

C3a: Fatality/Lost time Injury information

Immediate cause of fatality/injury for worker or member of the public (please check all that apply) ²:

1. Caught in or between objects 2. Struck by falling objects 3. Stepping on, striking against, or struck by objects
 4. Drowning 5. Chemical, biochemical, material exposure 6. Falls, trips, slips 7. Fire & explosion
 8. Electrocutation 9. Homicide 10. Medical Issue 11. Suicide 12. Others

Vehicle Traffic: 13. Project Vehicle Work Travel 14. Non-project Vehicle Work Travel

15. Project Vehicle Commuting 16. Non-project Vehicle Commuting 17. Vehicle Traffic Accident (Members of Public Only)

Name	Age/DOB	Date of Death/Injury	Gender	Nationality	Cause of Fatality/Injury	Worker (Employer)/Public

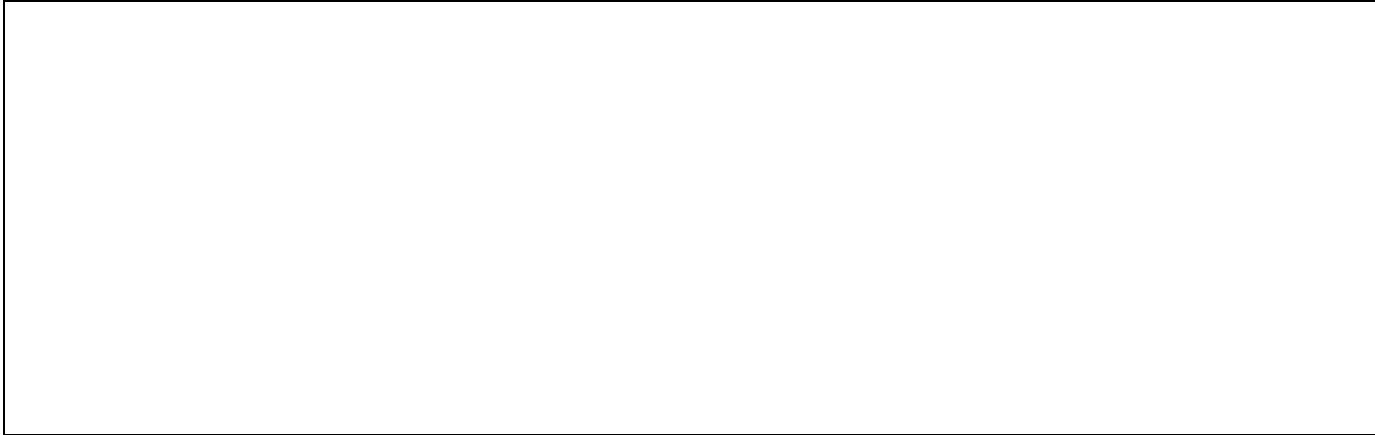
²See Annex 2 for definitions

C3b: Financial Support/Compensation Types (To be fully described in Corrective Action Plan template)

1. Contractor Direct 2. Contractor Insurance 3. Workman’s Compensation/National Insurance
 4. Court Determined Judicial Process 5. Other 6. No Compensation Required

Name	Compensation Type	Amount (US\$)	Responsible Party

C4: Supplementary Narrative



Annex 2: Definition of fatality/injury immediate causes

1. **Caught in or between objects:** caught in an object; caught between a stationary object and moving object; caught between moving objects (except flying or falling objects).
2. **Struck by falling objects:** slides and cave-ins (earth, rocks, stones, snow, etc.); collapse (buildings, walls, scaffolds, ladders, etc.); struck by falling objects during handling; struck by falling objects.
3. **Stepping on, striking against, or struck by objects:** stepping on objects; striking against stationary objects (except impacts due to a previous fall); Striking against moving objects; Struck by moving objects (including flying fragments and particles) excluding falling objects.
4. **Drowning:** respiratory impairment from submersion/emersion in liquid.
5. **Chemical, biochemical, material exposure:** exposure to or contact with harmful substances or radiations.
6. **Falls, trips, slips:** falls of persons from heights (e.g., trees, buildings, scaffolds, ladders, etc.) and into depths (e.g., wells, ditches, excavations, holes, etc.) or falls of persons on the same level.
7. **Fire & explosion:** exposure to or contact with fires or explosions.
8. **Electrocution:** exposure to or contact with electric current.
9. **Homicide:** a killing of one human being by another.
10. **Medical Issue:** a bodily disorder or chronic disease.
11. **Suicide:** the act or an instance of taking, or attempting to take, one's own life voluntarily and intentionally.
12. **Others:** any other cause that resulted in a fatality or injury to workers or members of the public.

Vehicle Traffic

13. **Project Vehicle Work Travel:** traffic accidents in which project workers, using project vehicles, are involved during working hours and which occur in the course of paid work.
14. **Non-project Vehicle Work Travel:** traffic accidents in which project workers, using non-project vehicles, are involved during working hours and which occur in the course of paid work.
15. **Project Vehicle Commuting:** traffic accidents in which project workers, using project vehicles, are involved while travelling to (i) the worker's principal or secondary residence; (ii) the place where the worker usually takes his or her meals; or (iii) the place where he or she usually receives his or her remuneration.
16. **Non-project Vehicle Commuting:** traffic accidents in which project workers, using non-project vehicles, are involved while travelling to (i) the worker's principal or secondary residence; (ii) the place where the worker usually takes his or her meals; or (iii) the place where he or she usually receives his or her remuneration.
17. **Vehicle Traffic Accident (Members of Public Only):** traffic accidents in which non-project workers/members of the public are involved in an accident while travelling for any purpose.

Part B: To be completed within 24 hours - SEA/SH

B1: Incident Details		
Date of incident intake by the project/GM:	Date Reported to PIU:	Date Reported to WBG:
Reported to project/GM by: <input type="checkbox"/> Survivor <input type="checkbox"/> Third party <input type="checkbox"/> Other: _____ Is a record of this incident in GM? Yes <input type="checkbox"/> No <input type="checkbox"/>	Reported to PIU by: <input type="checkbox"/> GM operator <input type="checkbox"/> Directly, by Survivor <input type="checkbox"/> Directly, by third party <input type="checkbox"/> Other: _____	Reported to WBG by: <input type="checkbox"/> PIU <input type="checkbox"/> Directly, by Survivor <input type="checkbox"/> Directly, by third party <input type="checkbox"/> Other: _____

B2: Incident type (please check all that apply) See Appendix 1 for definitions
Sexual exploitation <input type="checkbox"/> Sexual abuse <input type="checkbox"/> Sexual harassment <input type="checkbox"/>

B3: Provide the following details from the GM record	
Age of survivor (if recorded in GM):	Have the national legislation or mandatory reporting requirements been followed? Yes <input type="checkbox"/> No <input type="checkbox"/>
Sex of survivor (if recorded in GM): Male <input type="checkbox"/> Female <input type="checkbox"/> Other <input type="checkbox"/>	Was the survivor referred to service provision? ⁷ Yes <input type="checkbox"/> No <input type="checkbox"/>
Is the survivor employed by the project (as indicated by the survivor or complainant and reported in the GM)? Yes <input type="checkbox"/> No <input type="checkbox"/>	Is the alleged perpetrator employed by the project (as indicated by the survivor or complainant and reported in the GM)? Yes <input type="checkbox"/> No <input type="checkbox"/>

B4: Basis for further action	
a. Has the complainant provided informed consent to lodge a formal complaint? Yes <input type="checkbox"/> No <input type="checkbox"/>	c. Has the survivor provided informed consent to be part of an investigation into misconduct? Yes <input type="checkbox"/> No <input type="checkbox"/>
b. Does the employer have a suitable administrative process and capacity in place to investigate misconduct relating to SEA/SH in a survivor-centered way? Yes <input type="checkbox"/> No <input type="checkbox"/>	d. Has the complaint been filed anonymously or through a third party? Yes <input type="checkbox"/> No <input type="checkbox"/>
If the answer to any of these questions is no, has the GM assessed the risks and benefits of carrying out an investigation into the alleged misconduct, taking into account the survivor's safety and wellbeing? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Will an investigation into misconduct be undertaken in addition to an investigation into adequacy of project systems, processes or procedures? Yes <input type="checkbox"/> No <input type="checkbox"/>	

Appendix 1: Incident Types

Incident Type	Example
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⁷ When a complaint is filed by a third party, or the survivor has not reached out to the project, the project may not be able to confirm this information. In these cases, it may not be advisable for the project GM to attempt to reach the survivor, as this may jeopardize confidentiality, safety, and agency. Projects may attempt to find safe ways to pass information indirectly (such as through broad efforts to inform) about services available.

<p>Sexual Exploitation: Any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. In Bank financed operations/projects, sexual exploitation occurs when access to or benefit from a Bank financed Goods, Works, Non-consulting Services or Consulting Services is used to extract sexual gain.</p>	<ul style="list-style-type: none"> • A community member is promised employment on the World Bank financed project site in exchange for sex • A member of the project team connecting water lines to homes requests a sexual favor for access to water connection • A project worker denies passage of a woman through the worksite unless she performs a sexual favor
<p>Sexual Abuse: Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. In Bank financed operations/projects, sexual abuse occurs when a project related worker (contractor staff, subcontractor staff, supervising engineer) uses force or unequal power vis a vis a community member or colleague to perpetrate or threat to perpetrate an unwanted sexual act.</p>	<ul style="list-style-type: none"> • A project worker abuses a community member • A project worker has a sexual relationship with a child • A project worker befriends a child, supporting her and/or her family in exchange of sexual favors • A project worker stays in the cafeteria after dinner and sexually assaults a kitchen staff member • A project worker touches an administrative staff member's body. • A supervisor for a subcontractor asks his female colleague to join him for a business dinner with the main contractor. After dinner he asks her to entertain "the boss" in his room as an appreciation for the contract and her work.
<p>Sexual Harassment: Any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive work environment. In Bank financed operations/projects, sexual harassment occurs within the context of a subcontractor or contractor and relates to employees of the company experiencing unwelcome sexual advances or requests for sexual favor or acts of a sexual nature that are offensive and humiliating among the same company's employees.</p>	<ul style="list-style-type: none"> • A worker sends sexually explicit text messages to a coworker • A colleague leaves an offensive picture that is sexually explicit on a co-worker's desk • A project worker asks all female employees to greet him with a kiss on the cheek every day before work. • A project worker compliments his co-worker's body. • A project worker continuously invites a co-worker out for drinks or dinner after being told that they are not interested.

Part C: To be completed following investigation – SEA/SH

C1: Findings of the investigation		
Have sanctions against a perpetrator been recommended as part of an investigation into misconduct? Yes <input type="checkbox"/> No <input type="checkbox"/>	Has an investigation into adequacy of project systems, processes or procedures been undertaken? Yes <input type="checkbox"/> No <input type="checkbox"/>	
C2: Corrective actions to be implemented (To be fully described in Corrective Action Plan)		
Short Description of Action (SEA/SH examples)	Responsible Party	Timeline for completion/Status
<i>Referral of Survivor to holistic care services</i>		
<i>Undertake disciplinary investigation in accordance with GM timelines and confirmed process</i>		
<i>Disciplinary actions, including sanctions, to be applied following misconduct investigation by Employer</i>		
<i>Increased training on Codes of Conduct (CoC)</i>		
<i>Audit of implementation of SEA/SH safety mitigation</i>		
<i>Strengthened awareness training on project-related risks, CoC and how to report incidents for project-affected community</i>		
<i>Training for project supervisors on the need to follow guidelines of behaviour in CoC and their supervisory responsibilities</i>		
<i>Plan to improve coverage/quality of service provision</i>		
<i>Any other system strengthening measures or corrections for system failures that are necessary</i>		
C3: For incidents involving a Contractor:		
Has the incident been referred to the DAAB? Yes <input type="checkbox"/> No <input type="checkbox"/>		

Part B: To be completed within 24 hours - SOGI

B1: Incident Details		
Date of incident intake by the project/GM:	Date Reported to PIU:	Date Reported to WBG:
Reported to project/GM by: <input type="checkbox"/> Victim ¹ <input type="checkbox"/> Third party <input type="checkbox"/> Other: _____	Reported to PIU by: <input type="checkbox"/> GM operator <input type="checkbox"/> Directly, by victim ¹ <input type="checkbox"/> Directly, by third party <input type="checkbox"/> Other: _____	Reported to WBG by: <input type="checkbox"/> PIU <input type="checkbox"/> Directly, by victim ¹ <input type="checkbox"/> Directly, by third party <input type="checkbox"/> Other: _____

1. If reporting is by victim care must be taken to adhere to any requests for anonymity.

B2: Incident type requiring confidentiality (please check all that apply)
Violence on basis of SOGI <input type="checkbox"/> Discrimination on basis of SOGI <input type="checkbox"/>
See Appendix 1 for definitions

B3: Basis for further reporting	
a. Has the victim provided informed consent for this incident to be reported? Yes <input type="checkbox"/> No <input type="checkbox"/>	b. Does national legislation or mandatory reporting apply to this case? Yes <input type="checkbox"/> No <input type="checkbox"/> c. If yes, has it been reported? Yes <input type="checkbox"/> No <input type="checkbox"/>

If the answer to both a. & b. questions is NO, further reporting of this allegation is not required. However, further measures to strengthen SOGI prevention and mitigation on the project should be provided below.

Further measures to strengthen SOGI prevention and mitigation		
Short Description of Action (<i>Examples: Please replace text in italics below with brief description of actions to be taken</i>)	Responsible Party	Expected Date
<i>Increased training on Codes of Conduct (CoC) and non-discrimination on the basis of SOGI</i>		
<i>Safety audit of project site focussing on SOGI</i>		
<i>Verification all employees sign and understand CoC</i>		
<i>Strengthened awareness on project-related risks, CoC and how to report incidents for project-affected community</i>		
<i>Active outreach to local civil society organisations working with social and gender minorities to ensure continuous risk monitoring and adaptation</i>		
<i>Training for project supervisors on the need to follow guidelines of behaviour in CoC and their supervisory responsibilities</i>		
<i>Plan to improve coverage/quality of service provision</i>		
<i>Additional training for GM focal points</i>		
<i>Other (please detail)</i>		

B4: If consent has been provided or national legislation mandates reporting of the incident as indicated in B3, provide the following details from the available GM record	
Age of victim (if recorded in GM):	
Sex of victim (as recorded in GM):	Male <input type="checkbox"/> Female <input type="checkbox"/> Other <input type="checkbox"/>
Has the victim self-identified as sexual or gender minority or are there indications that the case is related to SOGI (i.e., use of homo- or transphobic language)?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Was the victim referred to service provision?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is the alleged perpetrator employed by the project (as indicated by the victim and reported in the GM)?	Yes <input type="checkbox"/> No <input type="checkbox"/>

B5: Basis for investigation	
Has the victim provided informed consent for this incident to be investigated?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If the answer to this question is yes, complete part C below using the results of the investigation	

Appendix 1: Incident Types

Violence on the basis of SOGI:

The threat or use of physical force that injures or abuses a person, or damages or destroys property, and that is motivated in whole or in part by the victim's real or perceived sexual orientation, gender identity, gender expression, or sex characteristics.

Discrimination on the basis of SOGI:

Discrimination means creating a distinction, exclusion, or restriction which has the purpose or effect of impairing or excluding a person based on their real or perceived sexual orientation, gender identity, gender expression, or sex characteristics from being on an equal basis with others.

Part C: To be completed following investigation where further reporting is permitted (see Incident Form SOGI Part B)

C1: Corrective actions from the investigation to be implemented (to be fully described in Corrective Action Plan)		
Short Description of Action (<i>Examples: please replace text in italics below with brief description of actions to be taken</i>)	Responsible Party	Expected Date
<i>Referral of victim to holistic care services</i>		
<i>Disciplinary actions, including sanctions, to be applied following misconduct investigation</i>		
<i>Measures to prevent similar instances from happening in the future</i>		
<i>Measures to address gaps in procedural manuals or implementation of procedures that contributed</i>		
<i>Measures to change/modify program practices to prevent recurrence</i>		
<i>Where additional training might be needed</i>		