

## Environmental and Social Action Plan - SETRAG Phase II

<b>Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts</b>		
<b>#</b>	<b>Action</b>	<b>Timeline</b>
1	Prepare an Environmental and Social Management System (ESMS) manual to coordinate implementation of the different E&S plans and procedures at all SETRAG sites. The ESMS manual will include an organization chart clearly specifying the roles and responsibilities and reporting lines for all E&S-related departments	August 2022
2	Prepare an updated template for the Annual Monitoring Report (AMR), including information on resettlement, stakeholder engagement and labor and working conditions (including employment statistics and worker accommodation)	August 2022
3	Develop and implement a Gender and Gender-Based Violence (GBV) action plan to address the findings of the external GBV assessment conducted in 2021	August 2022
4	Conduct a Climate Risk and Vulnerability Assessment to determine the potential long-term impacts of climate change to the Project	March 2023
5	Update the Stakeholder Engagement Plan (SEP) to incorporate results of stakeholder mapping and the Interim Advice for IFC Clients on Safe Stakeholder Engagement in the Context of COVID-19 (2020)	December 2022
6	Harmonize the Emergency Response Plan (2020) with the statutory Plan Fer (2014) and develop an action plan to address the external expert's recommendations	December 2022
7	Appoint a Senior Social Specialist to oversee implementation of SEP and RAP	August 2022
8	Build capacity of the team in charge of developing the Resettlement Action Plans (RAPs) and Livelihood Restoration Plans (LRPs) on the requirements of Performance Standard 5 on involuntary resettlement	August 2022
<b>Performance Standard 2: Labor and Working Conditions</b>		
9	Conduct a gap analysis of international labor law requirements and PS2 against Gabonese legislation, and update the Human Resources (HR) Policy and procedures as required	November 2022 Update if required
10	Develop a formal procedure to handle workers complaints	August 2022
11	Implement the medium-term renovation plan for worker accommodation, including the upgrade and maintenance of drinking water systems and of sanitation installations	Yearly updates until December 2026
12	Ensure that all employees living in workers' accommodation units have access to potable water. Implement temporary arrangements (e.g. providing bottled water) as needed	August 2022
13	Develop and implement a corrective action plan to address the findings of the 2020 fire safety audit of permanent workers accommodation	August 2022
14	Develop an Occupational Health and Safety (OHS) manual in line with international OHS standards	September 2022
<b>Performance Standard 3: Resource Efficiency and Pollution Prevention</b>		
15	Implement the pollution prevention and pollution remediation plan	December 2022
16	Complete the feasibility studies to explore options to dispose of used creosote contaminated sleepers.	December 2022
<b>Performance Standard 4: Community Health, Safety and Security</b>		
17	Develop a policy on the use of public and private security forces	September 2022
18	Implement the fire safety corrective action plan, developed following the 2018 Fire Safety audit conducted in all buildings accessible to the public (e.g. railway stations), including passenger wagons	December 2022
19	Reinforce railway safety in line with good international practices	December 2022
<b>Performance Standard 5: Land Acquisition and Involuntary Resettlement</b>		

20	Develop specific RAPs or LRPs for work extending beyond the original limit of the RAP (PK 015) approved in 2017: (i) –Andem; (ii) Ntoum; (iii) Lastourville; (iv) other as needed	August 2022; others as needed
21	Undertake completion audit of all resettlement undertaken for the project during (i) Phase 1 and (ii) Phase 2. Implement additional compensation measures as required to ensure the outcomes of the resettlement process are consistent with PS5 requirements	(i) July 2023 (ii) July 2026
<b>Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>		
22	Update the Critical Habitat Assessment (CHA) and the Biodiversity Action Plan (BAP)	December 2022
23	Update the Environmental and Social Management Plan (ESMP) for sand extraction to incorporate measures to prevent, minimize and manage potential impacts on biodiversity. Develop and implement mitigation measures to achieve Net Gain for critical habitat triggers Hire an independent biodiversity expert to oversee the implementation of avoidance and mitigation measures during the 2022 sand extraction campaign	Prior to the 2022 sand extraction campaign (September 2022)