



**ENVIRONMENTAL AND SOCIAL CODE OF
PRACTICE (ESCoP)**
FOR THE REHABILITATION OF CLASSROOM &
LABORATORY IN DOMINICA
UNDER THE OECS REGIONAL HEALTH
PROJECT (P168539)

July 2025

Acronyms and Abbreviations

CARPHA	Caribbean Public Health Agency
CoC	Code of Conduct
DSC	Dominica State College
EHD	Environmental Health Department
EHSG	Environment, Health and Safety Guidelines
ESMF	Environmental and Social Management Framework
ESCoP	Environmental and Social Code of Practice
ESMP	Environmental and Social Management Plan
ESHS	Environmental Social Health and Safety
E&S	Environmental and Social
GBV	Gender Based Violence
GCC	General Contract Condition
GRM	Grievance Redress Mechanism
GoCD	Government of Commonwealth of Dominica
H&S	Health and Safety
MoHW PIU	Ministry of Health Wellness Project Implementation Unit
OECS	Organization of Eastern Caribbean States
OSH	Occupational Safety and Health
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
SWMA	Solid Waste Management Authority
PBF	Performance Based Financing
PIU	Project Implementation Unit
PPD	Physical Planning Department
PPE	Personal Protective Equipment
RHP	Regional Health Project
SH	Sexual Harassment
SEA	Sexual Abuse and Exploitation
TOR	Terms of Reference
WBG	World Bank Group

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1.0 Background

The Government of Dominica with the assistance of the WBG is implementing the OECS Regional Health Project (RHP) to assist with the rehabilitation and improve the preparedness of the health system to deal with public health emergencies. The RHP is managed by a Project Implementation Unit (PIU), located within the Ministry of Health and Social Services.

One of the actions to be undertaken is the rehabilitation of a classroom and laboratory at the Dominica State College (DSC) in Stockfarm Dominica, to be used for training purposes, which is the subject of this document. The course being offered will grant each participant with a BSc in Medical Technology.

2.0 Introduction and Purpose

The classroom rehabilitation(s) will bring numerous benefits but also has the risk of negative environmental and social (E&S) impacts if not properly managed. Key potential negative impacts during renovation are related to: air pollution caused by dust from demolition of walls, fixtures, etc.; noise and vibration; construction traffic movements; pollution from construction waste; working at heights (roof and/or ceiling); and, undertaking the work within the grounds of an operational school. These potential Environmental, Social, Health and Safety (ESHS) risks are expected to be minor, temporary, localized and readily managed by industry standard and typical mitigation measures.

Using the concepts in the Environmental and Social Management Framework (ESMF) for the RHP project, an E&S Screening was done to assess the risks and determine the appropriate mitigation measures and control plans.¹ The screening process (see Annex A) determined that, taking into consideration the type, location, sensitivity and scale of the planned works and the characteristics and size of potential impacts, preparation of a limited type of Environmental and Social Management plan (ESMP) is considered the most appropriate environmental safeguard instrument for this project. This Environmental and Social Code of Practice (ESCoP) document meets those requirements in a streamlined, effective way for the small scope and limited potential impacts of the rehabilitation activities.

This ESCoP describes the mitigation measures and specific actions to be applied by the Contractor to ensure that the ESHS risks are minimised. The mitigation measures are identified by reference to the General Conditions of Contract (GCC) of the World Bank's Small Works Standard Procurement Document (SPD) that will be used to procure the Contractor undertaking the works. For key risks, this ESCoP identifies E&S Specifications that are to be added to the procurement document to supplement the GCC, thereby setting out the detailed actions that the Works Contractor must undertake to deliver works to the agreed standard.

3.0 Scope of Rehabilitation Works

The site is located at the DSC, at one of the classrooms and laboratories previously used as a Chemistry Lab on the 1st Floor of the Block A in the newer section Lower Level of the college.

The ESMF for the project can be found at: <https://dominica.gov.dm/vacancies>

Access is by the main gate of the lower level of the college, opposite the guest parking lot. The classroom is 468m² and the lab is 1092m², located adjacent to each other. Each work station will be furnished with a gas line and a sink.



Location of the Classroom and Laboratory at the Lower Level (red rectangle) within the Dominica State College Campus (yellow polygon)

The works will comprise the renovation of the existing classroom(s). The works are mainly minor rehabilitation works to include:

- (i) Replace desk and stools/chairs within classroom and lab
- (ii) Upgrading of electrical service
- (iii) Installation of internet connections
- (iv) Furnishing of desks
- (v) Repair of ceiling and roof
- (vi) Installing fire extinguishers
- (vii) Termite and rodent treatment

Construction activities at the college will be undertaken during hours where adjacent classrooms are not being used, to reduce disturbances to ongoing classes. This may require night work. But some construction activities can be done at an offsite location and assembled desks etc. can be brought in for quick installation. The fact that work will be ongoing while the school/office is still operational may pose further social and environmental risks which will require close monitoring of the ongoing works to identify areas requiring immediate remedial actions, to protect the health and safety of the students and staff of the facility.

Photos of the classroom and work sites are included in Annex A.

4.0 Legal and Institutional Framework

The primary legal responsibility of the Contractor is to comply with the conditions of the contract, and to perform the work in accordance with same.

The rehabilitation works must also comply with applicable national law and with World Bank policies and guidelines, as detailed below.

4.1 National Laws

The project ESMF contains a detailed listing and analysis of Dominican law applicable to small works. Key among these for small works include:

- **Physical Planning Act (2002)** which makes provisions for the development of land, the assessment of the environmental impacts of development, the grant of permission to develop land and for other powers to regulate the use of land, and for related matters in the country.
- **Solid Waste Management Act** which governs waste collection, transport, treatment and disposal.
- **OECS Building Code** which define building standards to prevent or mitigate the damage caused by extreme natural events. The codes and guidelines are based on the Caribbean Uniform Building Code (CUBiC) and have become part of each country's regulatory mechanisms for ensuring adequate building standards.
- **The Labour Standards Act No. 2 of 1977** which makes provision for the fixing of the minimum wage and for the determination of working hours, leave and general matters relating to the welfare of workers in Dominica. It establishes the eight-hour work and the 40-hour work week. Workers exceeding these hours are to be paid overtime.
- **The Employment Safety Act (3 of 1983)** provides for the safeguard of safety and health at work and for the establishment of consultative and advisory committees and the appointment of safety officers. It makes provision for inspections to be conducted at each workplace by safety officers appointed by the Minister of Labour to ascertain whether there are breaches of the act and whether the safety of employees is protected.
- **The Noise Abatement Act (1993)** which includes controls on noise levels at construction sites.

Of note is that the Physical Planning Authority may require approval of renovation works on buildings. In many cases, if the works affect only the interior of the building or do not materially affect the external appearance of the building, they may not be deemed to require planning permission or Development Control Authority (DCA) approval. Given the small scale of the project works, and the nature of the works planning permission may not be required, but this should be verified by the Contractor before beginning any demolition or construction works.

Also of note is that the National Fire Protection Association Life Safety Code (2016), NPFA 101, and Amendments also apply to life and fire safety aspects of the rehabilitation.

4.2 World Bank Policies and Guidelines

World Bank Safeguards Policy OP/BP 4.01 (Environmental Assessment) was triggered for the various civil works under the OECS RHP project. The potential negative impacts are regarded as minor, site-specific, and reversible in nature, and for which mitigation measures can be readily identified. Given the small scale and nature of these rehabilitation works it is considered appropriate to prepare ESCoPs to address any potential adverse environmental impacts. No other environmental safeguard policies are triggered. The reader is referred to the project ESMF for more detail on the applicable Safeguards policies.

World Bank Group Environment Health and Safety Guidelines (EHSGs) for general construction works are also applicable to the classroom and laboratory rehabilitation work.²

5.0 ESHS Risks, Impacts, and Mitigation Measures

The main potential ESHS impacts associated with the rehabilitation works include:

- air pollution caused by renovation dust, delivery vehicle emissions;
- noise and vibration generated by construction equipment and trucks;
- hazards related to construction traffic ingress and egress;
- hazards from construction waste generation and disposal;
- worker health and safety typical of construction activities including the chance of injury from falls, blows, cuts or abrasions, and electrocution; and,
- hazards to the pedestrians and passers-by, and to building occupants during normal operations of the facility.

Other ESHS risks may include:

- risks associated with handling hazardous materials such as paints, fuels, oils, and pesticides;
- exposure to infectious / communicable diseases; and,
- workplace discrimination.

The positive impacts of this activity are expected to be better public health outcomes as a result of an improved healthcare training in the medium- long term, and in the short term increased economic activity related to the renovation works being undertaken at the facility. In addition to Contractor jobs, this may include the employment of persons from the community and increased revenue for service providers.

5.1 Mitigation Measures

The potential negative ESHS impacts are readily manageable through standard operating procedures and good construction practices. This ESCoP document describes the avoidance, mitigation and/or

² The relevant EHSGs can be found at the following websites:

<https://documents1.worldbank.org/curated/en/157871484635724258/pdf/112110-WP-Final-General-EHS-Guidelines.pdf>

management measures need to address the potential adverse E&S risks and impacts associated with activities during the renovation of the classroom.

The Table below identifies the potential risks and impacts that may arise from the refurbishment works, but also indicates what controls need to be integrated into the procurement process to ensure that the Contractor delivers the works in compliance with project requirements. Delivery of good ESHS performance requires specific actions to be taken by the Contractor, which are described in the General Contract Conditions (GCCs) and in the Specifications annexed to this document. This ESCoP identifies where the provisions of the Standard Procurement Document (SPD) are adequate or where additional ESHS Specifications are needed. ESHS Specifications will be included in bidding documents and/or in guidance provided by the Supervising Engineer to the Contractor carrying out the works and address any ESHS issues.

Rigorous application of this ESCoP will ensure that any adverse impacts caused by the works are avoided or minimized. The risks and applicable mitigation measures are detailed in the Table below, and are organized into logical ESHS aspects or areas. The Table also shows the corresponding General Contract Conditions (GCCs) and ESHS Specifications to which the contractor must adhere.

Unless otherwise noted in the Table, it is the Contractor's responsibility to implement the mitigation measures listed.

The Table is organized to follow the general ESHS aspects or categories of environmental quality, Occupational Health and Safety, Community Health and Safety, and Community Conflict and Grievances. Reference is made to GCCs and/or ESHS Specifications as relevant to the Contract.

Table 5.1 Potential Impacts, Mitigation Measures, GCCs and Specifications

ESHS Aspect or Category	Potential Impacts / Issues	Mitigation Measures	Comments / Relevant GCC
Environmental Quality Control	Dust / air quality	<ul style="list-style-type: none"> – Keep roads and paths/hallways free of debris to minimize dust. – Cover construction materials storage areas. – Suppress dust around construction site through regular water spraying and/or installation of dust screen enclosures. – Do not permit open burning of construction and other waste materials on site. – Regularly maintain construction vehicles and machinery to minimize air emissions. – Discourage excessive idling of construction vehicles on site. – Cover materials while being moved in construction vehicles off site. – Ensure cement dust does not blow across or off the work site. – Contractors must provide the appropriate PPE and ensure workers use their respirator/dust masks where necessary to reduce respiratory issues associated with dust pollution 	<p>Contract Condition 16 and the ES Specification covers this requirement.</p> <p>Further to the GCC, an ESHS Specification is annexed for Air Quality, Nuisance and Noise control.</p>
	Noise	<ul style="list-style-type: none"> – Choose construction machinery and equipment with low noise levels if utilizing and reduce mechanical noise when possible. – During operations generators, air compressors and other powered mechanical equipment should be shielded, and equipment placed as far away from residential areas as possible. – Regularly maintain construction vehicles and machinery to avoid noise emissions. – Minimize construction vehicle speeds and use of horns especially during school/work hours – Restrict on site work to non-work/school hours where possible 	<p>Contract Condition 16 and the ES Specification covers this requirement.</p> <p>(a)The Contractor shall take all necessary measures to: protect the environment (both on and off the Site); and (b) limit damage and nuisance to people and property resulting from pollution, noise and other results of the Contractor’s operations and/ or activities.</p> <p>Further to the GCC, an ESHS Specification is annexed for Air Quality, Nuisance and Noise control.</p>
	Water Pollution and Liquid Waste Management	<ul style="list-style-type: none"> – Construction-related liquid wastes must not be allowed to accumulate on or off-site, and flow uncontrollably off the site. – runoff control measures such as hay bales and/or silt fences must be utilized to prevent damage to the ground from waste water, concrete wash water/ pressure 	<p>Contract Condition 16 and the ES Specification covers this requirement.</p>

ESHS Aspect or Category	Potential Impacts / Issues	Mitigation Measures	Comments / Relevant GCC
		<p>washing runoff, where applicable.</p> <ul style="list-style-type: none"> – Construction sites must be equipped with a toilet for workers. 	
	Solid Waste Management	<ul style="list-style-type: none"> – Construction wastes should be separated into general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. – Contractors should minimize waste generation. – Construction waste should be collected and disposed properly off site to the approved landfill. – Records of waste disposal should be maintained as proof of proper management. – Whenever feasible contractors should reuse and recycle appropriate and viable materials. – Electronic waste should be collected separately and stored for recycling. 	<p>Contract Condition 16 and the ES Specification covers this requirement.</p> <p>Further to the GCC, an ESHS Specification is annexed for Waste Management.</p>
Occupational Health and Safety	Training and Signage	<ul style="list-style-type: none"> – Skilled personnel should be engaged. – Occupational health and safety training should be conducted regularly and reinforced by supervisory staff at construction sites. – Appropriate sign-posting of construction sites should inform workers of rules and regulations to be followed. Access to the lab and classroom should be restricted from students, staff and visitors during school operating hours 	<p>Contract Condition 16 and the ES Specification covers this requirement.</p> <p>As a minimum the Contractor will ensure that all workers participate in the general induction: General Induction for Construction Workers: Safety, Health and the Environment to be found here, https://www.wbgkggtf.org/node/3823 shall be provided as training to all Contractor’s Personnel. Each Contractor’s Personnel shall receive the general induction prior to their start of any Works activity on site, and at least midway through the work period. Records of the general induction training provided shall be kept. The record shall include a copy of the induction given and as a minimum the following details:</p> <ul style="list-style-type: none"> • Name and signature (or mark) of trainee • Employer/ organization they work for • Date of induction training attended

ESHS Aspect or Category	Potential Impacts / Issues	Mitigation Measures	Comments / Relevant GCC
	<p>PPE</p> <p>Slips, Trips, and Falls</p> <p>Excavation or trench collapse, cave-ins, or falls</p> <p>Working at Heights</p>	<ul style="list-style-type: none"> – Personnel will be required to wear appropriate PPE at all times. – Workers’ PPE should comply with industry good practice (i.e., always hard hats and safety shoes, and as needed protective masks, safety glasses, hearing protection, and harnesses). – All construction workers on site will receive training on reducing the risk of slippage and falls. – Work site cleanliness, housekeeping, and order will be maintained on the site. – The Contractor will use measures to prevent cave-ins – The Contractor will use barriers to prevent falls into any excavated areas; – Additional precautions will be taken at night to prevent falls – Adequate ladders, scaffolding and harnesses will be utilized for working at heights, along with training and supervision. 	<p>An ESHS Specification is annexed to require the Contractor to present measures to handle specific risks associated with the performance of tasks at heights as stated below:</p> <ul style="list-style-type: none"> • Ensure that the workers are adequately trained and certified to work at heights. • Ensure that the integrity of all fall protection equipment is checked prior to use and after use.

ESHS Aspect or Category	Potential Impacts / Issues	Mitigation Measures	Comments / Relevant GCC
	Working with Hazardous Substances	<ul style="list-style-type: none"> <li data-bbox="666 597 1653 695">– Painting and the use of chemicals with strong odours will require proper Use of adequate PPE, scheduling painting for periods when the facility will be closed, and use of low-VOC or water-cleanup paints where possible. <li data-bbox="666 896 1653 961">– Pesticide use for termite or vector control must adhere to good practice for legal compliance, procurement of supply, training, labeling, use and disposal. 	<ul style="list-style-type: none"> <li data-bbox="1723 440 2421 496">• All fall protection equipment must be properly fitted to the workers' bodies. <li data-bbox="1723 505 2368 561">• A dynamic risk assessment must be carried out prior to undertaking work at heights. <p data-bbox="1677 634 2448 691">Contract Condition 16 and the ES Specification covers this requirement.</p> <p data-bbox="1677 732 2448 886">Further, an ESHS Specification is annexed to ensure that paints and other chemicals with strong odours are utilised outside of the facility's operating hours; and, to require the Contractor to handle specific risks associated with the performance of tasks particularly tasks which may involve the handling of hazardous wastes.</p> <p data-bbox="1677 927 2448 1406">An ESHS Specification is annexed that mandates that the Contractor adheres to National, Regional and International regulations regarding the use of pesticides and not use banned or prohibited pesticides during the works as well as to purchase pesticides from an approved supplier and specifically will: focus on careful selection of the type of pesticides and management of their use (timing, dose, mode of application etc) to reduce the environmental risks to acceptable levels; allow only qualified, registered professionals to handle and apply pesticides; ensure that pesticides selected and applied should be specific for the target pest; purchase pesticide services from authorized dealers which are permitted under the country's regulations and WHO and PAHO recommended classification of pesticides by hazards; create awareness among workers on aspects such as safe usage, handling and disposal of pesticides; ensure that pesticides are stored in the original container with a legible label and</p>

ESHS Aspect or Category	Potential Impacts / Issues	Mitigation Measures	Comments / Relevant GCC
	Exposure to infectious or communicable diseases	<ul style="list-style-type: none"> – Do an initial screening of persons entering the site – Provide hand washing and hand sanitizers on the site – Train workers on basic sanitation – Drainage must be adequate to avoid stagnant water or areas that water may collect that mosquitos could use for breeding spots – Dispose of food waste in covered or closed containers. – Provide repellent and/or spray for mosquitos as necessary. 	according to label directions; ensure that pesticides are not used just prior to pressure washing or activities that will result in water runoff. Provide safety equipment and PPE such as masks, gloves, coveralls and eye protection during the application of pesticides.
Community Health and Safety	Traffic and Pedestrian Safety	<ul style="list-style-type: none"> – Conduct worker training to ensure safe public passage and to minimize traffic disruption by construction vehicles. – Designate one or two parking bays for contractor to have access to load and offload materials for construction. It should be blocked off with cones/barricades – Where reasonably practicable all loading and unloading of construction vehicles should be within the site boundary. No parking or stockpiling of materials will be allowed along the public roadway. – No materials shall be stored so that they encroach on, or in any way adversely affect operation of, sections of roadway which are in use by the public or result in siltation or blockage of drains. – Deliveries and collections should be scheduled to coincide with normal working hours. – Access to and from construction sites should be organized to allow vehicles to enter and leave the site in a forward gear. – Working hours should be adjusted to take into account local traffic patterns, avoiding major transport activities during busy periods. – Contractors should ensure safe and continuous access to the facility and residences. 	<p>Contract Condition 16 and the ES Specification covers this requirement.</p> <p>In addition, an ESHS Specification for Traffic Safety and Access Management is annexed, that incorporates all of the components listed in the previous column to effectively regulate all traffic during the construction process in a safe and responsible manner. The Specification prioritizes the safety of local communities from both construction traffic and general traffic, ensures that all relevant traffic safety measures are strictly adhered to, including ensuring that vehicles travel within local speed limits, occupants wear seat belts, appropriate lighting is used during adverse weather conditions or in the evening, and all necessary precautions are taken to safeguard the community surrounding the project site.</p>

ESHS Aspect or Category	Potential Impacts / Issues	Mitigation Measures	Comments / Relevant GCC
	Access Management	<ul style="list-style-type: none"> – Installation of proper signage and instructions. – Compliance with all guidelines and protocols established by the local police department – Only authorized persons shall be allowed into work sites. – Construction sites should be fully enclosed to protect the public and deter unauthorized entry. – Temporary safety fences should be appropriately high above ground level. – When necessary, a gate marshal should be deployed to ensure the safety of pedestrians using adjacent public footpaths. – If public walkways are blocked or removed, safe alternative access must be provided. – The use of lights, guards, fencing etc. for protection of the works and for the safety and convenience of the public. 	<p>Contract Condition 16 and the ES Specification covers this requirement.</p> <p>The Traffic Safety and Access Management ESHS Specification also provides for site security and access controls.</p>
Community Conflict and Grievances	Interruption to services during construction	<ul style="list-style-type: none"> – Have a campus awareness campaign to inform college students, staff and visitors of the work and to sensitize them on the importance of following the security measures that are in place for their protection. – Publicize the Grievance Redress Mechanism (GRM) at stakeholder engagements and during the campus awareness campaign. – Make GRM available to students and staff (electronic and hard copy). – Scheduling disruptive activities during slow periods (weekends and school breaks). 	The PMU will communicate with the public.
	Information to the public	<ul style="list-style-type: none"> – The use of signage to inform the campus of the ongoing works. The sign should include relevant information on the contractor, client, funding agency and the timeframe. 	Contract Condition 16 and the ES Specification covers this requirement.

ESHS Aspect or Category	Potential Impacts / Issues	Mitigation Measures	Comments / Relevant GCC
		<ul style="list-style-type: none"> – The sign should also have a telephone and/or email contact for questions, concerns, information, or grievances. – Undertake a campus awareness campaign to inform the campus of the works and the need to be vigilant and to adhere to security measures that are in place at the site. – Publicize the grievance mechanism at stakeholder engagements and during the public awareness campaign. 	The PMU will communicate with the public.
	<p>Risk of Social Conflict with the Contractor's personnel and the wider public</p> <p>Grievance Redress Mechanism (GRM)</p> <p>Worker Conduct and SEA/SH</p> <p>Stakeholder Engagement</p>	<ul style="list-style-type: none"> – Any conflict between the onsite personnel and members of the public should be reported to the PIU and the relevant authorities. – The Contractor should assign responsibility for dealing with complaints from the general public to the site foreman or supervisor. Reports will also be accepted during consultations with stakeholders and the wider public. – The Contractor should establish a Grievance Redress Mechanism (GRM) for the communities and workers which sets out the relevant dates, details of the complainant, the nature of the complaint, action taken, and other relevant details. – The GRM will have a channel for the uptake of grievances related to SEA/SH and gender-based violence (GBV). – The Contractor will maintain a CoC for all personnel, including the sub-contractors for site activities. The CoC will form part of the workers' and sub-contractor contracts. Worker training shall include sensitization on the CoC and interactions with the general public. – The CoC will prohibit all forms of sexual exploitation and abuse and sexual harassment (SEA/SH). – The CoC will ensure protection against discrimination. – The Contractor shall provide relevant contract-related information, as the Employer and/or Project Manager may reasonably request to conduct Stakeholder 	<p>Contract Condition 16 and the ES Specification covers this requirement.</p> <p>The COC in section IV (bidding Forms) will apply.</p> <p>The GRMs are outlined in Section 7 of this ESCoP. The PIU is primarily responsible for the project-wide GRM and the Contractor is responsible for the Worker's GRM.</p> <p>Contract Condition 16 and the ES Specification covers this requirement.</p> <p>In addition the Code of Conduct is included in the Contract.</p>

ESHS Aspect or Category	Potential Impacts / Issues	Mitigation Measures	Comments / Relevant GCC
		<p>engagements.</p> <ul style="list-style-type: none"> – The Contractor may also directly participate in Stakeholder engagements, as the Employer and/or Project Manager may reasonably request. – Ensure that there is adequate stakeholder consultation. – The PIU will promote the project-level GRM through ongoing community outreach and consultation. 	

6.0 Implementation Arrangements / Responsibilities

The Contractor is directly responsible for implementation of the contract in accordance with the GCCs and ESHS Specifications, and thereby deliver the requirements of the Contract. Day-to-day supervision and monitoring of compliance with requirements will be undertaken by the Supervision Consultant, who will inspect the works periodically to ensure that the Contractor is in compliance with approved documents.

The PIU's Environmental and Social Specialist will perform spot checks and periodic visits, to ensure that the Supervising Consultant is performing and holding the contractor to account for delivering to requirements. Collaborating agencies may also carry out monitoring, in connection with implementation of any of the project components, which fall under its jurisdiction.

Key responsibilities of each party are as follows:

The Project Implementation Unit (PIU) will be responsible for:

- Further the proper management of the E&S risks and impacts by ensuring that the Supervising Consultant is providing adequate oversight and reporting on ESHS issues.
- Engagement with project-affected peoples and other stakeholders,
- Evaluate the monitoring and supervision of project activities and ex-post evaluations.
- Publicising and managing the Grievance Redress Mechanism.
- Systematically documenting evidence of its activities and outcomes and providing information to the World Bank team as needed.
- Informing promptly the WB if significant incidents or accidents (defined as three days lost work time) occur.

The Supervising Consultant (SC) will be responsible for:

- Identifying, evaluating, and addressing potential construction and operational ESHS risks.
- Final review of ESHS aspects of designs to ensure that they form a sound and comprehensive basis for addressing potential construction and operational ESHS.
- Preparation of ESHS Specifications for inclusion in the tender document and the subsequent works contract.
- Supervision of the Contractor's compliance with contractual obligations and the ESCoP and ESHS Specifications, thereby ensuring that they are satisfactorily implemented.
- Reviewing and approving the Contractor's work plans, Method Statements, and other plans, and requiring revisions and updates as needed.
- Ensuring that Contractors are properly briefed in relation to the importance of ESHS matters during construction.

The Contractor will be responsible for:

- Complying with the ESHS provisions of the contract, including any subcontractor(s), to the satisfaction of the Supervising Consultant and PIU.
- Adopting and implementing the ESCoPs to meet the requirements of the Contract
- Responding to the SC and PIU to describe how they will deliver the ESHS requirements of the Contract, in terms of the tools, equipment and methods they will use.
- The Contractor must assign a qualified, competent individual to serve as E&S Officer to be

present on site as required and to ensure compliance with mitigation measures provided in the ESCoP and fulfill the corresponding conditions in the contract.

- Additionally, the Contractor must provide an Accident Prevention Officer or HS Manager as required by the GCC.
- The Contractor is required to obey other national relevant legal regulations and laws.
- The Contractor will assume the costs during the construction phase for complying with the ESHS requirements as a subsidiary obligation of the main work activity, and not separated in the BOQs.

7.0 Stakeholder Engagement and Grievance Redress

7.1 Public information

This ESCoP document will be disclosed on the Government of Dominica website. A printed copy of this ESCoP will be available at the offices of the PIU and at the work site.

The works, in particular any external works and traffic ingress/egress, would require communities to be informed and engaged. For works ongoing within the building, there is a need to ensure that adequate means are utilized to disseminate the information. The PIU will have overall responsibility for community engagement, with the support and cooperation of the Contractor.

The PIU will also erect signs which will also provide relevant information about the works, the PIU contacts, and other information for persons who wish to register grievances. Each sign shall give the following information:

- (a)** Project Title
- (b)** Name of Employer
- (c)** Name of Consultants / Supervising Engineer
- (d)** Name of Contractor
- (e)** Name and logo of Funding Agency

The sign must be placed prominently so that it can be seen and read easily from each frontage of the parcel of land on where the building work is taking place. No other notice boards or signs of any description shall be erected unless directed or approved.

7.2 Grievances

There is a project-wide Grievance Redress Mechanism (GRM) that will be promoted by the PIU through a public sensitization campaign which will include stakeholder engagement meetings and communication with stakeholders via email, WhatsApp and bulletins or flyers. The GRM forms will be made available to the public both online and hard copy (at a designated site).

Specific to the works, the general public will be informed through public announcements through various media including the Government Information Service and website, television and radio announcements. All communication will provide contact information for the E&S Specialist, who is responsible for receiving complaints.

For the Contractor, a separate Worker's GRM will be implemented to minimize the social risks to the rehabilitation works and to resolve issues as they arise. The grievance process outlined here, provides an avenue for individuals to voice their concerns and gives transparency on how grievances will be managed internally, which aims to reduce conflict and strengthen relationships between external stakeholders.

- Aggrieved workers may vocalize or report their concerns through various channels: through the on-site Health and Safety Officer, to the Site Manager, or to the Supervisory Consultant. Communication may be done verbally in person or by phone, by text, by email, or letter.
- The Contractor's team shall meet and discuss, inter alia, grievance and resolutions. The Contractor shall designate a Responsible Person (usually the Environmental, Health and Safety Officer) to implement the GRM and ensure that all grievances are properly and timely recorded, evaluated, and responded to within a reasonable timeframe that is communicated to the complainant. Records of all complains shall be kept for future references and lessons learned.
- The grievance redress mechanism procedure described herein shall apply to all employee and external stakeholders during the construction activities.
- The specific nature of sexual exploitation and abuse and of sexual harassment (SEA/SH) requires tailored measures for the reporting, and safe and ethical handling of such allegations. The process is detailed in the project ESMF.

Annex A. E&S Screening Form for the works

The form below is the result of the screening exercise as per the ESMF. The conclusion is that an ESCoP document is the appropriate instrument for management of ESHS issues.

Inspection Items	Hazard expectation			Comments
	Major	Minor	Negligible/NA	
1. Air Quality				
1.1 Are the construction sites and adjoining roads watered to minimize dust generated?	X			Dust during renovations inside classroom, and lab and at hallway
1.2 Are all vehicles carrying dusty loads covered prior to leaving the site?			X	
1.3 Are dust controlled during percussive drilling or rock breaking?			X	
1.4 Are plant and equipment well maintained? (any black smoke observed, please indicate the plant/equipment and location)		X		Materials delivery vehicles
1.5 Are speed control measures applied? (e.g. speed limit sign)		X		Within Stockfarm community and at college campus
2. Water Pollution Control				
2.1 Are there any wastewater discharged to the storm drains?			X	
2.2 Is waste water being treated?			X	
2.3 Are toilets used?		X		Toilets within campus wing
2.4 Is the public road/area around the site entrance and site hoarding kept clean and free of muddy water?			X	
2.5 Surface water: Is there evidence of sedimentation or water quality			X	

deterioration/erosion in water?				
2.6 Is stockpiled soil contained and away from waterways with no run-off			X	
3. Noise Control				
3.1 Any noise mitigation measures adopted (e.g. use noise barrier/ enclosures)	X			
3.2 Do air compressors and generators operate with doors closed	X			
3.3 Is idle plant/equipment turned off or throttled down?	X			Construction tools and vehicles
3.5 Are silenced equipment utilized?	X			
3.6 Are vehicles traversing community equipped with noise reducing silencers?	X			
4. Waste Management				
4.1 Is the site & drains kept clean and tidy?(e.g. litter free, good Housekeeping)	X			
4.2 Are construction wastes collected and disposed of properly?	X			
4.3 Are chemical wastes, if any, collected and disposed of properly	X			Paints etc.
4.4 Are chemical wastes properly stored and labelled?	X			
4.5 Are oil drums and plants /equipment provided with drip trays		X		
4.6 Is there any oil spillage? Clean- up the contaminated soil immediately		X		
4.7 Are garbage bins available and waste disposed of regularly	X			

5. Portable Equipment/ Electricals				
5.1 Safety guards mounted properly	X			
5.2 Electrical cords and ends without cuts/burns/faults	X			
5.3 Cords running away from working equipment and not a tripping hazard	X			
5.4 Fuses/ground rods/surge protectors/trip device used	X			
5.5 Right tool being used	X			
5.6 Use by competent persons	X			
6. Emergency Items Available/Site Security				
6.1 Fire Extinguishers & First Aid Kits easily accessible		X		
6.2 Adequate number of fire extinguishers at hand (100ft)		X		
6.3 First Aid eye/face rinse available		X		
6.4 First Aid Responder/CPR Certified Staff	X			
6.5 Emergency vehicle available	X			
6.6 Emergency phone numbers posted	X			
6.7 is there a mechanism for registering and reporting accidents & injuries? Are forms available?	X			
7. Confined Space Work				
7.1 PPE use: hard hat, respirator, goggles, ear protection			X	
7.2 Extractor/ventilator use?			X	
7.3 Gas monitor used before entry?			X	
7.4 Buddy system enforced			X	
8. Working At Height				
8.1 Ladder/scaffolding used with safe access		X		

8.2 Ladders rungs/scaffold in good condition		X		
8.3 Ladders stopped at base & tied at top				
8.4 Planks nailed/secured/wider than 1ft/rigid		X		
8.5 Scaffolding erected properly: cross bracing/tied to structure/footing		X		
8.6 Scaffolding- inspected at beginning of day and before heavy use		X		
8.7 Scaffolding - guardrails used at 6ft &/or where necessary		X		
8.8 Harness worn at heights above 6ft		X		
8.9 Adequate prevention of falling materials		X		
9. Handling and Storage of Material				
10.1 Materials properly stored and stacked	X			
10.2 Materials stored away from edges		X		
10.3 Passageways cleared	X			
10.4 Site neat and orderly.	X			
10. Dangerous Substances				
11.1 Are stored in proper containers, and in correct position		X		
11.2 Are stored in right places on site/ correct temperature		X		
11.3 Are labelled correctly with warning signs visible	X			
11.4 Are handled with the correct PPE	X			
11.5 Will not cause grave environmental damage if spilled where stored (bunds well managed)	X			
11.6 MSDS's available to staff	X			

11.7 Spills cleaned up immediately.	X			
11. Housekeeping / Worker H&S				
12.1 Drinking water available.	X			
12.2 Toilet: functional/clean	X			
12.3 Worker rest area sufficient/cleaned	X			
12.4 Sanitization & wash station available and implemented	X			
12.5 Social distancing as much as possible			X	
12.6 Covid-19 testing (and retesting) done upon suspicion of infection.			X	
12.7 Are PPEs being used?	X			
12.8 Are worker welfare facilities provided? (toilet, eating areas, rest area)	X			
12.9 Are there mechanisms for registering worker grievances? Forms available	X			
12. General				
13.1 Easy access to site	X			
13.2 Site route unblocked and safe	X			
13.3 Barricades & coverings used on floor or wall openings/ stairs/ trenches		X		
13.4 Suitable/legible signage	X			
13.5 No smoking rule enforced	X			
13.6 No burning on site	X			

Annex B: Site Photographs

Insert photos that show areas to be renovated, features of interest, site layout, neighboring access, etc.



Picture 1 & 2. Classroom



Picture 3. Ceiling of lab



Picture 4. Lockers within classroom to be secured to wall



Picture 5. Cellar under classroom and lab with gas lines and plumbing

Annex C: Workers Code of Conduct

CODE OF CONDUCT FORM (INCLUDED IN SPDs)

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, laborers 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 their 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 their 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, and 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 gender-based violence, 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.

There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

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 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 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 their 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 D: ESHS Specifications for Key Specific Risks

The following ESHS Specifications have been prepared for the key risks of the classroom rehabilitation work:

- ESHS Specification 1: Waste Management
- ESHS Specification 2: Air Quality, Nuisance and Noise Management
- ESHS Specification 3: Working at Heights
- ESHS Specification 4: Traffic Safety and Access Management
- ESHS Specification 5: Pesticide and Hazardous Materials Management

ESHS Specification 1: Waste Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
General Waste	Soil and water pollution from the improper management of wastes and excess materials from the construction sites.	<p>The Contractor will adhere to the stipulations of GCC 18.2 for various specific waste streams (e.g., reusable waste, flammable waste, construction debris, food waste etc.) The Contractor shall abide by the provisions of the Waste Management Act of 2004, the Litter Act of 1983 and its amendments (1985 and 1993), and the Public Health Act of 1975 and its Regulations. and follow the guidelines of the Solid Waste Management Authority.</p> <p>The Contractor will:</p> <ul style="list-style-type: none"> • Organize disposal of all wastes generated during construction in the designated disposal sites approved by the Project. • Minimize the production of waste materials by using the 3Rs (Reduce, Recycle and Reuse) approach. • Segregate and reuse or recycle all the wastes, wherever practical. • Cover vehicles transporting solid waste with tarps or nets to prevent spilling waste along the route. • Train and instruct all personnel in waste management practices and procedures as a component of the environmental induction process. • Provide refuse containers at each worksite. Three (3) lidded containers will be positioned near the entrance to the site and clearly labelled for the collection of different types of wastes. One container will be illustrated and/or labelled to collect oily rags, filters, paints, chemicals etc. A second will be labelled 'wood', and the third 'all other forms of waste'. • Personnel will pick up litter and sweep up working areas at the end of each shift, disposing of the wastes in the appropriate bin. • Arrangements for each bin to be collected regularly (such that it is not overflowing at any time) for off site disposal. 'All other wastes' shall be taken by registered carriers to the landfill site. • 'Oily rags will be dried and disposed of at the approved site. • The Contractor will supply one refillable container suitable to hold 1.5 litres of drinking water to each worker, and supply a bulk/20 litre container of potable water from which workers can refill them. • Where the option is available, the Contractor will request suppliers provide materials on a loose tip basis, to reduce the amount of waste generated at site. • Request suppliers to minimize packaging where practicable. • Place a high emphasis on good housekeeping practices and ensure that all areas are cleaned at the end of every work period to allow for the continued operations of the Hospital. • Maintain all construction sites in a cleaner, tidy and safe condition and provide and maintain appropriate facilities as temporary storage of all wastes before transportation and final disposal. • Potable water will be supplied in bulk containers to reduce the quantity of plastic waste (plastic bottles). Plastic bag use will be avoided.

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
		<p>noise emissions.</p> <ul style="list-style-type: none"> Minimize construction vehicle speeds and use of horns especially at night

ESHS Specification 3: Working at Heights

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Working at heights	Increased risk of falls	<p>Working at height remains one of the biggest causes of fatalities and major injuries on construction sites. Common cases include falls from roofs, ladders, and through fragile surfaces. 'Work at height' means work in any place where, if there were no precautions in place, a person could fall a distance liable to cause personal injury (for example a fall through a fragile roof down an unprotected lift shaft, stairwells).</p> <p>To reduce the inherent risks associated with working at heights the Contractor shall follow the guidelines in the OECS Building Code:³</p> <p>LADDERS</p> <ul style="list-style-type: none"> All ladders, when in use, shall be set up in a manner to be secure and to prevent slipping; and ladders, except stepladders or other self-supporting ladders, shall be securely fastened to a permanent support at the top, and if necessary, at the bottom, and braced to prevent swaying, bending or shaking. Ladders, leading to floors, stagings or platforms, shall extend at last three feet above the level of such floors, stagings or platforms. No single ladder shall exceed 6m (20 feet) in length. When greater heights are to be reached, intermediate platforms shall be erected. Ladder landings shall be at least 1.2m (4 feet) square and equipped with handrails and toe boards. Ladder rungs shall be spaced uniformly as near to 300mm (12 inches) as is practicable. When used temporarily, in place of stairways or runways, ladders serving traffic in both directions simultaneously shall be at least 1m wide. If separate ladders are provided for going up and coming down, they shall be marked "UP" and "DOWN" respectively at each floor and platform level. Ladders, other than sectional or extension ladders, shall not be

³

<https://oece.int/en/our-work/knowledge/library/sustainable-energy/oece-building-codes?start=36>

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
		<p>extended by joining two or more together.</p> <p>SCAFFOLDS</p> <ul style="list-style-type: none"> • Properly constructed scaffolds shall be provided for all work which cannot be done safely by workmen standing on permanent or solid construction, except when such work can be done safely from ladders. All such scaffolds shall be substantially constructed, to support at least four times the maximum load and shall be secured to prevent swaying. • Planks used in the construction of stationary scaffolds shall be not less than 50mm (2 inches) nominal thickness. Where such planks overlap at the ends, the overlap shall be not less than 150mm (6 inches). • Planks shall be so placed that they cannot tip under the weight of the worker at any point. Nails used in the construction of scaffolds shall be of ample size and length to carry the loads they are intended to support, and all nails shall be driven full length. No nails shall be subject to direct pull. • Ropes, cables and blocks used in the support of swinging scaffolds shall be of sufficient size and strength to sustain at least six times the maximum loads to which they will be subject. Where acids are likely to come into contact with them, ropes shall not be used in the support of scaffolds, but steel cables properly protected by grease or oil or other effective method shall be used instead. • Every scaffold, the platform level of which is more than 1.8m (6 feet) above the ground or above a permanent or temporary floor, other than iron workers' scaffolds and carpenters' bracket scaffolds, shall be provided with guard rails and toe board extending the full length of the scaffold and along the ends except where ramps or runways connect with them, unless otherwise enclosed or guarded. On suspended, swinging and pole scaffolds, the space between guard rails and toe boards shall be fitted with wire mesh screens securely attached. • Where objects are likely to fall on a scaffold from above, a substantial overhead protection shall be provided. Not more than 3m (10 feet) above the scaffold platform, and at doorways, passageways or other points where workers must pass under scaffolds, a substantial overhead protection shall be provided. No materials or equipment, other than required by the workers, shall be placed on scaffold platforms. • All fall protection equipment must be properly fitted to the workers' bodies. • A dynamic risk assessment must be carried out prior to undertaking work at heights. • Employees with medical conditions such as seizures or vertigo should not be allowed to work at heights as the condition may impair their ability to work safely.

ESHS Specification 4: Traffic and Access Management

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
Construction vehicular traffic	Increased traffic use of the road by construction vehicles will affect the movement of normal road traffic and the road users' safety.	<p>The Contractor shall only use the existing roads and access routes for his operations that are approved by the Supervising Engineer. Such roads shall be kept in a clean and safe condition and any damage shall be reinstated on the day that it occurs and on completion of the Works as directed by the Supervising Engineer. The Contractor shall supply, erect, maintain, and remove on completion of the Works all road signs and warnings as necessary for the safety of all.</p> <p>The Contractor will identify an employee who will have responsibility for controlling access of employees and other authorized personnel and authorized vehicles unto the site.</p> <p>The Contractor will set out the work site so that it supports good housekeeping such as designated delivery and storage areas, waste management, walkways and vehicle parking.</p>
Unauthorized entry to site	Inadequate construction site security poses a significant risk to assets, construction materials and property. Theft/vandalism of assets, materials and property would increase construction costs and cause delays in project completion.	<p>The Contractor shall:</p> <ul style="list-style-type: none"> • Provide appropriate security personnel (i.e. security guards) to prevent unauthorized entry into the camp area. • Employ a night watchman for periods of significant on-site storage or when the area necessitates. • Ensure all assets (i.e., tools, equipment, etc.) and construction materials at the construction site are identified, inventoried and tracked as closely as possible. All assets should be clearly labelled and marked. Keep records of tool serial numbers and check inventory on a regular basis. • All tools and equipment should have a check out/in the system, and if not in use, should be secured and stored in a proper place to prevent theft or loss. Provide storage sheds for the secure storage of equipment and tools when not in use. • Ensure there is proper fencing around the construction site perimeter. Fencing should be chain-link at least 2.4 m high and secured with a steel chain and lock. If possible, the entire site should be fenced; if this is not possible, make sure the construction trailer and any equipment storage areas are fenced. • Ensure the construction site has controlled access points (one or two entry points at most), allowing for close monitoring of comings and goings from the site. • Workers should be easily identified and have credentials that indicate site access. • No trespassing signs should be posted in conspicuous areas throughout the job site. • A list of employees who have after-hour access to the property should be available to the security and local authorities. • Ensure the job site is properly lighted at night. Well-lit areas should include any office trailers and equipment storage trailers. Floodlights operated by sensors should also be installed where

Project Activity/ Impact Source	Environmental Impacts	Mitigation Measures/ Management Guidelines
		<p>appropriate.</p> <ul style="list-style-type: none"> Pre-employment screening investigations should be used to verify the applicants relating to their employment, education and criminal history background.
Signage	Public requires information to understand site access restrictions	<p>The Contractor shall:</p> <ul style="list-style-type: none"> Provide and erect one (1) suitable notice board as detailed by the supervising Engineer not less than 2.4 meters wide by 1.2 meters high mounted on suitable posts at a location to be advised by the Supervising Engineer. Colours, text and size of lettering shall be to the approval of the Supervising Engineer. Each sign shall give the following information: Project Title, Name of Employer, Name of Consultants / Supervising Engineer, Name of Contractor, Name and logo of Funding Agency. The sign must be placed prominently so that it can be seen and read easily from each frontage of the parcel of land on where the building work is taking place.

ESHS Specification 5: Pesticides and Hazardous Materials Management

Project Activity/ Impact Source	Impacts/Concerns	Mitigation Measures/ Management Guidelines
Handling Pesticides/ Hazardous Lab materials	Impacts on workers' health and the environment	<p>The Contractor shall:</p> <ul style="list-style-type: none"> Focus on careful selection of the type of pesticides and management of their use (timing, dose, mode of application etc) to reduce the environmental risks to acceptable levels. Allow only qualified, registered professionals to handle and apply pesticides. Ensure that pesticides selected and applied should be specific for the target pest. Purchase pesticide services from authorized dealers which are permitted under the country's regulations and WHO and PAHO recommended classification of pesticides by hazards. Create awareness among workers on aspects such as safe usage, handling and disposal of pesticides. Ensure that pesticides are stored in the original container with a legible label and

		<p>according to label directions.</p> <ul style="list-style-type: none">• Ensure that pesticides are not used just prior to pressure washing or activities that will result in water runoff.• Provide safety equipment and PPE such as masks, gloves, coveralls and eye protection during the application of pesticides.
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