P-TZ-AAG-011: Mohammed Enterprise Tanzania Limited

Environmental & Social Management Plan (ESMP)

General considerations

1. Mohammed Enterprises Tanzania Limited is planning to implement the [Tea, Macadamia, and Sisal facilities expansion] Project (the ***Project***). The Bank has agreed to provide financing, implementation support and monitoring for the Project.

2. [Mohammed Enterprises Tanzania Limited] will implement measures and actions of this Environmental and Social Management Plan[1] (***ESMP***) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (***OS***) and the National policy and legal requirements.

3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.

4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. [Mohammed Enterprises Tanzania Limited] is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the Project Implementation Unit (PIU).

5. Implementation of the material measures and actions set out in this ESMP will be monitored and reported to the Bank by [Mohammed Enterprises Tanzania Limited] as required by the ESMP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.

6. As agreed by the Bank and [Mohammed Enterprises Tanzania Limited], this ESMP may be revised from time to time during Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, [Mohammed Enterprises Tanzania Limited] will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

[1] The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (***Section III.2.3 of Bank's ESP and section D of OS1***)

Material Actions[2] to Manage the Project's E&S Risks and Impacts		*Basis for Requirement*	*Key Performance Indicator*	*Indicative Timing/Deadline*
1	Periodic E&S implementation report to the Bank Submission of Monthly/ Quarterly E&S implementation reports & Submission of Annual Environmental & Social Compliance Audit Reports	Bank's ESP and OS1	Reports submitted in time, in good standard	Two weeks after the due period
2	Recruitment of E and S specialists as part of the Project implementation unit	Disclosed ESIA, OS1	Seasoned E&S specialists in the PIU	By Project effectiveness date
3	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	GRM established, operational and disclosed	By Project effectiveness date
4	Payment of compensation and reinstallation of affected people	SO10	Projects are situated within the proponent's land, with no anticipated impact on external stakeholders or affected communities.	None
5	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	Site-specific E&S measures integrated in the RfP	Before launching RFP
6	Submission of high-risk activity's Contractor ESMP (*C-ESMP*) to Bank clearance	Bank's ESP and OS1	C-ESMP submission to Bank & approved prior to commencement	Before civil works commencement
7	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	ÓS1, OS2, SO10 and Bank's Disclosure and Access to Information Policy	GRM established, workers informed	Before contractor mobilization
8	Obtaining nationally required licenses prior commencement of subjected activities (excavations, tree-cutting, working at height, working in confined spaces, etc.)	OS1, OS2 and national labor laws	All nationally required licenses/permits obtained and available	Before commencement of relevant activities
9	• Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank. • Obtain EIA Certificates for Alavi and Fatemi Sisal Estates and ensure their disclosure before commencement of works.	Bank's ESP, OS1 and national requirements	Approved and disclosed E&S documents; Bank clearance obtained EIA licenses for Alavi & Fatemi Sisal Estates submitted to the Bank.	Prior to activity implementation & continuous during project implementation Prior commencement of works.

[2] Please add any relevant key actions and/or indicate "Not applicable" in the third column ("Basis for requirement") for actions that are not applicable to the project.

			Disclosure links for the ESIAs shared with The Bank	
10	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Stakeholder Engagement Plan Stakeholder engagement completed and documented through minutes, signed participants list and periodic implementation reports	Prior to activity implementation and continuous during project implementation.
11	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national legislation on contingencies et	Emergency Preparedness Plan in place	Before construction commencement
12	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	GRM functioning, grievances resolved timely.	Continuous throughout project lifecycle
13	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	Records of notification/communication	Prior to construction in affected areas
14	Capacity building of key project implementers	OS1	Training sessions held, attendance sheets and feedback collected	Throughout project implementation
15	Implementation of ESMS/ESAP[3]	OS1 and OS9, national requirements	ESMS implemented, monitored and audited	Throughout project implementation
15.1	*Approval of any required E&S management procedure*	Ditto	E&S procedures developed and formally approved	Prior to project implementation
15.2	*Establishment of the E&S unit*	Ditto	E&S unit staffed and operational	Before project effectiveness
15.3	*Capacity Building of the E&S Unit*	Ditto	Training programs conducted; staff competency improved	Within 3 months of unit establishment; ongoing as needed
15.4	*Processing the Value Chain E&S due diligence*	Ditto	Due diligence report completed and actions integrated into implementation	Before engaging value chain suppliers
16	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	Timely notification provided; work suspended and resumed per Bank's instruction	Immediately and no later than 48 hours after the occurrence
17	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	RCA and CAP completed, submitted, and actions tracked	Within 7 days of the incident; implementation ongoing

[3] Applies to non-sovereign operations and public sector projects implemented by permanent autonomous Agencies/Institutions.

18	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Reports disclosed on company website; records of disclosure maintained	Upon availability of ESIA report