

A.3.4. ESMP mandatorily annexed to the Financing Agreement (FA)

General considerations

1. Government of São Tomé and Príncipe through the Ministry of Infrastructure and Natural Resources is planning to implement the Project Energy Transition, Efficiency and Expansion Project (ETREEP). The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. Government of São Tomé and Príncipe through the Ministry of Infrastructure and Natural Resources will implement measures and actions of this Environmental and Social Management Plan¹ (*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. Government of São Tomé and Príncipe through the Ministry of Infrastructure and Natural Resources 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 Government of São Tomé and Príncipe through the Ministry of Infrastructure and Natural Resources 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 Government of São Tomé and Príncipe through the Ministry of Infrastructure and Natural Resources, 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

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 OSI*)

such circumstances, Government of São Tomé and Príncipe through the Ministry of Infrastructure and Natural Resources will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

<i>Material Actions² to Manage the Project's E&S Risks and Impacts</i>		<i>Basis for Requirement</i>	<i>Key Performance Indicator</i>	<i>Indicative Timing/Deadline</i>
Periodic E&S implementation report to the Bank		Bank's ESP and OS1	Reports submitted on time and in good standard	45 days after the end of each quarter
1	Recruitment of E and S specialists as part of the Project implementation unit	Disclosed ESIA, OS1	Experienced Environmental and Social specialist in the Project Implementation Unit (PIU)	Before project launch
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	Number of complaint boxes installed Number of complaints received and resolved Type/nature of complaints; <ul style="list-style-type: none"> • Gender-disaggregated data • Number of complaints resolved within the prescribed timeframe • Number of complaints pending for more than 30 days • Documented resolutions communicated to complainants • Grievance Redress Mechanism (GRM) accessible to all stakeholders 	Project start date

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.

3	Payment of compensation and reinstallation of affected people	SO10	NA	NA
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	Site-specific environmental and social measures included in contracts with contractors and supervisors, in ESIA/ESMP and other sub-plans	Before the start of activities
5	Submission of high-risk activity's Contractor ESMP (C-ESMP) to Bank clearance	Bank's ESP and OS1	NA	NA
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	OS1, OS2, SO10 and Bank's Disclosure and Access to Information Policy	GM prepared by the Contractor and validated by the Supervisor and PIU	1 month after project effectiveness date
7	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	Environmental license and other relevant licenses obtained	Before the start of activities
8	Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank	Bank's ESP, OS1 and national requirements	Approved and disclosed environmental and social documents: Environmental Impact Assessment (EIA) with Stakeholder Engagement Plan;	ESIA approved and disclosed in 2025; Stakeholder Engagement Plan approved and disclosed in 2025
9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Periodic implementation reports of the Project's E&S sub-plans	Throughout Project implementation
10	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national legislation on contingencies et	Sub-plans of the C-ESMP	Throughout Project implementation
11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Establishment of a complaint management committee; number of complaints registered / number processed and resolved within the stipulated period	Throughout Project implementation
12	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	NA	NA

13	Capacity building of key project implementers	OS1	Number of trainings delivered to key project implementers	During Project implementation
14	Implementation of ESMS/ESAP ³	OS1 and OS9, national requirements	NA	NA
14.1	<i>Approval of any required E&S management procedure</i>	Ditto	E&S management procedure approved and disclosed	Before sub-project start
14.2	<i>Establishment of the E&S unit</i>	Ditto	Approved sub-plans	Before project start
14.3	<i>Capacity Building of the E&S Unit</i>	Ditto	Approved sub-plans; periodic reports of E&S sub-plan implementation, including training	Throughout Project implementation
14.4	<i>Processing the Value Chain E&S due diligence</i>	Ditto	Approved sub-plans; periodic reports of E&S sub-plan implementation	Throughout Project implementation
15	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	Number of immediate notifications; reports on incidents/accidents and periodic E&S sub-plan implementation reports	Immediately, no later than 72 hours after occurrence
16	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	Reports on incidents/accidents and periodic E&S sub-plan implementation reports	Immediately, no later than 72 hours after occurrence
17	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Periodic E&S sub-plan implementation reports submitted to authorities and stakeholders	Throughout Project implementation

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

