Republic of the Marshall Islands Renewable Energy Generation and Access Increase (REGAIN) Project

P181250

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

Marshalls Energy Company as Implementing Agency
April 2024

Prepared for the Government of the Republic of Marshall Islands by the Centralized Implementation Unit of the RMI Division of Development Assistance (DIDA)

Republic of the Marshall Islands

Renewable Energy Generation and Access Increase (REGAIN) Project

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ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN Including LABOR MANAGMENT PROCEDURES

April 2024

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Revision 5

Acronyms and Abbreviations

BESS	Battery Energy Storage System
CESMP	Contractor Environmental and Social Management Plan
COESP	Code of Environmental and Social Practice
CIU	Centralized Implementation Unit
DIDA	Division of International Development Assistance
E&S	Environmental and Social
EHS	Environmental, Health, and Safety
EIA	Environmental Impact Assessment
ESCP	Environmental and Social Commitment Plan
ESIA	Environmental and Social Impact Assessment
ESF	Environmental and Social Framework (World Bank)
ESMP	Environmental and Social Management Plan
ESRS	Environmental and Social Review Summary
ESS	Environmental and Social Standard
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GIIP	Good International Industry Practice
GoRMI	Government of the Republic of the Marshall Islands
GRM	Grievance Redress Mechanism
HPO	Historic Preservation Office
HT	Human Trafficking
IDA	International Development Association
JHA	Job Hazard Analysis
KAJUR	Kwajalein Atoll Joint Utilities Resources Inc.
kWh	kilowatt-hour – a measure of energy usage
LMP	Labor Management Procedures
MEC	Marshalls Energy Company
MOF	Ministry of Finance
MW	Megawatt – a measure of electrical power
OHS	Occupational Health and Safety
NEPA	National Environmental Protection Act 1984
PDO	Project Development Objective
PEA	Preliminary Environmental Assessment
PIU	Project Implementation Unit
PV	Photo-voltaic
REGAIN	RMI Renewable Energy Generation and Access Increase (REGAIN) Project
RMI	Republic of the Marshall Islands
RMIEPA	RMI Environmental Protection Authority
SEA/SH	Sexual Exploitation and Abuse and Sexual Harassment
SECAP	Stakeholder Engagement and Communication Action Plan
SEP	Stakeholder Engagement Plan
SOP	Standard Operating Procedures
ToR	Terms of Reference
VAC	Violence Against Children

WB	World Bank
WUTMI	Women United Together Marshall Islands

EXECUTIVE SUMMARY

The Government of the Republic of the Marshall Islands (GoRMI) has requested support from the World Bank (WB) for the Renewable Energy Generation and Access Increase (REGAIN) Project ('the Project') following on from the World Bank (WB)-funded Sustainable Energy Development (SEDeP) Project.

As part of project financing, the Project is required to comply with the requirements outlined in WB's Environmental and Social Framework (ESF) and ten Environmental and Social Standards (ESSs). The purpose of this Environmental and Social Management Plan (ESMP) is to provide a system for managing the environmental and social (E&S) risks and impacts associated with the Project in alignment with the WB requirements and relevant RMI national regulations. The ESMP provides information and guidance on the following:

- Project activities
- Applicable RMI regulations and World Bank standards/guidelines
- Environmental and social context
- Environment and social risks, potential impacts and mitigation
- Risk management processes
- Incident management
- Implementation responsibilities, resources and capacity building
- Detailed protocols, procedures and templates to support the implementation of the ESMP (provided as appendices).

This ESMP (which includes Labor Management Procedures (LMP) required under ESS2 of the WB ESF) is one of a number of instruments developed to manage the E&S aspects of the Project and is supported by a Stakeholder Engagement Plan (SEP) (including a Grievance Redress Mechanism (GRM)) and an Environmental and Social Commitment Plan (ESCP).

The Renewable Energy Generation and Access Increase (REGAIN) Project will increase the share of renewable energy (RE) generation, improve electricity service in targeted islands and strengthen the capacity (including gender inclusion) of key energy sector entities. It will fund renewable energy integration, distribution network and resilience enhancement upgrades, new hybrid mini grids, technical assistance, and implementation support. The proposed activities represent a subset of the investment and technical assistance program outlined in the 2018 RMI Electricity Roadmap.

The Ministry of Finance (MOF) is the Executing Agency and Borrower. The Project will be implemented by the Marshalls Energy Company (MEC), and is expected to commence in late 2024, running for a period of 7 years.

Project construction activities will include:

- Installation of grid-connected and mini-grid Solar Photovoltaic (PV) Units
- Installation of new diesel generators at Arno and Ine
- Installation of battery energy storage systems (BESS)
- construction of the MEC Power Station 1 (PS1) building and commissioning of new diesel generators within PS1 on Majuro,
- rehabilitation of the distribution line between the Airport and Laura, Majuro
- elevation of pad-mounted transformers, switchgear, and cable splices Majuro and Ebeye and

- installation of three underground power lines along the Ebeye causeway.

In addition, the Project will fund detailed studies, designs, supply, installation, and supervision of solar PV panels, BESS, inverters, and controls near the diesel power plant in Kili Island as well as upgrade of selected segments of the distribution network, and installation of prepaid meters.

The Project will help improve regulations, promote energy efficiency, enable renewable energy target monitoring, and facilitate follow-on project preparation through Technical Assistance (TA) activities. It will provide international multi-disciplinary expertise to help build regulatory capacity, including cost-reflective electricity tariff review and consultations. The Project will also seek to enhance the capacity of MEC and KAJUR on design, operation, and maintenance of RE technologies through a combination of international consultant expertise, a gender-sensitive apprenticeship program, internship, and retention policies.

Finally the Project will provide adequate resources to MEC's Project Implementation Unit (PIU) to execute the project.

Project works are expected to result in long-term positive environment and social impacts. In the short to medium term, however, E&S risks are assessed to be Moderate and require management. Potential environmental and social risks associated with the project are identified as:

- ***Construction-related impacts*** such as noise, dust access, restrictions, and traffic delays will be managed through implementation and monitoring of Contractor Environmental and Social Management Plans (CESMP) and Codes of Environmental and Social Practice (COESP) in accordance with this ESMP and LMP. Local aggregates will not be used in Project works without meeting the requirements set out in this ESMP (Section 6.3.2). Incident reporting procedures used for SEDeP will continue during REGAIN implementation.
- ***Solid wastes and e-wastes*** will be managed by firstly considering whether they can be reused, refurbished, or recycled at the place of works due to limitations with landfills in RMI, then sending all solid waste to Majuro for possible reuse, refurbishment, or recycling there. Material unable to be reused or recycled on Majuro will be sent to an authorized overseas facility.
- ***Occupational health and safety*** (OHS) risks will be managed through preparation, implementation and monitoring of Contractor OHS procedures, and implementation of any existing MEC, KAJUR and Kili power plant procedures. Ensuring compliance with OHS provisions will be the responsibility of the Contractor, with oversight by the PIU and CIU. The accident and incident reporting system established for SEDeP will continue to be used for REGAIN.
- ***Access to and use of land for Project works*** will follow a Land Access Plan. This includes the requirement to obtain permission in writing from landowners during activity design and prior to commencement of any works. Copies of leases will be obtained, and Land Due Diligence reports will be prepared by the PIU E&S Development Officer where required by the Land Access Plan and provided to the CIU E&S Team and WB Task Team.
- ***Potential for Gender Based Violence*** including sexual exploitation, abuse and harassment (SEAH), Violence against Children (VAC) and Human Trafficking (HT) will be mitigated and managed through mandatory signing of a Worker Code of Conduct and attendance at a GBV awareness workshop, and implementation of the Project Grievance Redress Mechanism (GRM) with a specific pathway for dealing with sexual exploitation and abuse and sexual harassment (SEA/SH).
- ***Potential to exclude disadvantaged and vulnerable groups*** from project benefits if the cost of electricity increases due to improved services and vulnerable groups and households are not able

to afford new tariffs, especially low-income, single-headed and high-dependent families. Residents of Kili Island are nuclear migrants who are facing serious impacts from climate change and are dependent on imported food which is only infrequently shipped to the island. As such, it will be important that feasibility studies include GESI and energy poverty analyses.

- ***Complaints related to the project*** will be managed through the REGAIN Grievance Redress Mechanism (GRM) attached to the SEP. The Project Steering Committee (PSC) and all Project workers will receive induction training on the GRM and contractors will be required to display GRM contact information signage at all work sites. Grievance report forms and registers established under SEDeP will continue to be used.
- ***Lack of understanding and mitigation of potential environmental and social impacts*** arising from project activities will be mitigated through preparation of comprehensive feasibility and other studies that incorporate adequate stakeholder consultation with project affected parties, including vulnerable and disadvantaged groups, and other interested stakeholders (see SEP Table 1). Contractor/Consultant Terms of Reference (ToR) for each scope of work will include consultation and information dissemination requirements. In addition, the PIU will be responsible for developing and updating a project-wide Stakeholder Engagement and Communication Action Plan (SECAP) which will form an important part of Project 6-monthly Progress Reports.

The implementation of the ESMP will be the responsibility of the Project Manager from the Project Implementation Unit (PIU) that will be established within MEC specifically for the Project. An E&S Development Officer will be staffed under the PIU to support the Project Manager. The RMI Ministry of Finance's Centralized Implementation Unit (CIU) E&S Team (which comprises an International Environmental Specialist, an International Social Specialist, and a locally based E&S Officer) will also assist the PIU team as required. The WB E&S Team will provide regular E&S risk management compliance monitoring and support for the project. Construction contractor(s) will be required to comply with the Project's E&S risk management plans and procedures, including this ESMP (including the LMP) and the Stakeholder Engagement Plan (SEP), as well as local legislation, and this will be specified in contractor's agreements.

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1. INTRODUCTION

The Government of the Republic of the Marshall Islands (GoRMI) has requested support from the World Bank (WB) for the Renewable Energy Generation and Access Increase (REGAIN) Project ('the Project') following on from the World Bank (WB)-funded Sustainable Energy Development (SEDeP) Project.

The REGAIN Project is intended to increase the share of renewable energy generation and improve electricity operations the reliability or access tier level of electricity service in targeted main and neighboring islands.

The Project will be implemented by the Marshalls Energy Company (MEC) and is expected to commence in late 2024, running for a period of 7 years.

As part of project financing, the Project is required to comply with the requirements outlined in WB's Environmental and Social Framework (ESF) and, as such, this Environmental and Social Management Plan (ESMP) has been prepared to satisfy a project financing requirement. The purpose of this ESMP is to provide a system for managing the environment and social (E&S) risks and impacts associated with the Project in alignment with the WB ESF and relevant RMI national regulations.

This ESMP (which includes a Labor Management Procedures (LMP) required under ESS2 of the WB ESF) is one of a number of instruments developed to manage the E&S aspects of the Project and is supported by a Stakeholder Engagement Plan (SEP) including GRM, and an Environmental and Social Commitment Plan (ESCP).

All E&S instruments have been disclosed in draft on the MEC website[1] and the Environmental and Social (E&S) website of the Centralized Implementation Unit (CIU), Division of International Development Assistance (DIDA)[2].

2. PROJECT DESCRIPTION

2.1. Project Overview

The Renewable Energy Generation and Access Increase (REGAIN) Project will increase the share of renewable energy (RE) generation, improve electricity service in targeted islands and strengthen the capacity (including gender inclusion) of key energy sector entities. It will fund renewable energy integration, distribution network and resilience enhancement upgrades, new hybrid mini grids, technical assistance, and implementation support. The proposed activities represent a subset of the investment and technical assistance program outlined in the 2018 RMI Electricity Roadmap. Most investments were drawn from both MEC and KAJUR's priority plans, and some investments (on resilience, mini grids and power plant hybridization) were informed by SEDeP-funded prefeasibility studies and Bank-funded analytical.

On power generation, the Project will enable the installation of about 6.9 MW of distributed solar PV plants and 11 MWh of battery storage in Majuro, Arno, Ebeye, Jaluit, Wotje, Kili and Rongrong. This will increase the share of currently available renewable energy power to about 10 percent by 2030, up from 2 percent in 2017. Adding the expected 4 MW Solar and 2 MWh of battery energy storage system (BESS) from SEDeP (by 2025) to the proposed generation 6.9 MW of Solar and 11 MWh of BESS from REGAIN (by 2030), the two World Bank-funded projects will

[1] http://www.mecrmi.net/

[2] https://www.ciudidasafeguards.com/

together install 11 MW of renewable energy generation and 13 MWh of BESS, which will increase the share of available renewable energy capacity from 2 percent in 2017 to 20 percent by 2030. This would be a considerable contribution to the achievement of RMI's renewable energy targets, and a major relief from current heavy dependance on costly diesel generation.

2.2. Project Components

The Project's three components are described as follows.

2.2.1. Component 1: Renewable Energy and Network Upgrade in Main Grids

The Component will increase renewable energy generation and improve reliability of power supply, while enhancing resilience of distribution assets against climate/natural hazards by funding services, supplies, installation, and small works targeting generation, distribution, and operations in the Majuro and Ebeye Grids.

Sub-component 1.1 – Renewable Energy Integration in Majuro and Ebeye

The sub-component will involve detailed studies, designs, supply, installation, and supervision of distributed, grid-connected solar PV systems (including solar PV modules, BESS, inverters, transformers, control systems, SCADA, necessary roof strengthening or structure erection, and any other ancillary equipment) in Majuro and Ebeye grids.

To help climate-proof the current diesel generation, the subcomponent will also allocate resources to complete the construction of the MEC Power Station 1 Building and the commissioning of new diesel generators within the building, whose construction is planned under SEDeP but is likely to be incomplete because of a funding gap.

In Majuro, 3.5 MW of grid connected solar PV panels will be installed in various sites, including rooftops of school buildings, structures over basketball/volleyball courts, rooftops of hospital facilities, and canopies of parking lots, with 2.5 MWh of BESS.

In Ebeye, 2 MW of grid connected solar PV panels are envisioned to be installed on canopies erected along sidewalks of selected streets, structures over basketball courts and similar open areas, and rooftops of suitable public buildings (e.g.: Ebeye Public Elementary School and Kwajalein Atoll Development Authority) with 1 MWh of BESS. The solar PV equipment and installations will respond to climate resilient standards and will withstand hurricanes/storms.

Sub-component 1.2 – Majuro and Ebeye Network Upgrade

This subcomponent will involve upgrades to selected feeders or distribution line segments (to enable additional renewable energy transfer), replace underground cable splices (suffering from corrosion as currently under water during high tide events) by elevated sectionalizing cabinets, raise some pad-mounted transformers and switchgears (to avoid damage by tidal flooding) above surrounding levels, and supply critical/emergency operational vehicles and equipment (to accelerate recovery after natural hazards).

To enable tree pruning (which reduces power outages), facilitate maintenance, and accelerate power restoration after natural hazards in both Majuro and Ebeye, three bucket trucks, two crane trucks, two excavators, two cable reel trailers, two mobile test rigs, and three inspection service vehicles will be provided.

In Ebeye, the causeway power lines (whose foundations are currently in water, making maintenance challenging) will be put underground; about 15 pad-mounted transformers, 25 switchgears, and all cable splices will be elevated. To enable tree pruning (which reduces power

outages), facilitate maintenance, and accelerate power restoration after natural hazards in both Majuro and Ebeye, three bucket trucks, two crane trucks, two excavators, two cable reel trailers, two mobile test rigs, and three inspection service vehicles will be provided.

2.2.2. Component 2: Improved Electricity Access in Neighboring Atolls

The Component will improve the quality of electricity access to enable productive activities in the Arno Atoll (Arno and Ine Islands) and add renewable energy in the generation mix for four other islands (Jaluit, Wotje, Rongrong, and Kili) to reduce operating costs.

Sub-component 2.1 - Hybrid mini grid electrification in Arno and Ine Islands

Provide higher-level electricity service (instead of Solar Home System (SHS)-level service) by funding detailed studies, designs, supply, construction, and supervision of hybrid mini grids in Arno and Ine Islands as well as the installation of service drops with prepaid meters.

About 400 kW of solar PV panels with 0.37 MWh of battery energy storage, inverters, and transformers are expected to be installed to power the mini grids in Arno and Ine islands. Only two units of 40 kW diesel generators (about 16 percent of the total installed generation capacity) will be installed to provide backup generation overnight. This will include a 30 day fuel storage compound, oil storage and recycling shed, office to manage power and sell prepayment meter recharging vouchers, accommodation units, switchgears to control the distribution system, transformer to step up from the generator to distribution voltage, security & safety fencing, and pipelines to transfer fuel from dock to tanks. All these works will need to be elevated above existing ground level to avoid flooding by tides.

The construction of mini grids will support the development of Arno Atoll, the closest atoll to Majuro (9 miles) where the Office of Tourism plans to make it an international tourist destination, with expected construction of new hotels.

SHS were installed from 2015 to 2018, but over half of the SHS are no longer operational and there is a need for a higher tier level of electricity access (more reliable and enabling productive uses) to meet local and development expectations. Targeted potential customers include about 130 households, one or more resorts and hotels, National Telecommunication Authority's local office, small businesses, two fish bases, two small hospitals, and two public schools.

Sub-component 2.2 - Hybridization of diesel power plants in Jaluit, Wotje, and Rongrong

The subcomponent aims to reduce diesel use and associated operating costs by funding detailed studies, designs, supply, installation, and installation supervision of solar PV panels, BESS, inverters, and controls near diesel power plants in Jaluit, Rongrong, and Wotje. Solar PV capacity and energy storage will be installed, which would cut down diesel consumption thereby decreasing operational (fuel) costs and lessening the need for Government subsidies and logistic hurdles to transport fuel. The subcomponent will also fund some rehabilitation of the distribution networks to enhance the reliability of power supply.

Sub-component 2.3 - Hybridization of the Kili Island's diesel power plant

The subcomponent aims to reduce diesel operating costs and improve reliability and management of power supply by funding detailed studies, designs, supply, installation, and supervision of solar PV panels, BESS, inverters, and controls near the diesel power plant in Kili Island as well as upgrade of selected segments of the distribution network, and installation of prepaid meters.

This Sub-component is proposed separately, as a condition needs to be fulfilled for funding. MEC's service areas do not currently cover Kili Island (as the power infrastructure is under the management of the Local Government) but need to be extended to include Kili. The Local Government is interested in MEC's takeover, and the GoRMI Cabinet is considering an amendment of MEC's service areas. Once Cabinet issues the amendment, funding will be released for the hybridization of the Kili diesel power plant.

2.2.3. Component 3: Institutional Strengthening and Implementation Support

Sub-component 3.1 – Sector Development Assistance:

The subcomponent will help improve regulations, promote energy efficiency, enable RE target monitoring, and facilitate follow-on project preparation. It will provide international multi-disciplinary expertise to help build regulatory capacity, including cost-reflective electricity tariff review, consultations, and adoption in complementarity with the ADB-funded tariff methodology.

It will support energy efficiency regulation (targeting air conditioning temperature control to reduce peak load) and fund energy efficiency and electricity safety awareness campaigns with a focus on islands with new electricity access (Arno and Ine) or significantly improved electricity service (Kili). To enable monitoring on national RE targets, the subcomponent will develop a renewable energy database and publish a state of RE report, which will record, document, and share critical information on RE, such as installed/available RE capacity, RE produced, and ongoing/planned RE initiatives/projects across the Marshall Islands. The subcomponent will also provide funding to carry out prefeasibility or feasibility studies for the preparation of follow-on energy projects.

Sub-component 3.2 - MEC and KAJUR Capacity Building

The subcomponent seeks to enhance the capacity of MEC and KAJUR on design, operation, and maintenance of RE technologies through a combination of international consultant expertise, a gender-sensitive apprenticeship program, internship, and retention policies.

It will provide MEC and KAJUR with a RE (solar) expert (engineering level) and an electrical engineer (with experience on distribution networks) who will be based in Majuro and Ebeye for at least 2 years to train local MEC and KAJUR staff on RE design, operation, and maintenance. It will also support the continuation of the operation and maintenance fund, initiated under SEDeP to enable required replacement/maintenance from fuel cost savings.

In collaboration with regional training facilities (through the Pacific Power Association), the World Bank-financed Education and Skills Strengthening Project and the World Bank-implemented Pacific Women in Power program, the project will fund an apprenticeship pilot—combining on-the-job training with external academic training—for an identified number of MEC and KAJUR staff to develop certified solar technicians, upskilled diesel operators, line technicians, and other required semi-skilled workers. The subcomponent will also facilitate internships.

The capacity building activities will encourage women's involvement in the energy sector by (i) establishing a quota for the number of women included in the apprenticeship and internship intakes, and (ii) developing, and implementing policies, procedures, and practices, to be identified under the preparation of a gender action plan, to attract and promote retention of women.

Sub-component 3.3 – Project Implementation Support:

The component will provide adequate resources to the MEC's Project Implementation Unit (PIU) to execute the project. The component will fund consulting and non-consulting services, goods, and operating costs to enable the PIU to manage the project over its duration.

This will include salaries of: (i) an international project manager (which will be a full time position for the first two years and later a part-time position), (ii) a local assistant project manager, (iii) a local project Implementation officer, (iv) a local procurement officer, (v) a local environment and social development officer, and (vi) a local accountant.

The sub-component will also fund citizen engagement activities, GIS-based monitoring of project realizations, office equipment and supplies; travel/local transport, part-time experts as needed, and training and workshops.

2.3. Project Beneficiaries

The main project beneficiaries include households, businesses, and government facilities in targeted islands as well as MEC, KAJUR, and NEO. Households, businesses, health care centers, community buildings, and government facilities in Arno Atoll, Kili Island, Majuro, and Ebeye will receive enhanced quality or more reliable electricity supply resulting from the construction of mini grids (Arno Atoll); rehabilitation of segments of the distribution network (including resilience enhancement of targeted distribution assets) in Majuro and Ebeye; and better managed power infrastructure in Kili Island. Both MEC and KAJUR will benefit from increased revenues (generation fuel cost savings & less power outages) and enhanced operational and project implementation capacity from the integration of renewable energy generation, new maintenance and service equipment, implementation of apprenticeship program, and training and experience on financial management, procurement, and E&S safeguards. NEO will benefit from technical assistance and a monitoring tool (RE database).

3. COUNTRY CONTEXT

3.1. Population

The Republic of the Marshall Islands (RMI) is one of the world's smallest, most isolated and vulnerable nations. The country consists of 29 atolls and five low coral islands situated on about 181 square kilometers (km2) of land mass in the Pacific Ocean, and an Exclusive Economic Zone (EEZ) of about 2,131,000 km², making it the 19th largest EEZ in the world. The population of RMI was 42,418 in 2021[3], of which the two largest urban centers, Majuro (the nation's capital) and Ebeye, account for about 23,158 and 8,338, respectively, while the remaining 26 percent of the population reside in rural neighboring islands. Populations of all locations where REGAIN initiatives are planned are set out in Table 1.

[3] From 2021 Census Data courtesy of EPPSO accessed 27 March 2024.

Table 1: Project Locations – Populations

Location	Population
Majuro, Majuro Atoll	23,158
Ebeye, Kwajalein atoll	8,338
Rongrong, Majuro Atoll	TBC
Wotje, Wotje Atoll	737
Jabwor, Jaluit	797
Kili Island	415
Arno, Arno Atoll	161
Ine, Arno Atoll	196

Due to its geographic location and low-lying terrain characteristics, RMI is extremely susceptible to natural disasters and climate change. RMI's remote location, along with separate atolls and islets, brings unique challenges for all forms of energy development and connectivity. The limited availability of any land is a key impediment for large scale deployment of renewables in the urban centers where thermal generation needs to be reduced.

3.2. Economy

RMI is a middle-income country with Gross National Income of US$4,940 per capita in 2020[4]. Over the past 15 years, the real Gross Domestic Product (GDP) has grown by a modest 1.5 percent on average per year, with fluctuations in growth related to changes in the construction, public service, and fisheries sectors. The real GDP, however, declined in 2020 by 2.2%[5]. Key industries include production of copra and craft items, tuna processing, construction, and tourism. RMI's private sector is responsible for the delivery of most core goods and services. The public sector accounts for around 21.5% percent of GDP[6].

The poverty headcount in RMI is estimated at 7.2 percent of the total population based on the 2019-2020 Household Income and Expenditure Survey. About 70 percent of poor households live in rural areas with the remaining 30 percent spread evenly between Majuro and Ebeye. The poverty rate is consequently lowest in Majuro (2.3 percent of individuals) and highest in rural areas (21.2 percent of individuals)[7].

3.3. Electricity Sector

The Marshall Islands are served by two government-owned electric utilities, MEC and KAJUR. MEC coordinates power generation and distribution services for the majority of RMI, while KAJUR services RMI's second largest population center, Ebeye.

The role of the National Energy Office (NEO) is the implementation of the National Energy Policy. NEO was established by legislation in late 2018, elevating what was formerly a division of the Ministry of Natural Resources and Commerce, to a standalone office, reporting directly to the

[4] https://data.worldbank.org/indicator/NY.GNP.PCAP.CD?view=map
[5] https://data.worldbank.org/country/marshall-islands?view=chart
[6] World Bank. 2021. *RMI Country Economic Memorandum and Public Expenditure Review*
[7] World Bank. 2021. *RMI Country Economic Memorandum and Public Expenditure Review*

Minister of Environment.

Uniform electricity rates are applied across all RMI islands and atolls. The average electricity consumption for an RMI household was XXX kWh/month in 2023. Diesel-powered generators continue to provide the vast majority of electricity to customers in RMI. In 2023, XX% of the total population in RMI had access to electricity. Within the country's main urban areas of Majuro and Kwajalein, which comprise 74% of RMI's population, the electrification rate was XX%. While only XX% of the population of the outer rural islands had access to electricity in 2023.

3.4. Natural Hazards and Climate Change

RMI faces a high risk of cyclones, and the low-lying islands are susceptible to coastal floods and tsunamis whilst extreme heat and drought conditions have recently affected the islands. The climate risk in RMI is high due to the combination of economic and physical vulnerability and the islands' proneness to natural hazards which is further exacerbated by climate change and variability.

RMI is facing increasing exposure and extreme vulnerability to the impacts of climate-change induced natural hazards such as high risk of cyclones, sea level rise, saline intrusion, floods, and recently heat waves and droughts. These are further exacerbated by very high population density, particularly in Ebeye and Majuro. As a result of climate change, biodiversity and the natural environment of RMI would face extreme pressure, with potential loss of some fish, coral, bird, and terrestrial species in the event of no effective conservation measures.

3.5. Gender Issues

The GoRMI developed a National Gender Mainstreaming Policy[8] to 'guide the process of developing laws, policies, procedures and practices that will address the needs, priorities and aspirations of all women and men and effectively eliminate all forms of discrimination and inequality'. The policy notes that 'Gender equality is enshrined and included in traditional and cultural practices of the Marshallese people'. The policy and other related documents include an overview of gender issues in the RMI.

These include:

- **Gender-based violence.** The National Gender Mainstreaming Policy notes that 'Gender-based violence is a challenge that is complicated by some social practices, some cultural beliefs, and a lack of institutional support and agencies to provide temporary relief or shelter.' While up-to -date, reliable GBV data is lacking, a Family Health and Safety Survey conducted in 2014[9] revealed that the prevalence of GBV was high, with:
  - 69% of women experiencing physical or sexual violence in their lives
  - 16% of women experiencing physical violence in the 12 months
  - 38% of younger respondents (aged 15–24) experiencing lifetime partner violence
  - 10% of women having experienced sexual violence by a non-partner.

  The survey also revealed that found attitudes towards domestic violence, from the perspective of both men and women, serve to perpetuate the prevalence of domestic violence. Nearly three-quarters of women believed that a man is justified in beating his partner if she disobeys him or finds out she has been unfaithful. More younger respondents

[8] GoRMI, National Gender Mainstreaming Policy, 2016

[9] https://pacific.unfpa.org/en/news/launch-standard-operating-procedures-clinical-management-rape-sexualviolence-and-gender-based

agreed with this, with 83% agreeing with statements justifying a man hitting his partner.

- **Health:** Health services for sexual and reproductive health are available, however, access issues remain, particularly in rural areas and neighboring islands[10]. The rate of teenage pregnancy in RMI is high, accounting for over 20% of live births.[11] As explained in the 'Stocktake of the Gender Mainstreaming Capacity of Pacific Island Governments', teenage pregnancies can inhibit young women from pursuing further education and it places added burden on extended families to financially support young mothers.[12]
- **Education:** The gender balance in primary and secondary level education is fairly equal, although some concern has been raised regarding girls dropping out of secondary and tertiary education due to pregnancy and socio-cultural expectations.[13] Financial status appears to influence educational attainment among women, with completion of secondary education being 5% from the poorest households and 22% from the wealthiest households.[14] Fewer women than men study technical and vocational education (TVET) and the need to increase women's enrolment in science, technology, energy and math (STEM) courses is stressed in the 2018 Marshall Islands Electricity Roadmap.
- **Employment**: The National Gender Mainstreaming Policy states that 'women's economic empowerment remains a key challenge, as women continue to face limited job opportunities and remain underrepresented in management positions'. For example, the workforce participation rates for men and women as per the 2011 census were 65% and 35%, respectively.[15] The policy document noted that while there is a growing number of women in the public service, men dominate most senior positions. As noted in the RMI Electricity Roadmap, women's participation is low and there are a very few women leaders in the sector.
- **Decision-making.** As indicated in the National Gender Mainstreaming Policy **'**leadership positions are still thought of as men's roles, and this view is reflected in all aspects of political, civic and family functions'. Women's representation in the Marshallese parliament and other high-level decision-making and management positions is low. In 2023, the RMI re-elected the first female president, Hilda Heine. While this is a step forward in the integration of women into leadership, at present only 4 of the 33 seats in the Nitijela (parliament) are held by women.

Recent data collected by the World Bank's Pacific Women in Power Program (PWIP, P179022) with MEC reveals significant gender disparities within the utility's workforce and that existing policies and practices addressing this gender gap are scant. Men make up 91.7% the workforce in MEC, the 8.3 percent that are female are all in administrative jobs and all (157) technical/engineering staff are male. Very limited programs and initiatives are focused on promoting women's employment in the sector. For example[16], there is no gender strategy for MEC (and NEO), no quotas or targets are in place for share of women in management, staff,

[10] https://pacificwomen.org/wp-content/uploads/2017/09/rmi-gender-stocktake1.pdf

[11] GoMI and UNICEF 2003, as cited in https://pacificwomen.org/wp-content/uploads/2017/09/rmi-gender- stocktake1.pdf

[12] https://pacificwomen.org/wp-content/uploads/2017/09/rmi-gender-stocktake1.pdf

[13] GoMI-UNDP 2005, as cited in https://pacificwomen.org/wp-content/uploads/2017/09/rmi-gender- stocktake1.pdf

[14] EPPSO 2007, as cited in https://pacificwomen.org/wp-content/uploads/2017/09/rmi-gender-stocktake1.pdf

[15] https://www.doi.gov/sites/doi.gov/files/uploads/RMI-2011-Census-Summary-Report-on-Population-and- Housing.pdf

[16] All data and findings are from the Pacific Women In Power (PWIP, P179022) program baseline survey. Data was completed December 2023 for MEC and February 2024 NEO. KAJUR has not yet submitted data.

technical positions, for apprentices and interns, in procurement policies. In 2023, all apprentices and technical internships were granted to men. Retention policies linked to flexible work, leave and safety equipment are overall positive for promoting gender equality, but policies addressing VAWG, facilities for field crew and training of staff are limited. Commitment has been shown at the leadership level to close gender gaps in women's employment, including active participation by MEC and NEO in the PWIP baseline survey, agreement with the Pacific Power Association vision for increasing women's employment in the sector.

To help increase women employment in the energy sector in the RMI, the Project will support the design and implementation of a gender action plan for MEC and KAJUR under component 3.2(MEC and KAJUR Capacity Building). Specific interventions will involve (i) apprenticeship program with targets for women; (ii) training programs for staff, HR and legal teams (unconscious bias, leadership, VAWG, best practice for hiring policies and practices) ; and (iii) outreach initiatives, procurement policies and targets promoting women employment by private contractors that will carry out works and installation. Technical assistance will be provided by the PWIP program implemented by the Bank's Social Inclusion and Energy Practices until December 2026, including coordination with the Pacific Power Association and SPC. Detailed progress will be measured against the comprehensive PWIP baseline survey with MEC, KAJUR and NEO informing a midterm assessment in mid-2026. The PWIP baseline and midterm data will be published by PPA and SPC.

4. LEGISLATIVE AND REGULATORY FRAMEWORK

4.1. Republic of Marshall Islands - Environmental Legislation

This section provides an overview of sections of the RMI legislative and regulatory framework that are relevant to the Project.

4.1.1. Constitution

The Constitution of RMI, which came into effect in 1979 with amendments in 1995, sets forth the legal framework for the governance of the Republic. The Preamble to the RMI Constitution states:

"All we have and are today as a people, we have received as a sacred heritage which we pledge ourselves to safeguard and maintain, valuing nothing more dearly than our rightful home on the islands within the traditional boundaries of this archipelago."

From an E&S perspective, the Constitution affirms that the GoRMI has a responsibility to protect and maintain heritage and ensure that the islands continue to provide a sustainable home to the people of the Marshall Islands for generations to come.

4.1.2. National Environmental Protection Act 1984

The National Environmental Protection Act 1984 (NEPA) provides for the establishment of a National Environmental Protection Authority (RMIEPA) for the protection and management of the environment.

The RMI Environmental Protection Authority (RMIEPA), established under the NEPA, is the governing body for environmental protection in the RMI. The primary purpose of the RMIEPA is to preserve and improve the quality of the environment of the RMI, and to that end, the Act specifies the following objectives for the RMIEPA:

- to study the impact of human activity including redistribution, cultural change,

exploitation of resources and technological advances on the environment
- to restore and maintain the quality of the environment
- to use all practicable means including financial and technical assistance to foster and promote the general welfare of the people by creating conditions under which mankind and nature can co-exist in productive harmony
- to improve and coordinate consistently with other essential considerations of National policy, governmental plans, functions, and programs and resources to as to prevent, as far as practicable, any degradation or impairment of the environment
- to regulate individual and collective human activity in such manner as will ensure to the people safe, healthful, productive, and aesthetically and culturally pleasing surroundings
- to attain the widest possible range of beneficial uses of the environment without degradation or impairment thereof and other undesirable consequences to the health and safety of the people
- to preserve important historical, cultural, and natural aspects of the nation's culture and heritage, maintaining at the same time an environment which supports the multiplicity and variety of individual choice.

The NEPA is supported and further elaborated in a set of regulations for protection of surface and marine waters, and air quality, and managing of potential impacts from earth works, sanitation systems, waste, and new infrastructure development. The Act, and these regulations along with the Coast Conservation Act 2008, provides the framework for the protection of resources and environmentally sustainable development in RMI. The regulations are:
- Earthmoving Regulation 1988 (with amendments in 1994 and 1998)
- Solid Waste Regulations 1989
- Toilet Facilities and Sewage Disposal Regulation 1990
- Marine Water Quality Regulation 1992
- Public Water Supply Regulation 1994
- Environmental Impact Assessment (EIA) Regulation 1994
- Ozone Layer Protection Regulation 2004
- Pesticides and Persistent Organic Pollutants Regulation 2004.

Only the Environmental Impact Assessment (EIA) Regulation 1994 and the Earthmoving Regulation 1988 are applicable to the Project.

The EIA Regulation sets out the content of the Environmental Impact Assessment which is to address the following matters (Regulation 23):
- Direct environmental effects and their significance
- Indirect environmental effects and their significance
- A description of the relationship between short-term uses of the environment and the maintenance an enhancement of long-term productivity
- Consideration of cumulative environmental impacts
- Natural or depletable resources requirements and the potential for their conservation
- Urban quality, scenic quality, historic and cultural resources, and the design of the built environment
- Impact on population and human uses of the land
- Alterations to ecological systems
- Projected pollution of the environment
- Means to mitigate adverse environmental impacts

- Description of any unavoidable adverse environmental impacts
- An analysis of the costs and benefits that may result from the proposed development activity
- Identification of any irreversible or irretrievable commitments of resources required for the proposed development activity.

This ESMP and associated instruments addresses and satisfies these requirements.

The Earthmoving Regulations 1988 apply to any construction or other activity that 'disturbs or alters the surface of the land, a coral reef or bottom of a lagoon'.

All persons who engage in earthmoving activities must comply with the provisions of the Earthmoving Regulations 1988 and must apply for approval.

Applications for an earthmoving permit for projects with a total cost of less than $50,000 involve a non-refundable processing fee of $200. Applications for projects with a total cost of $50,000 involve a non-refundable processing fee of one per cent of the project cost, although this can be subject to negotiation with the RMIEPA.

Applicants need to:

1. Apply for a permit no later than one month before the proposed commencement of earthmoving activity.
2. Obtain a permit from the RMI EPA for the proposed activity.
3. Consider whether an environmental impact assessment is required when applying for an earthmoving permit.
4. Obtain a permit from the Historic Preservation Office if earthmoving may affect cultural resources.

Stages in the process involve 6 steps as set out in Table 2.

Table 2: RMI EPA Earthmoving Permit Procedures

RMI EPA Earthmoving Permit Procedures		
Step	**Action**	**Comments**
1	Initial Communication	Applicant to contact RMI EPA Coastal, Land and Conservation Division (CLCD, electronic, phone, or in-person) to enquire about Environmental Assessment (EA) and the permitting process. A project is deemed ready for the RMI EPA process if it has one or more defined sites, with the ability to produce sketches or drawings of the proposed activities, both for the earthmoving/construction phase as well as for post- development operations. If a project is in the conceptual phase or otherwise without sufficient detail available to submit an Earthmoving Permit Application (EmPA), the RMI EPA can still engage in discussions but will not make any decisions regarding approvals or permitting, and tentative support for the project is subject to scrutiny in the formal process. RMIEPA staff can only review and comment significantly on project documentation after the formal process is started via the submission of an EmPA (step 3) with payment of the associated fee..
2	Minor or Major Project	Applicant responds with a description of the proposed project (1-page maximum length, with no attachments). This description should focus on the environmental footprint (dimensions, general

RMI EPA Earthmoving Permit Procedures		
Step	**Action**	**Comments**
	Decision	location) of the project, and the source (type, volume, general location) of aggregate proposed if there is any excavation or dredging. RMI EPA CLCD responds with a decision on whether the proposed project is a Minor or Major Project within 3 working days, and provides the applicant with the appropriate EmPA (Minor or Major). A Minor project is one that is either routine (e.g. household scale). A Major project is one where a PEA is usually conducted, and is primarily for Government (National and Local), commercial, or industrial applications. They may, however, be considered minor if they are small-scale and/or limited to utility installations or other renovation add-ons.
3	Earthmoving Permit Application	Applicant completes and submits the appropriate EmPA (electronic or paper), including payment of the associated fee. RMI EPA CLCD responds to a Minor EmPA within 1 week and to a Major EmPA within 1 month. The response may be a request for further information, a PEA is ongoing, or that a PEA was not needed and a permit conditions letter (the Permit) is being prepared. Even though a PEA may not be needed, the CLCD may conduct a site visit before preparing the Permit. Note that the RMI EPA General Manager (GM) has oversight on all EA project decisions (Major) recommended by the CLCD.
4	Preliminary Environmental Assessment (PEA) and Associated Surveys	RMI EPA CLCD waits for the requested further information, conducts the PEA in-house, or prepares the Earthmoving Permit (EmP) for sign-off by the GM. The PEA is an in-house RMI EPA process – it involves a checklist of assessment areas mirroring the categories in the EmPA. A PEA may or may not include a site visit. Outcomes of the PEA can include a request for more information from the applicant, a requirement for either a terrestrial or marine flora and fauna survey (often on scuba), a deferral for the project to go to Environmental Impact Assessment (EIA), or a decision that the project may not go ahead. The RMI EPA CLCD does not provide the PEA to the applicant since it is an internal process. But they will provide any flora and fauna surveys conducted. If a project may not go ahead as proposed (e.g. inadequate mitigation/lack of agreement via modified boundaries or changes to other development conditions), the applicant may elect to re-submit a different proposal in a new EmPA.
5	Earthmoving Permit Conditions	RMI EPA will apply conditions of approval as they see fit.
6	Environmental Impact Assessment	EIA is generally prepared by the EPA but in case of WB-funded projects it is acceptable that WB ESF compliant ESIAs will be used – EPA requires public consultations. Permit conditions for EPA will be based on the outcome of the EIA process.

The Earthmoving Regulations require developers to prepare an Erosion and Sediment Control Plan and to apply erosion control, sedimentation control and cultural preservation measures to effectively prevent accelerated erosion, accelerated sedimentation and adverse impact on cultural resources.

The developer is required to:

- Set out the erosion and sediment control measures in a plan (Erosion and Sediment Control Plan) and make it available at all times at the site of the activity and file the plan with the RMIEPA.
- Attend any meetings as requested by the RMIEPA together with other interested parties to determine the scope of the plan, and to
- Obtain the services of a person trained, experienced and certified, if applicable, in erosion and sedimentation control methods and techniques to prepare the erosion and sediment control plan.
- Consider in the erosion and sedimentation control plan all factors that contribute to erosion and acceleration.

On completion the developer is required to:

- Stabilize the areas disturbed to prevent accelerated erosion and sedimentation upon completion of the project.
- Remove all unnecessary or unusable control facilities, grade the area and stabilize the soil upon completion of stabilization.

Regulation 8 of the Earthmoving Regulations 1989 stipulates the following matters to be included in the Erosion and Sediment Control Plan:

1. the topographic or hydrographic features, or both, of the project area;
2. the types, depth, slope and area of the soils, coral and reef;
3. the original state of the area as to plant and animal life and ecosystem functioning;
4. whether any living coral reef, sea grass bed, mangrove, freshwater lake, sandy beach, or other valuable ecosystem may be affected by the earthmoving;
5. the proposed alteration to the area;
6. the amount of runoff from the project area;
7. the staging of earthmoving activities;
8. temporary control measures and facilities for use during earthmoving activity;
9. permanent control measures and facilities for long-term protection;
10. a maintenance program for the control facilities including disposal of materials removed from the control facilities or project area;
11. whether a designated coastal area of special concern is in the vicinity;
12. whether cultural resources are in the vicinity;
13. whether designated tourism or fishery resources are in the vicinity; and
14. the presence and vulnerability of nearby beaches to erosion.

In practice, applications for Earthmoving Permits for Project activities will be supported by E&S documentation pursuant to this ESMP and WB ESF. This documentation will be to a standard which meets the EPA information requirements.

4.1.3. RMI Building Code

The National Building Code of the Republic of the Marshall Islands 2021 Edition is presently in a draft form and is being formatted to suit RMI's needs and international requirements. Once finalized the Code will be rolled out by the Ministry of Works, Infrastructure, and Utilities.

The Code update incorporates requirements for RMI in terms of standards for resilience and flood protection relating to climate change.

This code may be relevant to the Project as part of any building construction works.

4.1.4. Historic Preservation Act 1991

The Act provides for the Historic Preservation Office (HPO) to be responsible for issuing or denying permits, for use, access, and development of land containing cultural and historic properties, and for the taking of any artifact of cultural or historical significance from the RMI for cultural exchange, scientific identification, or donation to a bona-fide non-profit organization recognized on the basis of its cultural significance to RMI.

A series of regulations pursuant to this Act and were approved by the GoRMI Cabinet in January 1992:

- Regulations Regarding the Conduct of Archaeological and Anthropological Research 1992
- Regulations Governing the Taking and Export of Artefacts 1992
- Regulations Governing Land Modification Activities 1992
- Regulations Governing the Disposition of Archaeologically Recovered Human Remains 1992
- Regulations Governing Access to Prehistoric and Historic Submerged Resources 1992

Of relevance to the Project, the Regulations Governing Land Modification Activities require every developer, private or corporate, to announce to the HPO any construction affecting the soil at least 30 days in advance of construction. Notifiable activities include any kind of earthmoving and land fill as well as land and vegetation clearing using machinery.

HPO staff, or qualified personnel employed to do so by the developer, will then conduct a survey to determine whether archaeological, historical or traditional sites are present or not. If such sites are found, and if the HPO deems the sites significant for preserving the heritage of the RMI, the HPO may recommend that the development be relocated. If this is not feasible, an excavation must be undertaken in order to recover most of the data contained in the site. Thereafter the development can begin.

The costs for application processing, survey, excavation, and data analysis will be borne by the developer. Undue hardship can be claimed if the development is for a private dwelling or a small restaurant. In such cases the HPO will undertake the survey and excavations and will bear the costs.

Provisions against violations allow for a fine of $10,000 per day and authorize the confiscation of all equipment used if the activity was conducted with the purpose to destroy or impair the site or to evade the provisions of the regulations. If a site is destroyed, or severely impaired to avoid the mitigation process, the Historic Preservation Act further allows for a fine to be imposed equivalent of the cost of a complete data recovery and study exercise.

The Regulations Governing the Disposition of Archaeologically Recovered Human Remains stipulate that burials shall not be disturbed willfully unless permission has been given according to the Historic Preservation Act (1991) and other executing regulations. If human remains are found, then these shall be examined and described, and thereafter be reburied at the earliest possible moment. The intent of the regulations is to ensure that human remains are treated with the dignity and respect they deserve, and that it shall be avoided that human remains are permanently stored on the shelves of museums or other institutions.

This ESMP contains provisions for dealing with chance finds of cultural heritage items (see Appendix 5).

4.1.5. Land Acquisition Act 1986

The RMI Land Acquisition Act 1986 makes provision for the acquisition of lands and servitudes for public use for payment of just compensation in terms of Article II, Section 5 of the Constitution of the Marshall Islands and to provide for matters connected therewith and incidental thereto.

The Act defines "land" to include "things attached to the earth". It also defines "persons interested", with reference to land, to not include a monthly tenant. The act covers the general provisions, preliminary investigation and declaration of intended acquisition, proceedings in court, payment of compensation, possession and disposal, divesting of land and general items pertaining to such land acquisition. The following points summarize the Parts of this Act:

- The **Preliminary Investigation and Declaration of Intended Acquisition** details the process for investigations for selecting land, compensation for any damage done during investigations and issuing notices of intended acquisition.
- Where the Minister decides that particular land or a servitude in any area should be acquired under this Chapter [**Proceedings in Court**], he shall direct the Attorney-General to file an application in the High Court praying for a declaration by the High Court, that such taking of land for public use is lawful. The Proceedings in Court details the process for determination by the High Court, the procedure before the High Court, the assessment of compensation.
- The **Payment of Compensation** details tender and payment, compensationwhich cannot be paid, renunciation of right to compensation, interest on compensation, exchange, finality as to payment of compensation and exchangewith other landowners.
- **Possession and Disposal** details the vesting order for taking possession of land and acquiring servitudes, effect of vesting order, possession, immediate possession on urgency and immediate possession after proceedings commenced.
- **Divesting of Lands** details the divesting orders.
- **General** details the compulsory acquisitions authorized by any other written law, abandonment of acquisition proceedings, serving of notices, application of constitutional provisions and payment. Of particular note in this Part is that:

Where any other written law authorizes the acquisition of land under this Chapter and the Minister decides that any land is reasonably required under such other written law by any authority, person or body of persons, the purpose for which that land is required shall be deemed to be a public use and the provisions of this Chapter shall apply accordingly to the acquisition of that landfor that authority, person or body of persons.

4.1.6. International Environmental Agreements

RMI is a signatory to the following regional and international agreements that may be relevant to the Project:

- 2000 Cartagena Protocol on Biosafety on the Convention on Biological Diversity
- 1992 Convention on Biological Diversity
- 1971 Convention on Wetlands of International Importance especially as Waterfowl Habitat
- 1995 Convention to Ban the Importation into Forum Island Countries of Hazardous and Radioactive Wastes and to Control the Transboundary Movement and Management of Hazardous Wastes within the South Pacific Region, Waigani, Papua New Guinea

- 1990 International Convention on Oil Preparedness and Co-operation.
- United Nations (UN) 64th General Assembly Resolution on the Human Right to Water and Sanitation
- UN Framework Convention on Climate Change.

4.2. World Bank Group

4.2.1. Environmental and Social Framework

The World Bank (WB) Environmental and Social Framework (ESF) sets out the 'World Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards (ESS) that are designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity'. The framework became effective on 1 October, 2018 and applies to all Investment Project Financing initiated after this date. The framework consists of three parts:

1) A Vision for Sustainable Development - the Bank's aspirations regarding environmental and social sustainability.
2) The World Bank Environmental and Social Policy for Investment Project Financing - requirements that apply to the Bank.
3) The ESS requirements that apply to the Borrower and projects. The ESS are comprised of ten standards covering various topics:
    - 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

4.2.2. Environment and Social Risk Classification

As part of the Bank's requirements for project financing (as per the Environmental and Social Policy for Investment Project Financing) projects must be assessed and classified according to their level of environment and social risk. The classifications are: High Risk, Substantial Risk, Moderate Risk and Low Risk. This classification considers:

- Type, location, sensitivity, and scale of the project
- The nature and magnitude of the potential environmental and social risks and impacts
- The capacity and commitment of the Borrower to manage the environmental and social risks and impacts.

REGAIN is assessed as Moderate for environmental and social risks. The project is expected to deliver positive environmental and social outcomes through improved energy supply, with low potential to harm people or the environment. However, working in remote areas, including six neighboring atolls/islands, involves challenges related to proper oversight of civil works,

consumption of resources (i.e., water, aggregates and energy), waste management, community and worker occupational health and safety (OHS), the potential for worker misconduct and need for written land use agreements.

In addition to these risks, it will be essential that feasibility studies are conducted to ensure that households and businesses will not be disadvantaged by increased energy costs. This is especially important for Kili where the cost of household electricity has been wholly subsidized.

4.2.3. Applicable Environmental and Social Standards

Screening of the ESS that apply to the Project was undertaken during appraisal as part of the Environmental and Social Review Summary Concept Stage. At this stage seven of the ten ESS are relevant, namely:

- ESS1 Assessment and Management of Environmental and 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, in order to achieve environmental and social outcomes consistent with the ESSs.
- ESS2 Labor and Working Conditions: This standard recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions.
- ESS3 Resource Efficiency and Pollution Prevention and Management: This standard 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.
- ESS4 Community Health and Safety: This standard recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts.
- ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons.
- ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources: This standard recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. Biodiversity is defined as the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species, and of ecosystems.
- ESS10 Stakeholder Engagement and Information Disclosure: This standard 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.

Although ESS8 (Cultural Heritage) is unlikely to be relevant to the Project due to Project activities being unlikely to affect cultural heritage, Chance Find Procedures have been included in the ESMP to address unknown archeological or historical remains and objects, including graveyards

and/or individual graves.

4.2.4. Environmental, Health and Safety Guidelines

The Project will utilize the WB Group's Environmental, Health, and Safety (EHS) Guidelines[17]. The EHS Guidelines are technical reference documents with general and industry-specific examples of Good International Industry Practice (GIIP). It contains the performance levels and measures that are normally acceptable to the WB Group and are generally considered to be achievable in new facilities at reasonable costs by existing technology. The EHS Guidelines are comprised of General Guidelines which are organized by themes (environmental; occupational health and safety; community health and safety; construction and decommissioning) and industry-specific guidelines that cover over 60 specific industries relating to agribusiness and food production; chemicals; forestry; general manufacturing; infrastructure; mining; oil and gas; and power.

The following EHS guidelines are relevant to the project:

- General EHS Guidelines: Environmental (including management air quality, water quality, noise, waste and hazardous materials)
- General EHS Guidelines: Occupational Health and Safety
- General EHS Guidelines: Community Health and Safety
- General EHS Guidelines: Construction and Decommissioning.

4.3. Gap Analysis

A gap analysis between the RMI legal framework and the WB ESSs with respect to environmental and social assessment and management is provided in Table 3. This analysis identified several differences between frameworks and gap filling measures. Where the national legal framework differs from the WB requirements, the project is expected to align to whichever is more stringent.

[17] https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies- standards/ehs-guidelines

Table 3: Gap analysis and filling measures

Applicable WB Environmental and Social Standard & associated instrument/s	Relevant RMI Legislation	Equivalence	Gap Filling
ESS1 Environmental and Social Impact Assessment (ESIA) Environmental and Social Commitment Plan (ESCP) Environmental and Social Management Plan (ESMP)	EIA Regs 1994; Earthmoving Regs 1988,1994,1998; Historic Preservation Act 1991	The EIA Regulations require EIAs to be prepared for proposals with potential significant impact. The EIA follows a prescribed format and content, includes extensive and inclusive consultations with all stakeholders, and forms the basis of any approval. Projects remain subject to regulatory and permitting requirements set out in the NEPA and the Historic Preservation Act. The prescribed format and content is not as comprehensive as the content of the ESIA set out in ESS1 and therefore there is only partial equivalence. The ESCP and ESMP are not explicitly covered under RMI Legislation. The Earthmoving Regulations require preparation of an erosion and sediment control plan which continues through project construction works but this plan largely focuses on physical aspects relating to erosion and sediment and makes no reference to social impact issues. Common practice is for applicants for major developments to submit an Environmental Management Plan (EMP) with the application. The RMIEPA may impose conditions on approvals. Conditions pre- or post-EIA may include a requirement for an EMP. In cases where a proponent EMP has been drafted prior to the submission of an Earthmoving Permit	Both ESS1 and RMI national requirements would need to be followed for the preparation of instruments. Where possible, instruments will be prepared to satisfy both WB and RMI requirements. It is not anticipated that works undertaken by the Project would require an ESIA. An ESMP has been prepared for this Project because whilst specific locations for all activities are subject to detailed design, the risks and impacts of the Project are understood and are able to be fully determined before project implementation.

Applicable WB Environmental and Social Standard & associated instrument/s	Relevant RMI Legislation	Equivalence	Gap Filling
		Application, it may require modification to meet the conditions of approval. No reference to social impact assessment and mitigation.	
ESS2 Occupational Health and Safety Plan Labor Management Procedures Worker Grievance Mechanism	n/a	No legislation in RMI addresses occupational health and safety. Legislation in RMI does not address the labor management issues set out in ESS2, nor is there reference to labor grievance redress mechanisms.	ESS2 requirements will be followed, including preparation of OHS plans and the LMP (including worker grievance mechanism).
ESS3 Resource Use Efficiency Plans	EIA Regs 1994; Earthmoving Regs 1988,1994,1998; Coast Conservation Act 1988	Management plans are applicable to a range of operational aspects of development projects. However, these legal instruments are not explicit in terms of which plans must be prepared.	ESS3 and ESS6 requirements will be followed .
ESS4 Community Health and Safety Plan	EIA Regs 1994	EIA approval by the RMIEPA is subject to application of practicable alternatives or practicable mitigation measures to substantially lessen significant impacts; and any remaining, unavoidable significant impacts deemed acceptable. Arguably this applies to community threats, however, the EIA Regulations are not explicit in this regard.	ESS4 requirements will be followed.

Applicable WB Environmental and Social Standard & associated instrument/s	Relevant RMI Legislation	Equivalence	Gap Filling
ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	RMI Constitution; Land Acquisition Act 1986	The RMI Land Acquisition Act 1986 makes provision for the acquisition of lands and servitudes for public use for payment of just compensation in terms of Article II, Section 5 of the Constitution of the Marshall Islands and to provide for matters connected therewith and incidental thereto. The Act defines "land" to include "things attached to the earth". It also defines "persons interested", with reference to land, to not include a monthly tenant. The Act covers the general provisions, preliminary investigation and declaration of intended acquisition, proceedings in court, payment of compensation, possession and disposal, divesting of land and general items pertaining to such land acquisition. However, there is only partial equivalence.	ESS5 requirements will be followed, including preparation of a Land Access Plan to guide land access, including completion of land due diligence where required under the Land Access Plan.
ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources	EIA Regs 1994; Earthmoving Regs 1988,1994,1998; Coast Conservation Act 1988	Management plans are applicable to a range of operational aspects of development projects. Current RMI legislation (EIA and Earthmoving Regs, Coast Conservation Act) can be interpreted to provide for pollution prevention and or biodiversity protection. However, these legal instruments are not explicit in terms of which plans must be prepared.	ESS3 and ESS6 requirements will be followed.

Applicable WB Environmental and Social Standard & associated instrument/s	Relevant RMI Legislation	Equivalence	Gap Filling
ESS8 Procedures for protection of Cultural Heritage	Historic Preservation Act 1991	The Historic Preservation Act (HPA), Regulations Governing Land Modification Activities 1991, and Regulations Governing the Disposition of Archaeologically Recovered Human Remains 1991 set out a range of obligations on developers whose earthmoving activities may affect cultural resources. These obligations include obtaining a permit from the Historic Preservation Office. Approvals under the EIA Regulation are subject to the HPA and associated Regulations	ESS8 requirements will be followed. Provisions have been included in this ESMP to address potential risks and impacts relating to chance finds of historical and cultural heritage items. Chance Find Procedures for infrastructure investments to ensure compliance with ESS8.
ESS10 Stakeholder Engagement Plan	EIA Regs 1994	The EIA Regulations require “extensive and inclusive consultations with all stakeholders.” However, there is no prescription of the format of such consultation. The regulations provide that at any time during the permitting process, the RMIEPA may convene a public hearing for the purpose of determining the facts on which to base a decision. They must give adequate notice of the hearing or hearings to the community and provide an adequate opportunity for community members to appear and be heard at such a hearing. Interested persons may also provide written comments and the RMI EPA must give adequate opportunity for this to occur.	ESS10 requirements will be followed where there are gaps in local legislation. Provisions have been included in the SEP to comply with ESS10 and national legislation on public consultation and project information disclosure, and to establish and maintain a grievance mechanism.

5. PROPOSED WORKS AND ACTIVITIES – ENVIRONMENTAL AND SOCIAL CONTEXT

Works are proposed for Majuro and Rongrong in Majuro Atoll, Arno and Ine in Arno Atoll, Ebeye, Jaluit, Wotje and Kili Island. Works are summarized in Table 4 below.

At the time of ESMP preparation, only indicative location data were available for each site (nominal sites are identified in Appendix 1). Accordingly, during project implementation it will be necessary that screening is undertaken to identify site-specific environmental and social issues and associated mitigation measures in each case.

Furthermore, in each case it will be necessary to verify that the Project has undertaken consultation with, and obtained informed consent from, each land owner/occupier and that land lease and land use arrangements are consistent with the intended works. A Land Access Plan has been prepared to guide land access requirements which will need to be implemented for all sites required under the Land Access Plan (see Appendix 8).

Table 4: Summary of REGAIN Works and associated E&S Context

Location/ Support Element	Proposed Works and Activities	Environmental and Social Context
Majuro All subject to E&S Screening in accordance with this ESMP, and preparation of a Land Due Diligence Report where required. (see Appendix 8)	• 3.5 MW of grid connected solar PV panels to be installed in various sites, including rooftops of school buildings, structures over basketball/volleyball courts, rooftops of hospital facilities, islets west of Rita and canopies of parking lots.	• Current electrical generation installed capacity – XX MW Diesel; XX MW Solar (currently underway under SEDeP). • Successful history of PV installation works in Majuro based on SEDeP experience. • Structural integrity of support structures to be verified. • Appropriate worker and community safety measures including SEA/SH related measures to be implemented. • MEC to develop provision for future recycling of end of life (EOL) Solar PV units and associated equipment.
	• 5.5 MWh of battery energy storage system (BESS).	• Location only on MEC property. • Appropriate worker and community safety measures including SEA/SH related measures to be implemented. • MEC to develop provision for future recycling of EOL Solar PV units and associated equipment
	• Complete the construction of the MEC Power Station 1 (PS1) Building and the commissioning of new diesel generators within PS1	• Location on MEC property. • ESMP prepared under SEDEP • Demolition and construction works in accordance with ESMP and CESMP prepared for PS1 works.
	• Distribution line between Airport and Laura, Majuro will be upgraded; about 30 pad-mounted transformers, 50 switchgears, and all cable splices will be elevated.	• Traffic Management Plans needed • Customer notification • Appropriate worker and community safety measures including SEA/SH related measures to be implemented. • Land access and use permission to be included in land due diligence report
	• Three bucket trucks, two crane trucks, two excavators, two cable reel trailers, two mobile test rigs, and three inspection service vehicles will be provided.	• Vehicle Use Protocols (Table 8)
Ebeye All subject to E&S Screening in	• 2 MW of grid connected solar PV panels to be installed on canopies erected along sidewalks of selected streets, structures over basketball courts and similar open areas, and rooftops of suitable	• Current electrical generation installed capacity – XX MW Diesel; 600 kW and 1,200 kWhr BESS facility near power station; 41 kW solar “sidewalk” structures in port area under SEDeP.

Location/ Support Element	Proposed Works and Activities	Environmental and Social Context
accordance with this ESMP and preparation of a Land Due Diligence Report where required (see Appendix 8).	public buildings (e.g.: Ebeye Public Elementary School and Kwajalein Atoll Development Authority)	• No history of minigrid solar PV works • Need for public/stakeholder engagement for awareness of works. • Structural integrity of support structures to be verified. • Appropriate worker and community safety measures to be implemented. • MEC to develop provision for future recycling of EOL Solar PV units and associated equipment
	• 3 MWh of BESS.	• Location only on KAJUR property. • Appropriate worker and community safety measures to be implemented. • MEC to develop provision for future recycling of EOL Solar PV units and associated equipment.
	• Three causeway power lines will be put underground; about 15 pad-mounted transformers, 25 switchgears, and all cable splices will be elevated.	• Traffic Management Plans needed – particular sensitivity about maintaining access along causeway – no alternative routes. • Customer notification • Appropriate worker and community safety measures including SEA/SH related measures to be implemented. • Land access and use permission to be included in land due diligence report
	• Bucket trucks, two crane trucks, two excavators, two cable reel trailers, two mobile test rigs, and three inspection service vehicles will be provided.	• Vehicle Use Protocols (Table 8)
Arno and Ine All subject to E&S Screening in accordance with this ESMP and preparation of a Land Due Diligence Report where required (see Appendix 8).	• Detailed studies, designs, supply, construction, and supervision of hybrid mini grids in Arno and Ine Islands as well as the installation of service drops with prepaid meters for households. • About 400 kW of solar PV panels with 0.37 MWh of battery energy storage, inverters, and transformers are expected to be installed to power the mini grids. Only 2 units of 40 kW of diesel generators will be installed to provide backup generation overnight. • Targeted potential customers include about 130 households, one or more resorts and hotels, National Telecommunication Authority's local office, small	• From 2005 to 2018, GoRMI funded the installation of SHS in Arno and other atolls. The cost recovery tariff was estimated at US$12 per month per SHS. The GoRMI later reduced the tariff to US$5 per month and provided a subsidy of US$250,000. Over the last eight years, no subsidy has been provided, and maintenance has deteriorated. • Old SHS will be removed, with disposal subject to an assessment to determine any environmental requirements and remediations measures to avoid adverse environmental impacts. • Current electrical generation – none – currently reliant on SHS. • Limited history of such works on Arno and Ine – need for community awareness program including to ensure vulnerable and marginalized

Location/ Support Element	Proposed Works and Activities	Environmental and Social Context
	businesses, two fish bases, two small hospitals, and two public schools.	groups are aware of project and have equal access to benefits. • Structural integrity of support structures to be verified. • Appropriate worker and community safety measures including SEA/SH related measures to be implemented. • MEC to develop provision for future recycling of EOL Solar PV units and associated equipment. • Fuel for diesel generator – need to address transport, storage and management of diesel fuel. • Previous studies completed under SEDeP[18] • TA contracts – ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • TA Stakeholder and community engagement per Stakeholder Engagement plan
	• Works are taking place in more remote areas away from Majuro; and some works may be taking place at schools, in the vicinity of school children - additional risk of SEA/SH. •	• Specific attention to ensuring supervision requirements in relation to SEA/SH for works in remote areas and/or in the vicinity of schools.
Jaluit, Wotje, Rongrong All subject to E&S Screening in accordance with this ESMP and preparation of a Land Due Diligence Report where required (see Appendix 8).	• 0.7 MW of solar PV capacity and 4.3 MWh of energy storage will be installed,	• Current electrical generation: • Jaluit – Diesel 550 kW – 2 units; Solar • Wotje – Diesel 550 kW – 2 units; Solar • Rongrong- Diesel Capacity 60kW; Actual 5-10 kW; Solar • No history of minigrid solar PV works. • Need for public/stakeholder engagement for awareness of works. • Structural integrity of support structures to be verified. • Appropriate worker and community safety measures including SEA/SH related measures to be implemented. • MEC to develop provision for future recycling of EOL Solar PV units and associated equipment.
	• Detailed studies, designs, supply, installation, and supervision of solar PV panels, battery energy	• TA contracts – ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC)

[18] 'Feasibility Study For Hybrid Mini-Grids Projects At Arno And Ine Islands, Arno Atoll" Final Report Oriental Consultants Global Ltd., February 2022

Location/ Support Element	Proposed Works and Activities	Environmental and Social Context
	storage system, inverters, and controls near diesel power plants in Jaluit, Rongrong, and Wotje.	• Stakeholder and community engagement per cleared Stakeholder Engagement plan
	• Some works may be taking place at schools, in the vicinity of school children - additional risk of SEA/SH.	• Specific attention to ensuring supervision requirements in relation to SEA/SH for works in remote areas and/or in the vicinity of schools.
Kili Island All subject to E&S Screening in accordance with this ESMP and preparation of a Land Due Diligence Report where required (see Appendix 8).	• Solar PV capacity and battery energy storage will be installed,	• No history of minigrid solar PV works. • Need for public/stakeholder engagement for awareness of works. • Structural integrity of support structures to be verified. • Appropriate worker and community safety measures including SEA/SH related measures to be implemented. • MEC to develop provision for future recycling of EOL Solar PV units and associated equipment.
	• Detailed studies, designs, supply, installation, and supervision of solar PV panels, battery energy storage system, inverters, and controls near diesel power plants in Kili.	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Stakeholder and community engagement per cleared Stakeholder Engagement plan
	• Some works may be taking place at schools, in the vicinity of school children - additional risk of SEA/SH.	• Specific attention to ensuring supervision requirements in relation to SEA/SH for works in the vicinity of schools.
Sector Support	• International multi-disciplinary expertise to help build regulatory capacity, including cost-reflective electricity tariff review, consultations, and adoption in complementarity with the ADB-funded tariff methodology	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Stakeholder and community engagement per cleared Stakeholder Engagement plan
	• Support energy efficiency regulation (targeting air conditioning temperature control to reduce peak load) and fund energy efficiency awareness campaigns with a focus on islands with new electricity access (Arno and Ine) or significantly improved electricity service (Kili).	• Stakeholder and community engagement per cleared Stakeholder Engagement plan
	• Develop a renewable energy database and publish a state of RE report, to record, document, and share critical information on RE, such as installed/available RE capacity, RE produced, and ongoing/planned RE initiatives/projects across the Marshall Islands.	• Stakeholder and community engagement per cleared Stakeholder Engagement plan

Location/ Support Element	Proposed Works and Activities	Environmental and Social Context
	• Provide funding to carry out prefeasibility or feasibility studies for the preparation of follow-on energy projects.	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Stakeholder and community engagement per cleared Stakeholder Engagement plan
Capacity Building MEC and KAJUR	• international consultant expertise, apprenticeship program, internship, and retention policies	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Stakeholder and community engagement per Stakeholder Engagement plan • Apprenticeships and internships subject to provisions of LMP (Appendix 7)
	• RE (solar) experts (engineering level) and an electrical engineer (with experience on distribution networks) based in Majuro and Ebeye for at least 2 years to train local MEC and KAJUR staff on RE design, operation, and maintenance.	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Project workers subject to provisions of LMP (Appendix 7)
	• Apprenticeship pilot for an identified number of MEC and KAJUR staff to develop certified solar technicians, upskilled diesel operators, linemen, and other required semi-skilled workers.	• Apprenticeships and internships subject to provisions of LMP (Appendix 7)
	• Internships	• Apprenticeships and internships subject to provisions of LMP (Appendix 7)
	• Encourage women involvement in the energy sector by (i) considering a quota for the number of women included in the apprenticeship and internship intakes, (ii) developing, and implementing policies, procedures, and practices, to be identified under the preparation of a women empowerment action plan, to attract and promote retention of women.	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Stakeholder and community engagement per cleared Stakeholder Engagement plan
Project Implementation Support	• Consulting and non-consulting services, goods, and incremental operating costs to enable the PIU to manage the project over its duration.	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Stakeholder and community engagement per cleared Stakeholder Engagement plan
	Funding of: (i) an international project manager (full time for	• All PIU Project staff engagement subject to provisions of LMP (Appendix 7)

Location/ Support Element	Proposed Works and Activities	Environmental and Social Context
	the first two years and later part-time), (ii) local assistant project manager, (iii) a local project Implementation officer, (iv) a local procurement officer, (v) a local environment and social development officer, and (vi) a local accountant.	
	• Citizen engagement activities	• Stakeholder and community engagement per cleared Stakeholder Engagement Plans
	• GIS-based monitoring of project realizations	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Stakeholder and community engagement per cleared Stakeholder Engagement plan
	• Part-time experts as needed, and	• Ensure in-country experts and all other workers engaging with communities to be aware of and sign Code of Conduct (CoC) • Stakeholder and community engagement per cleared Stakeholder Engagement plan
	• Training and workshops.	• Stakeholder and community engagement per cleared Stakeholder Engagement plan

6. ENVIRONMENTAL AND SOCIAL RISKS, POTENTIAL IMPACTS AND MITIGATION

6.1. Introduction

The Project is being implemented to increase the share of renewable energy generation, improve electricity operations and service in the Majuro and Ebeye grids, neighboring island mini grids, and Solar Home Systems, and strengthen the capacity of key energy sector entities. These works are expected to result in long-term positive environment and social impacts. In the short to medium term, however, E&S risks are assessed to be Moderate and require management.

For the purposes of E&S risk management, this section groups Project activities by activity type based on the potential for environment and social impacts. The activity type categories used are construction activities, and technical advisory, training and capacity development activities.

The potential impacts, mitigations measures and proposed monitoring for each activity type are provided as follows.

6.2. Summary of Main Types of Risks

The main type of risks associated with Project activities and how these impacts will be mitigated and managed are summarized below:

- ***Construction-related impacts*** such as noise, dust access, restrictions, and traffic delays will be managed through implementation and monitoring of Contractor Environmental and Social Management Plans (CESMPs) or Codes of environmental and Social Practice (COESP). In works areas with potential food and water shortages and subject to scale of workforce requirements, contractors will be required to supply workers with required provisions. Local aggregates will not be used in Project works without meeting the requirement set out in this ESMP (Section 6.3.2). Incident reporting procedures used for SEDeP will continue during REGAIN implementation.
- ***Solid wastes and e-wastes*** will be managed by firstly considering whether they can be reused, refurbished, or recycled in the location of the works rather than disposed of, due to limitations with landfills in RMI. If that is not possible, then sending all solid waste to Majuro for possible reuse, refurbishment, or recycling there. Material unable to be reused or recycled on Majuro will be sent to an authorized overseas facility. Assessment will be made to determine requirements and remediation measures associated with the proper management and disposal of old SHS from Arno.
- ***Occupational health and safety*** (OHS) risks will be managed through preparation, implementation and monitoring of Contractor OHS procedures, and implementation of any existing MEC, KAJUR and Kili power plant procedures. Ensuring compliance of OHS provisions will be the responsibility of the Contractor, with oversight by the PIU and CIU. The accident and incident reporting system established for SEDeP will be used for REGAIN.
- ***Permission to use land for Project works*** will need to be obtained in writing from landowners during activity design and prior to commencement of any works. Copies of leases will be obtained, and Land Due Diligence reports will be prepared where required by the PIU E&S Development Officer provided to the CIU E&S Team and WB Task Team (See Appendix 8).

- ***Potential for*** sexual exploitation, abuse and harassment (SEAH), Violence against Children (VAC) and Human Trafficking (HT) will be mitigated and managed through mandatory signing of a Worker Code of Conduct and attendance at a GBV awareness workshop, and implementation of the Project Grievance Redress Mechanism (GRM) with has a specific pathway for dealing with SEA/SH related grievances. Some of the works are taking place in more remote areas and in or around schools, in the vicinity of school children. In these remote areas worker's accommodation may be needed, and this accommodation might be in proximity to vulnerable community members. All this poses an additional risk of SEA/SH. There will need for appropriate supervision and awareness raising for workers with the goal of eliminating risks of SEA/SH. There is also a risk of SEA/SH to interns undertaking work placement. Measures will be adopted with the goal of eliminating this risk by awareness training with MEC and interns and requiring employers of interns to implement workplace protections against SEA/SH.
- ***Potential to exclude disadvantaged and vulnerable groups*** from project benefits if the cost of electricity increases due to improved services and vulnerable households are not able to afford new tariffs, especially low-income, single-headed and high-dependent families. Residents of Kili Island are nuclear migrants who face serious impacts from climate change and are dependent on imported food which is shipped to the island 3-4 times per year. As such, it will be important that feasibility studies conducted for component 1 and 2 works include GESI and energy poverty analyses.
- ***Complaints related to the project*** will be managed through the project Grievance Redress Mechanism (GRM) attached to the SEP. The Project Steering Committee (PSC) and all Project workers will receive induction training on the GRM and contractors will be required to display GRM contact information signage at all work sites. Grievance report forms and registers established under SEDeP will continue to be used.
- ***Lack of understanding and mitigation of potential environmental and social impacts*** arising from project activities will be mitigated through implementation of the SEP to ensure meaningful consultations and awareness raising on project activities and through preparation of comprehensive feasibility and other studies that incorporate adequate stakeholder consultation with project affected parties, including vulnerable and disadvantaged groups, and other interested stakeholders (see SEP Table 1). Contractor/Consultant Terms of Reference (TOR) for each scope of work will include consultation and information dissemination requirement. In addition, the PIU will be responsible for developing and updating a project-wide Stakeholder Engagement and Communication Action Plan (SECAP) which will form an important part of Project 6-monthly Progress Reports.

6.3. Construction Activities

6.3.1. Introduction

Project investments relating to construction are identified in Table 6, cross-referenced against respective environmental and social issues and risks for each proposed initiative.

Construction activities will include:

- Grid-connected and mini-grid Solar PV Units Majuro, Ebeye and neighboring islands.
- SHS PV units

- New diesel generators(s) at Arno and Ine
- Battery energy storage systems (BESS).
- Completion of construction of the MEC Power Station 1 (PS1); Building and commissioning of new diesel generators within PS1, Majuro
- Upgrade distribution line between Airport and Laura, Majuro
- Elevate pad-mounted transformers, switchgear, and cable splices.
- Install three underground power lines – Ebeye causeway.

The risks and impacts from these activities are expected to be typical construction-related impacts/risks managed through conventional environmental risk management approaches. These include risks and impacts related to:

- Waste management
- Potential for pollution of waterways; general hydrocarbon and other pollution
- Erosion and sedimentation
- Dust, noise, traffic, access restrictions
- Occupational health and safety
- Community health and safety

6.3.2. Environmental and Social Risk Screening

Although high or substantial risks are not envisioned within the scope of the Project and its sub-projects, sub-projects relating to civil works will be initially screened using the following process to confirm this. The screening will be undertaken by the PIU E&S Development Officer or by a Consultant engaged by the PIU, to determine their associated level of E&S risk, with activities rated Low, Moderate, Substantial and High as set out in Appendix 2 and management plans prepared accordingly by PIU and Contractor/s as summarized below.

Step 1: Screening Review and Determination of E&S Risk Management Instruments

PIU Project Manager to advise PIU E&S Development Officer that specific civil works, construction and/or renovations are being developed and request the PIU E&S Development Officer to undertake screening.

- Activities associated with each sub-project and associated elements will be screened by the PIU E&S Development Officer, or by a Consultant engaged by the PIU, using the screening checklist set out in Appendix 2 to assess whether the works will create any of the environmental and social risks identified in Appendix 2 or new risks.
- This screening shall be undertaken prior to the point at which bidding documents, including Terms of Reference (ToR), are prepared for the works, and screening shall be completed prior to finalization of bidding documents. This will ensure all relevant matters can be taken into account when bidding documents are finalized.
- Any new impacts not already identified in the ESMP and/or SEP shall be noted and evaluated against the WB ESSs, and associated mitigation measures shall be required.
- If screening indicates potential impacts are Substantial or High risk, sub-project elements (other than aggregate sourcing) to be redesigned if practicable and rescreened by the PIU E&S Development Officer with technical oversight from the CIU E&S Team, to reduce the risk back to a Low or Moderate rating. If the sub-project cannot be designed to reduce risk to Low or Moderate, the sub-project will not be supported as the Project will not support Substantial and High risk subprojects or activities.

Specific clauses may be required to ensure mitigation measures are included in the bidding documents.

After each element is assessed in Step 1 against the impacts identified in this ESMF and associated mitigation steps, determination is made if a Contractor Environmental and Social Management Plan (CESMP) is to be prepared.

Step 2: Preparation and Approval of COESP or CESMP and Attach to Bid Documents

For Low Risk works, the PIU E&S Development Officer will prepare a Code of Environmental and Social Practice[19] (COESP) template based on Appendix 3.

For works with a Moderate Risk, the 'Contractor ESMP Template – for Moderate Risk Works' provided in Appendix 4 will be used. The Contractor will prepare a CESMP (based on the template in Appendix 4) for submission to the PIU E&S Development Officer, CIU E&S Team and WB for clearance. Once cleared, the PIU E&S Development Officer will proceed with ensuring the instrument is disclosed locally. Disclosure is intended to support the decision-making by RMI and the WB by allowing the public access to information on the management of environment and social aspects of projects. The WB will also disclose the same instruments on its website.

Works with a Substantial or High Risk are to be redesigned and rescreened to reduce the risk back to Low or Moderate.

For all works, a relevant COESP/CESMP Template will be appended to Bid Documents.

There is one exception to these requirements, relating to sourcing of aggregates for construction works. Local sourcing of aggregates may only take place subject to the following requirements:

i. identification in the Sustainable Aggregates Study that such sourcing will be sustainable;

ii. prior approval from GoRMI that such source(s) are acceptable; and

iii. confirmation that the proposed extraction operation complies with ESS1 (including preparation of an ESA and ESMP for that operation), and is in general accordance with WB EHS Guidelines.

Step 3: Implementation and Monitoring

Projects are implemented according to the COESP or CESMP and supervised by the PIU E&S Development Officer. Progress will be monitored and reported to the WB on:

- compliance with measures agreed with the Bank for any COESP or CESMP
- the status of mitigation measures, and
- the findings of monitoring programs.

6.3.3. Construction Risk Mitigation Measures

Potential impacts/risks, mitigations measures and proposed monitoring for civil works, construction and renovations are provided in Tables 5 - 6.

[19] COESP for use by contractor with supervision and monitoring as low risk works will generally be undertaken by local building contractors who may not have the capacity to prepare a CESMP but will be required to follow ESMF requirements.

Table 5: Planning and Design Stage - Potential impacts/risks, mitigation measures

Risks and Impacts	Mitigation Measures	Responsibilities
Planning and Design Stage		
1. Design of facilities do not meet layout and engineering requirements or consider potential operational OHS and environment risks	Consultation with end-users in accordance with the SEP to ensure design of proposed facilities are fit-for-purpose and takes into consideration operational risks such as OHS, liquid and solid waste disposal, potential for minor spills/leaks, etc.	PIU to include in design consultant's scope
2. Potential to exclude disadvantaged and vulnerable groups from project benefits if the cost of electricity increases due to improved services and some households are not able to afford new tariffs, especially low-income, single-headed and high-dependent families. This is a particular concern for residents of Kili Island who are nuclear migrants who face serious impacts from climate change and are dependent on imported food which is shipped to the island only occasionally through the year, and currently receive wholly subsidized household electricity..	Energy assessments conducted for component 1 and 2 works to include GESI and energy poverty analyses.	PIU to include in design consultant's scope
3. Under-representation by women in the Project.	Prepare Women's Empowerment Action Plan (E-WEAP) to attract, train and retain women in the energy sector. This will include working with MEC and design consultants to identify facility upgrades required for female employees such as separate and secure toilet and shower facilities and reviewing human resource policies from a GESI perspective	MEC; KAJUR; PIU to include in design consultant's scope
4. Design of facilities do not meet building codes	Design facilities, if required, to meet the National Building Code.	PIU to include in design consultant's scope
5. Facilities not holding appropriate permits	Obtain required permits and/or licenses under the National Environmental Protection Act from RMIEPA, if required.	PIU to include reference to appropriate RMIEPA permits and/or licenses in design documentation.
6. Use of aggregate materials in construction - local extraction of aggregates for construction works could	Only material from licensed international land-based sources to be used, unless an agreed sustainable source of such materials in RMI has been identified in the Sustainable Aggregates Study currently underway	PIU to ensure design team includes aggregate requirements in bid documents for works involving use of aggregates.

Risks and Impacts	Mitigation Measures	Responsibilities
Planning and Design Stage		
cause adverse impacts. Use of material from non-sustainable sources (i.e., coastal sand and coral reef materials) can lead to long term erosion, loss of habitat or adverse impact on other resource users.	under the World Bank Regional PREP Project, and such use has been approved for use by the GoRMI. The following process applies in assessing imported aggregates for the Project – ▪ Where aggregates are sourced from a Part 1 Country[20], no further assessment and documentation is required. ▪ Where aggregates are sourced from a Part 2 Country[21], the proponent is required to provide relevant documentation and other evidence to show aggregates are sourced from a licensed quarry(s) and that proper regulations of the source country are fully complied with. ▪ Overseas sources to be vetted to ensure they meet ESF requirements. ▪ CIU to conduct due diligence to validate the documentation and information submitted by the proponent. For the avoidance of doubt, sourcing of aggregates from RMI will be subject to: (i) identification in the Sustainable Aggregates Study that such sourcing will be sustainable; (ii) prior approval from GoRMI that such source(s) are acceptable; and (iii) confirmation that the proposed extraction operation complies with ESS1 (including preparation of an ESA and ESMP for that operation), and is in general accordance with WB EHS Guidelines.	Compliance to be monitored by PIU E&S Development Officer, supported by CIU

[20] Part 1 Countries are Developed Countries as per WB listing
[21] Part 2 Countries are Developing Countries as per WB listing

Table 6: Construction Stage - Potential impacts/risks, mitigations measures

Activity	Risks and Impacts	Mitigation Measures	Responsibilities
Construction Stage			
General Across <u>all Construction Activities.</u> Activity-specific risks identified in following rows.	1. Not all E&S risks identified for each specific activity	1. Environmental and Social risk screening in accordance with this ESMP.	1. Environmental and social risk screening to be undertaken by PIU E&S Development Officer or by a Consultant engaged by the PIU. 2. PIU E&S Development Officer.
	2. Conflict with land owner/occupier relating to works being undertaken on selected land.	2. Landowner and land user consent required for access to land for works - Land Due Diligence Report prepared for each location in line with Land Access Plan, with World Bank approval prior to commencement of works.	
	3. General Construction E&S Risks: • Waste management – potential to overload existing landfill space. • Erosion and sedimentation. • Occupational health and safety • Community health and safety • Minor nuisance from construction works (e.g., noise, dust, traffic deviations, access restrictions, etc.) • Management of hazardous materials • Worker access to toilet and handwashing facilities • Spill Management Procedures	3. Implementation of Contractor Environmental and Social Management Plan (CESMP) – details provided in Appendices 3 and 4. CESMP to address: • OHS and Community Safety Procedures – refer Appendices 3 and 4. • Contractor Waste Management – wastes to be recycled/reused where possible. Remaining waste to be exported. Refer Appendices 3 and 4. • Traffic management – refer Appendices 3 and 4. • Stakeholder engagement and grievance redress to enable the uptake and management of any grievances during construction.	3. COESP (Low risk activities) or CESMP (Moderate activities) prior to works commencing; WB approval of CESMP for Moderate risk activities; Contractor to finalize CESMP (LMP, OHS Procedures, Waste Management Plan, GRM) and obtain clearance prior to commencement of works; Contractor to implement CESMP during the works.

Activity	Risks and Impacts	Mitigation Measures	Responsibilities
Construction Stage			
	4. Gender Based Violence, Sexual Exploitation, Abuse, Harassment and Violence against Children	• Process for Implementation of Labor Management Procedures, including operationalization of workers GRM and Code of Conduct signed by all workers 4. Particular SEA/SH provisions: • inclusion of SEA/SH requirements into contractor contracts • workers to receive induction on code of conduct which includes specific provisions around SEA/SH • contract workers to sign COC • code of conduct to be displayed at construction sites • awareness raising with community on SEA/SH, and to encourage reporting of SEA/SH by workers • fencing as appropriate around work areas e.g. at schools • restriction worker access to only the sites where installation happening • restricting workers supervised access to school grounds i.e. outside where works happening 5. Obtain Biosecurity Clearance certification	4. PIU for inclusion in contract documentation; Contractor with supervision by PIU E&S Development Officer.

Activity	Risks and Impacts	Mitigation Measures	Responsibilities
Construction Stage			
	5. Importation of invasive pest species with imported construction aggregates. 6. Works taking place in more remote areas and in or around schools in the vicinity of school children, and accommodation of workers in remote areas all pose an additional risk of SEA/SH. 7. Safety risks associated with vessel use.	from GoRMI 6. There will need to be specific attention to worker awareness training and ensuring supervision requirements in relation to SEA/SH for works in remote areas, works at or near schools and remote area worker's accommodation. 7. Adopt standard operating procedures for safety in vessels. Health and safety equipment to be procured with the boats (e.g., lifejackets, communications equipment) and SOPs training will be given to boat operators and travelling Project personnel as set out in Appendix 9.	5. Contractor – supervision by PIU E&S Development Officer. 6. Contractor – training of workers and supervision; Monitoring and supervision by PIU E&S Development Officer. 7. Contractor – supervision by PIU E&S Development Officer.
Solar PV Units - Majuro, Ebeye, Arno, Ine, Jaluit, Wotje, Kili	1. Community awareness 2."End of Life" (EOL) waste	1. For locations where grid-connected or mini-grid Solar PV installations are proposed – the Project shall undertake community consultation to raise awareness of the installation process and provide information on any matters which might relate to the community. Community engagement to be identified in Stakeholder Engagement documents for particular Solar PV installations. Awareness raising on how to access the project GRM for raising questions and grievances. 2. Solar PV units have a finite life after which	1. Contractor – CESMP; PIU E&S Development Officer (with technical oversight of the CIU E&S Team). 2. MEC to develop protocols for long term

Activity	Risks and Impacts	Mitigation Measures	Responsibilities
Construction Stage			
	management	they will need to be disposed of. Waste units should be recycled – MEC should develop provision for future recycling of EOL Solar PV and BESS units and associated equipment.	recycling of EOL Solar PV units and associated equipment. The protocols should follow on from past and current initiatives by MEC on battery recycling.
	3. Disposal of redundant SHS Solar PV units from Arno.	3. Assessment to determine requirements and remediation measures associated with the proper management and disposal of redundant SHS Solar PV units from Arno, consistent with this ESMP.	3. PIU (with technical oversight of the CIU E&S Team) to engage consultant to assess requirements and remediation measures associated with the management and disposal of redundant SHS Solar PV units from Arno consistent with this ESMP, and then implement findings.
	4. Forced Labor	4.Compliance with World Bank "IPF Solar Procurement Bidder Declaration – Forced Labor" – applies to all new procurement on or after January 1st, 2022.	4. PIU to ensure Solar panel supply is in conformance of requirements in "IPF Solar Procurement Bidder Declaration – Forced Labor"
New diesel generators(s) Arno and Ine	1. Water and groundwater contamination from fuel handling.	1. Spill Contingency Plan to be developed as part of CESMP	1. Contractor – COESP/CESMP
Battery energy storage system (BESS), Majuro, Ebeye, Arno, Ine, Jaluit, Wotje, Kili.	1."End of Life" (EOL) waste management	1. BESS units have a finite life after which they will need to be disposed of. Waste units should be recycled – MEC to develop protocols for future recycling of BESS units and associated equipment.	1. MEC to develop protocols for long term recycling of BESS units and associated equipment.
Completion of construction of the MEC Power Station 1 (PS1) Building and commissioning of new diesel generators within PS1, Majuro	1. Heavy construction OHS, Environmental and Community Risks	1. Follow CESMP developed under SEDeP.	1. Contractor – supervision by PIU E&S Development Officer. 2. MEC

Activity	Risks and Impacts	Mitigation Measures	Responsibilities
Construction Stage			
	2. Community disruption from temporary loss of electricity during replacement works.	2. Electricity Supply Continuity Plan	
Upgrade distribution line between Airport and Laura, Majuro - Urban environment – replacement works in existing easements or corridors.	1. Waste generation from disposal of material being replaced. 2. Traffic disruption 3. Community disruption from temporary loss of electricity during replacement works.	1. Waste management plan required – all wastes to re re-used or recycled wherever possible. No wastes to Majuro landfill. 2. Traffic Management Plan 3. Electricity Supply Continuity Plan	1. Contractor – COESP/CESMP. 2. Contractor – COESP/CESMP. 3. MEC
Elevate pad-mounted transformers, switchgear, and cable splices.	1. Traffic disruption 2. Waste generation from disposal of material being relocated. 3. Potential ground disturbance 4. Potential contamination of natural waters. 5. Potential ecotoxic effects from spilt	1. Traffic Management Plan 2. Waste management plan required – all wastes to re re-used or recycled wherever possible. No wastes to Majuro landfill. 3. Erosion and Sediment Control Plan 4. Targeted assessment to assess risk of and develop mitigation measures relating to avoiding adverse impacts from leakages and resulting groundwater contamination associated with elevated pad-mounted transformers, switchgear, and cable splices. Develop Spill Contingency Plan 5. Only use non-toxic transformer oils in any	1. Contractor – COESP/CESMP 2. Contractor – COESP/CESMP 3. Contractor – COESP/CESMP 4. PIU, PIU E&S Development Officer (with technical oversight of the CIU E&S Team). 5. Contractor – COESP/CESMP

Activity	Risks and Impacts	Mitigation Measures	Responsibilities
Construction Stage			
	transformer oils	transformers	
Install three underground power lines – Ebeye causeway	1. Traffic disruption 2. Installation works require additional aggregates – risk of local aggregate sourcing 3. Potential ground disturbance 4. Potential contamination of natural waters.	1. Traffic Management Plan 2. See requirements above re aggregate sourcing 3. Erosion and Sediment Control Plan 4. Spill Contingency Plan	1. Contractor – COESP/CESMP 2. Contractor – COESP/CESMP 3. Contractor – COESP/CESMP 4. Contractor – COESP/CESMP
Use and accommodation of imported labor	1. Environmental (increased pressure on existing natural resources) economic and livelihoods (inflationary pressures, exacerbate vulnerability of marginal groups, etc.), infrastructure and services pressure, health (potential increases in violence, alcohol/drug consumption, related risk. Works taking place in more remote areas and in or around schools in the vicinity of school children, and accommodation of workers in remote areas all pose an additional risk of SEA/SH.	1. Identify whether imported labor required. Requirement for a Workers Code of Conduct which will need to be understood and signed by all workers. Relevant provisions to be included in bidding documents and in the CESMP. Adequate supervision of workers to ensure compliance with the LMP and CESMP Specific attention to worker awareness training and ensuring supervision requirements in relation to SEA/SH for works in remote areas, works at or near schools and remote area worker's accommodation.	1. Contractor – COESP/CESMP – training of workers and supervision; Monitoring and supervision by PIU E&S Development Officer.
Use of underage workers	1. Use of workers under the age of 18	1. Contractor agrees to contract provisions	2. Contractor – COESP/CESMP

Activity	Risks and Impacts	Mitigation Measures	Responsibilities
Construction Stage			
	in hazardous project activities.	that require no workers under the age of 18 are to be employed in hazardous activities. Workers to provide legally recognized documents to confirm they are not under the age of 18. Implementation of the project Labor Management Procedures (LMP).	
Forced labor	1. Use of forced labor on the project. (Solar Panel provision forced labor addressed above)	1. Contractors confirm that they are not using forced labor; where employment occurs directly with Government, employees are not considered forced by virtue of the fact as they have signed a contract; implementation of the project Labor Management Procedures (LMP).	1. Contractor – COESP/CESMP.
Sites, features or artifacts of cultural, archaeological or historical significance.	Physical disturbance of cultural, archaeological or historically significant sites (e.g. grave sites, historical artifacts etc.) due to proposed construction activities particularly during coastal protection works	Contractor to implement a chance find procedure should cultural resources be uncovered during construction. (Refer Appendix 5 of this ESMP)	Contractor – COESP/CESMP
Unexploded Ordinance (UXO).	Physical works can disturb UXO with associated risk of injury and property damage.	Contractor to implement a chance find procedure should UXO be uncovered during construction. (Refer Appendix 5 of this ESMP)	Contractor – COESP/CESMP

6.3.4. Operational Risk Mitigation Measures

Potential operational-related impacts/risks, mitigations measures are provided in Table 7.

Table 7: Operational Stage – Potential impacts/risks, mitigations measures

Risks and Impacts	Mitigation Measures	Responsibilities
Operational Stage		
Safety and environmental risks associated with operation of the solar PV installations	MEC to ensure community and operator health and safety is included in Standard Operating Procedures (SOPs) for operation of the solar PV installations.	MEC to develop SOP (or confirm SOP already exists) for review by WB and CIU SG Team prior to mid-term review
Safety and environmental risks associated with operation of generators	MEC to ensure occupational health and safety is included in Standard Operating Procedures (SOPs) for operation of generators.	MEC to develop SOP (or confirm SOP already exists) for review by WB and CIU SG Team prior to mid-term review
End of Life Disposal of Wastes from Solar PV and BESS units	MEC to develop SOP for recycling of EOL Solar PV units, BESS and associated equipment.	MEC to develop SOP (or confirm SOP already exists) for review by WB and CIU SG Team prior to mid-term review

6.4. Institutional Strengthening – Technical Advisory, Training and Capacity Development Activities

Project investments relating to technical advisory, training and capacity development activities include:

- Provide international multi-disciplinary expertise to help build regulatory capacity, including cost-reflective electricity tariff review, consultations, and adoption in complementarity with the ADB-funded tariff methodology. (Sub Component 3.1)
- Support energy efficiency regulation (targeting air conditioning temperature control to reduce peak load). (Sub Component 3.1)
- Fund energy efficiency awareness campaigns with a focus on islands with new electricity access (Arno and Ine) or significantly improved electricity service (Kili). (Sub Component 3.1)
- Enable monitoring on national RE targets, develop a renewable energy database and publish a state of RE report, which will record, document, and share critical information on RE. (Sub Component 3.1)
- Provide funding for prefeasibility or feasibility studies for the preparation of follow-on energy projects. (Sub Component 3.1)
- Enhance the capacity of MEC and KAJUR on design, operation, and maintenance of RE technologies through a combination of international consultant expertise, apprenticeship program, internship, and retention policies. (Sub- Component 3.2)
- Provide MEC and KAJUR with a RE (solar) expert (engineering level) and an electrical engineer based in Majuro and Ebeye to train local MEC and KAJUR staff on RE design, operation, and maintenance. (Sub- Component 3.2)
- Fund an apprenticeship pilot—combining on-the-job training with external academic training—for an identified number of MEC and KAJUR staff to develop certified solar technicians, upskilled diesel operators, linemen, and other required semi-skilled workers.
- Facilitate internships. (Sub- Component 3.2)
- Encourage women's involvement in the energy sector by (i) considering a quota for the number of women included in the apprenticeship and internship intakes, (ii) developing, and implementing policies, procedures, and practices, to be identified under the preparation of a women empowerment action plan, to attract and promote retention of women. (Sub- Component 3.2)
- Project Management, including technical and operational assistance works, goods, services, workshops, and operational costs to support day-to-day management and implementation of the project (Sub- Component 3.3).

The risks and impacts from these activities primarily relate to

- Occupational health and safety
- Community health and safety
- Labor management.

Potential impacts/risks, mitigations measures and proposed monitoring for technical advisory, training and capacity development activities are provided in Table 8.

All TA studies under Components 1,2 and 3 will follow the steps set out below to ensure that E&S risks are considered and taken into account:

1. Terms of Reference (ToR) for all studies and other works to be reviewed by CIU E&S Team and WB E&S specialists prior to procurement notification. Review to ensure that ToR in each case make appropriate reference to E&S risks, this ESMP and applicable standards where relevant.
2. Each proposal received will be reviewed by the CIU E&S Team to verify that proponents have adequately addressed E&S risk and measures set out in the ToR as appropriate.
3. Project procurement to ensure E&S concerns or issues raised by CIU E&S Team are fully accounted for in selection process.
4. All deliverables to be reviewed as appropriate by the CIU E&S Team and WB E&S specialists to determine adequacy of attention to E&S risks.

Table 8: Technical advisory, training and capacity development – potential impacts/risks, mitigation and monitoring

Risks and Impacts	Mitigation Measures	Responsibilities
Safety risks associated with undertaking works.	Terms of reference (TORs) for studies to include requirements for preparation of Standard Operating Procedures (SOPs) to cover fieldwork aspects of the scope, including any training requirements.	PIU to prepare TORs as necessary. Party conducting works to prepare SOPs PIU E&S Development Officer (with oversight by CIU E&S Team) to review TORs and consultant-prepared safety documents.
Community risk via Gender Based Violence, Sexual Exploitation, Abuse, Harassment and Violence against Children	Implementation of Labor Management Procedures (see Appendix 7) including Code of Conduct for workers; awareness training.	Party conducting works (MEC and/or consultant). Verification monitoring by PIU E&S Development Officer (with oversight by CIU E&S Team).
Risk of SEA/SH to interns completing work placement	Conduct awareness with MEC to understand the risks of SEA/SH occurring within work placements Require employers of interns to implement workplace protections against SEA/SH	Training and verification monitoring by PIU E&S Development Officer (with oversight by CIU E&S Team).
Potential for future risks relating to the outcomes of the TA	TOR for each TA to include need for assessment of potential E&S risk related to implementation of recommendations/outputs from the TA.	PIU (with oversight from CIU ES Team)
Operation of vehicles provided by Project	Need for vehicle use protocols to mitigate risk to drivers, community and the public – include only use by licensed and trained drivers, zero tolerance Drink and Drug Driving Policy, and ensuring vehicles are properly maintained. These matters are covered under MEC's vehicle operating procedures and shall apply to project-derived vehicles.	MEC

7. INCIDENT MANAGEMENT

Despite efforts to manage E&S risks, there is potential for incidents to occur. An incident is defined as an accident or negative event resulting from failure to comply with the WB E&S requirements, or conditions that occur because of unexpected or unforeseen events during project implementation.

The Project will adopt the incident response procedure set out in Appendix 7 and summarized in Figure 1.

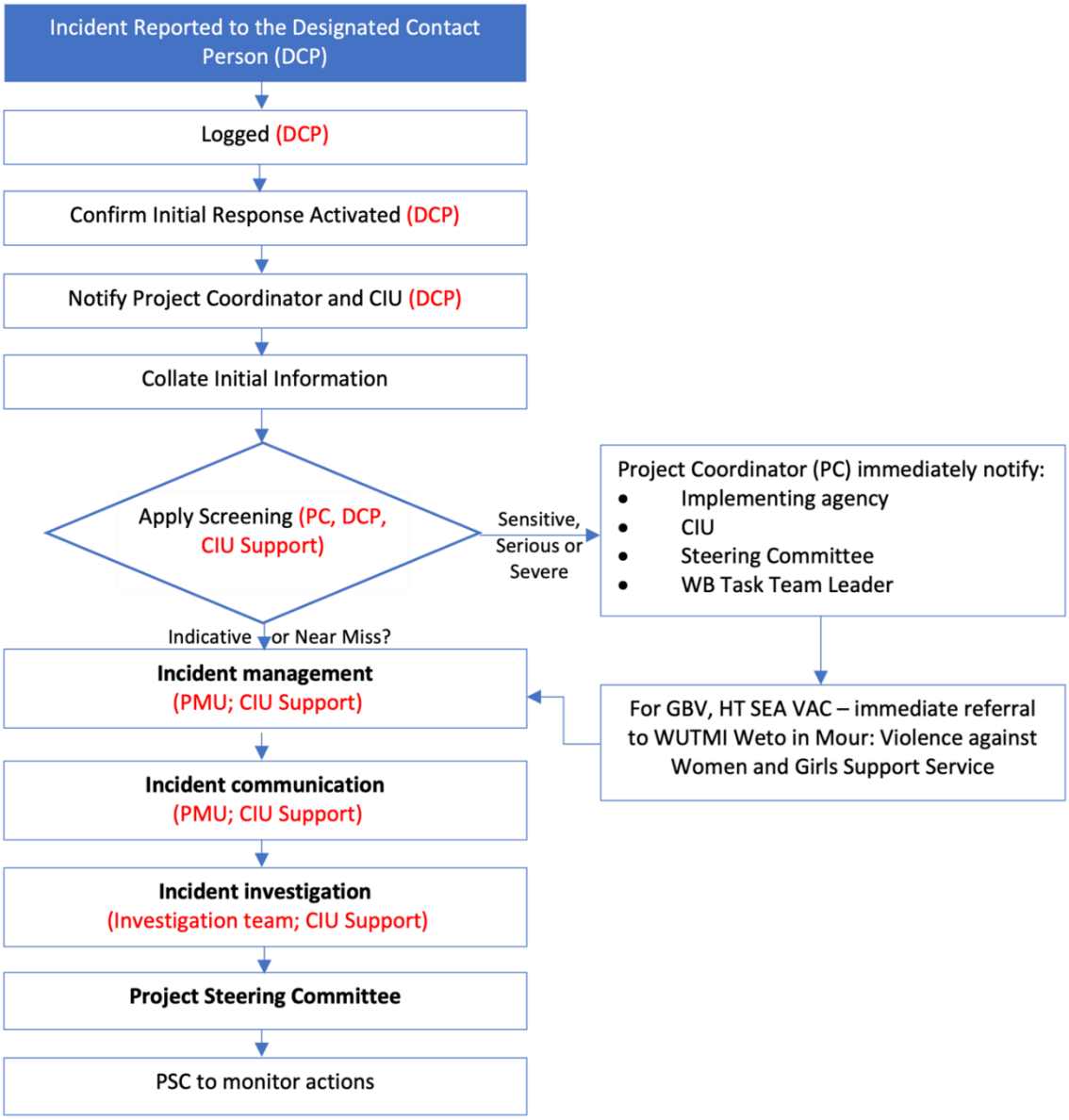


Figure 1: Incident Response Procedure

8. STAKEHOLDER ENGAGEMENT

The project will enable citizen engagement, including local institutions, communities, and electricity customers, throughout the project life cycle. During project preparation, MEC and KAJUR hold consultations with landowners, school and church representatives, mayor and council members of Majuro, Ebeye, and Kili Island, to secure commitment to install solar PV panels on facility rooftops and available lands. Further consultations will be undertaken. Over project implementation, citizens will be involved through several activities including (a) information sessions on procurement and construction/installation timelines, (ii) information sessions on electricity connection requirements, in-house wiring, and prepaid meters in Arno and Ine Islands, (iii) sensitization campaigns on efficient use of electricity and electricity safety, (iv) grievance redress mechanisms, and (v) beneficiary surveys. Feedback from participants will be documented and use to improve subsequent outreach activities. A Citizen engagement indicator has been incorporated in the Results Framework: *Share of outreach activity beneficiaries who expressed satisfaction with outreach activities*.

A stand-alone SEP has been developed to describe the Project's program for stakeholder engagement, public information disclosure and consultation throughout the project lifecycle. The SEP outlines the ways in which the project team will communicate with stakeholders and provides a mechanism through which people can raise concerns, provide feedback, or make complaints about the project or any activities related to the project.

The project design of REGAIN builds on the extensive public engagement and communication undertaken during the Marshall Islands Sustainable Energy Development Project (SEDeP) implemented in the RMI from 2017 to 2024. The outcomes of engagement undertaken for SEDEP along with the extensive experience of MEC and KAJUR in relation to citizen involvement with the energy sector prior to SEDeP, has been used to inform the design of REGAIN as well as this SEP.

Project preparation discussions with MEC and the SEDeP PIU have reinforced the importance of continual communication with contractors and key stakeholders during construction works. For example, under SEDeP extensive community engagement was undertaken in Majuro in the process of selection of solar PV locations for that Project, and then during the installation of solar PV plants at schools, the PIU engaged regularly with contractors to ensure that any on-the-spot issues (i.e., inadequate roof structures) were mitigated quickly and effectively in collaboration with the public school system (PSS). SEDeP also found that PIU-CIU pre-works meetings with school administrators played an important role in ensuring student safety. In this regard, the practice of announcing upcoming works at a student assembly and identifying male and female staff members who students consider approachable should concerns arise about the project, including potential SEA/SH worked well and should be continued, particularly in Neighboring Islands.

A summary of the SEP is provided in the following sections. In the event of discrepancy between this summary and the SEP, the SEP takes precedence.

8.1. Stakeholder Identification and Analysis

Stakeholder analysis determines the likely relationship between stakeholders and a project and assists to identify the appropriate consultation methods for each stakeholder group during the life of the project. Stakeholders of projects can typically be divided into the following categories:

- **Affected Parties** – persons, groups and other entities within the Project Area of Influence that are directly influenced (actually or potentially) by the Project and/or have been identified as most susceptible to change associated with the Project, and who need to be closely engaged in identifying impacts and their significance, as well as in decision-making on mitigation and management measures. This also includes stakeholders that contribute to the execution and implementation of a project.
- **Other Interested Parties** – individuals/groups/entities that may not experience direct impacts from the Project but who consider or perceive their interests as being affected by the Project and/or who could affect the Project and the process of its implementation in some way.

- **Vulnerable and Marginalized Groups** (VMGs) are persons who may be disproportionately impacted or further disadvantaged by the project as compared with any other groups due to their existing status. Vulnerability and marginalization can stem from a person's origin, gender, age, health condition, economic and social status, access to land, natural resources, level of voice and influence in decision-making processes etc. VMGs may require special engagement efforts to ensure their equal representation in consultation and decision-making process associated with the Project. This can include, for example, holding separate focus group sessions with women, youth and people living with disabilities (PLWD) and their caretakers, at times and locations suitable to stakeholders.

Stakeholders with a general and specific interest in REGAIN are identified in Table 9. Additional stakeholders, and changes in their interests may be identified during Project implementation which will be incorporated in Project 6-month Stakeholder Engagement and Communication Action Plans.

Table 9: Stakeholders and their interest in the Project

Group	Organization/Entity	Interest in the Project
Project Affected Parties		
RMI Government agencies		
	Ministry of Finance (MoF) Centralized Implementation Unit (CIU)	Borrower, Executing Agency • Provide financial, procurement and E&S Project implementation support.
	Centralized Implementation Unit (CIU)	• Project partner
	Marshalls Energy Company (MEC)	• Implementing Agency
	Kwajalein Atoll Joint Utilities Resources (KAJUR)	• Key power operator
	National Energy Office (NEO), Ministry of Environment (MOE)	• Primary government agency responsible for Energy policies and regulations in RMI, has oversight of National Energy Policy and Energy Action Plan (NEP&EAP), and Electricity Roadmap

	Public School System (PSS)	• Potential for project to access facilities for installation of solar infrastructure on select public school facilities in Majuro, Ebeye and NIs. • Schools/students in areas potentially impacted by the Project benefit from improved power supply.
	Kili Island Local Government	• Potential transfer power generation and distribution role to MEC management. • Project may introduce user-pay tariff system in Kili Island • Potential changes to lease arrangements if land is required for project works.
Landowners and Tenants	Landowners of existing MEC and KAJUR leases on Majuro, Ebeye and select NIs; landowners with existing PSS leases; landowners of alternative solar sites for project works.	• Potential for the project to access land for project activities e.g. installation of solar panels. • Investment may alter lease rates.
Residents living in areas potentially impacted by the Project.	Individuals, households, students, businesses, service providers and community groups that will directly benefit from energy upgrade works.	• Potentially affected residents can benefit from improved and more reliable supply of energy with potential to improve standards of living, livelihoods and service delivery. • Project beneficiaries residing/working/ schooling close to location of physical works may be affected by short-term environmental and social impacts associated with construction works.
Energy sector workers and trainees, including interns and apprentices.	MEC, KAJUR and Kili power plant employees and women and men who participate in project supported apprenticeships & internships	• Opportunity for energy sector employees to receive technical training and possible certification. • Opportunity to increase women's engagement in the energy sector through targeted apprenticeship and internship opportunities.
Local governments and community leaders	Mayors, local governments and community leaders in Project locations	• Manage local protocols for public consultation. • Coordinate local development plans. • Local governments and KAJUR are beneficiaries of solar panels. • Kili local government current operates power plant which could transfer to MEC.
Contractors	Various civil works contractors	• Contracted or subcontracted to undertake Project civil works including design, implementation and supervision.
Suppliers	Various suppliers	• Supply of goods and materials to contractors and/or subcontractors involved on the Project
Consultants	Various consultants	• Contracted or subcontracted to undertake feasibility studies, develop policies, establish apprenticeship pilot, provide multi-disciplinary

		expertise, conduct public consultations and adopt cost reflective electricity tariffs, etc.
Other interested parties		
RMI Government departments and organizations	Ministry of Public Works, Infrastructure, and Utilities (MPWIU)	• Provides support with oversight of civil and construction works as required
	RMI Environmental Protection Authority (EPA)	• Provides earth moving permits for select investments as required
	Ministry of Health and Human Services (MHHS)	• Health centres and patients benefit from improved power supply in areas potentially impacted by the Project.
	Office of Commerce, Investment and Tourism (OCIT)	• Potential to increase investment and tourism in areas potentially impacted by the Project (i.e., Arno Atoll) due to improved power supply.
	Ministry of Culture and Internal Affairs (MOCIA)	• Potential for collaboration on development of an Energy sector Gender Action Plan (E-GAP) to attract and retain women workers in the energy sector.
Private Sector	Small and micro-businesses in operating in areas potentially impacted by the Project.	• Interested in the outcomes and benefits of the Project, and implications of changes to energy tariffs resulting from the Project.
Training Providers, Regulators and WB funded Education Project	Pacific Power Association (PPA), College of the Marshall Islands (CMI), University of the South Pacific (USP), RMI National Training Council (NTC) and the World Bank funded RMI Education and Skills Strengthening Project (ESSP)	• Collaboration with regional training facilities (i.e., PPA) to develop certified solar technicians and upskill diesel operators, linemen, and other required semi-skilled workers. • Collaboration with NTC re national TVET regulations.
Civil Society Organizations	CSOs working on: i) gender-based violence and SEA/SH including Women United Tother Marshall Islands (WUTMI) Waan Aelon in Majel (WAM) ii) participatory community consultations	• Interested in the outcomes and benefits of the Project. • Potential for collaboration with Project consultation processes, public awareness work and development of the WEAP to attract and retain women workers in the energy sector. • Collaboration with WUTMI and WAM is essential in implementation of Project Grievance Mechanism in addressing GBV and SEA/SH
Vulnerable and Disadvantaged Groups		
Vulnerable and disadvantaged groups	Including, but not limited to: • Households without access to electricity supply.	• These groups have potential to benefit from the Project through improved energy access and supply, but such benefits may not reach everyone. It is important to ensure that vulnerable and

	• Households unable le to afford access to electricity supply. • Residents of remote and under-serviced areas (i.e., schools and health centres, without electricity) • Children, elderly, infirmed, PLWD and their caregivers. • Women and men unable to establish livelihood activities due to non-existent or limited power supply. • Women unable to sustain livelihood activities due to additional work time burdens associated with managing household tasks without access to electricity. • Students unable to complete studies due to lack of lighting and/or extra time burdens associated with living in households without power, especially for girls. • Single-headed households Survivors of, and those vulnerable to GBV, SEA/SH and VAC	disadvantaged groups are included in all Project planning processes and that a gender equality and social inclusion (GESI) analysis is undertaken during design and implemented through mainstreaming and targeted activities to ensure vulnerable groups are not disadvantaged by project interventions including increased household tariffs. • Prevention of GBV, SEA/SH and VAC as a result of the Project will be addressed through Worker awareness training and mandatory signing of the GoRMI-WB Code of Conduct (CoC). Workers will also be trained on appropriate response to SEA/SH should this occur.

8.2. Stakeholder consultations during instrument preparation

Consultation has occurred during three WB-GoRMI Project preparation missions:

Identification Mission (Oct 2023).

During this mission, site visits were conducted, and meetings were held with the NEO, MEC, KAJUR, the GoRMI Office of the Chief Secretary (OCS), the Ministry of Finance and members of the SEDeP Steering Committee.

Project Preparation Mission (Feb 2024).

The NEO, MEC, SEDeP PIU, CIU management and E&S Team, and a WB consultant conducting NI visits were involved in this mission. Post project preparation meetings have also been conducted by the SEDeP PIU and MEC. For instance, a meeting was held with the ESSP Project, NTC and CMI to discuss TVET energy sector training options.

Project Site Visits (March 2024).

The SEDeP Project Manager (PM) and a consultant engaged by the WB visited Rongrong, Ebeye, Jaluit and Kili Island to meet with key stakeholders and conduct initial site inspections. Prior to these visits, the CIU E&S team met with the PM and consultant to discuss potential E&S issues and identify stakeholder consultation requirements. A post-visit meeting was also conducted to

ensure identified stakeholder concerns were incorporated in the relevant E&S instruments.

In addition to these meetings and site visits, the CIU and PIU have maintained ongoing engagement with key stakeholder agencies throughout implementation of SEDeP including staff from MOF, MEC, RMI EPA, Ministry of Public Works, Infrastructure and Utilities (MPWIU), WUTMI, WAM and MICS.

8.3. Stakeholder Engagement Plan Summary

REGAIN stakeholder engagement and communication falls into four categories - engagement related to:

i) Conducting physical works;

ii) Preparing feasibility and other studies;

iii) Providing training and capacity building support, and

iv) Disclosing and sharing information about the project purpose, activities and progress, as well as stakeholder feedback and complaint procedures.

An indicative stakeholder engagement and disclosure plan for the first six months of REGAIN implementation is outlined in Table 10, which will be further refined during Project inception as additional details regarding project works become available.

As indicated previously, the PIU will prepare successive six-month Social Environmental and Communication Action Plans (SECAPs) throughout Project implementation as part of broader work planning and progress reporting. Preparation of Six-monthly Project SECAPs will be led by the PIU E&S Development Officer, supported by the Project Manager and CIU E&S Team and shared with the Project Steering Committee and WB Task Team.

Table 10: Indicative stakeholder engagement plan for Project Inception

Project stage	Topic or message	Engagement and Communication Methods	Target stakeholders	Responsibility
Project Design	Confirm project objective, components, activities, budget, M&E framework & implementation arrangements	• Meetings with key government agencies • Site visits • Analysis of SEDeP progress and lessons learned. • Sharing and reviewing draft PAD and other project related documents	• Relevant RMI government agencies including CSO, MOF, MEC. KAJUR, NEO. EPA	World Bank. Executing and Implementing Agencies
Prior to Project implementation	Disclose E&S instruments, (SEP/GRM, ESMP/LMP & ESCP)	• Project E&S instruments are disclosed on MEC, CIU E&S and WB websites	• All stakeholders	MEC, CIU and WB Task Team
Activity Design: Location of Solar Panels	Identification of best locations for solar infrastructure in Majuro, Ebeye and NIs	• Face to face meetings with occupants of proposed locations • Site visits • Awareness of Land Access Plan	• Landowners • Occupants of identified infrastructure	PIU/CIU Consultant Reports

Project stage	Topic or message	Engagement and Communication Methods	Target stakeholders	Responsibility
Activity Design: Cost of electricity	Discussions with consumers re electricity pricing, tariffs; effects of project activities on pricing and ability to pay	• Face to meetings • Surveys • Focus group discussions with women and other vulnerable groups	• All stakeholders including vulnerable and marginalized groups in areas where electricity access and price may be affected	PIU/CIU Consultant Reports
Activity Design: Power plant upgrades at PS1	Confirm work plans and timelines	• Meetings with businesses at the quit claim site of the PS1	Business on the quit claim site	PIU/CIU
Activity Design: Identify interns and apprentices.	Availability of internship and apprenticeship opportunities	• Information dissemination seminars at colleges • Newspaper and radio notices • NI Mayors • WUTMI Chapters in NIs	Students, parents, teachers	PIU/CIU
Prior to Civil Works	Ensure stakeholders in project locations are informed and prepared for commencement of civil works.	• Disclosure ESMP/ESCOP and GRM. • Meetings with police re traffic management as necessary • Meeting with residents/ businesses/service providers (i.e., schools, health centres) in proximity to works re management of E&S issues and provide GRM information. • Post site and community noticeboards. • Announcements on radio and newspaper if works will have wider public impacts.	All stakeholders	CIU, PIU, civil works contractor
Disadvantaged and Vulnerable Groups; Throughout Activity Design & Implementation	Information about project works to determine impacts on individuals and households including people in caretaking roles	• Participatory, focus group meetings with women, youth, caregivers, the elderly and households with limited income. • Meetings with community leaders including NI WUTMI chapters; youth groups and church pastors. • Community meetings • User-friendly IEC materials	Including, but not limited to: • elderly • children • youth • poor households •single-headed households • residents in NI and remote areas • PLWD • survivors of, and those vulnerable to GBV, SEA/SH and VAC	

Project stage	Topic or message	Engagement and Communication Methods	Target stakeholders	Responsibility
Throughout Project Implementation: All Stakeholders	Public awareness of project purpose & key activities. Disclose updated E&S instruments and receive feedback. Information about project activities Availability of GRM & E&S instruments	• Newspaper and radio announcements including GRM availability. • Meetings with EA and IA employees to review E&S requirements and roles/responsibilities of all parties. • Meetings with mayors and local governments of atolls potentially impacted by the Project.	All stakeholders including energy consumers and project implementing and executing agencies.	PIU/CIU

8.4. Reporting back to stakeholders

Stakeholders will be kept informed as the project develops, including reporting on project environment and social performance and implementation of the stakeholder engagement plan and grievance mechanism, and on the project's overall implementation progress.

8.5. Grievance Redress Mechanism

The Grievance Redress Mechanism (GRM) is a mechanism to receive and facilitate the resolution of stakeholder's concerns, complaints, and grievances about the Project, including concerns relating to environmental and social impacts and issues. The GRM allows stakeholders to comment on or express concern on matters relating to project implementation. It is intended to allow these various stakeholders to pass on important information to higher levels of project oversight and management in a neutral and, if necessary, anonymous way. A formal GRM (see Stakeholder Engagement Plan) will be implemented by the PIU and will be used for project-related grievances.

9. LABOR MANAGEMENT PROCEDURE

As part of project financing, the Project is required to comply with the requirements outlined in WB's Environmental and Social Framework (ESF). A Labor Management Procedure (LMP) has been prepared (Appendix 6 of this ESMP) to meet the requirements of ESS2 (Labor and Working Conditions), to ensure that measures are in place to manage risks associated with employment under the project and are aligned to national standards. Labor requirements are summarized in Table 11.

Table 11: REGAIN Project Labor Requirements

Type of project workers	Applicability of LMP	Characteristics of project workers	Timing of labor requirements	Indicative number of workers
Direct workers	OHS issues, and	Existing workers employed by	Duration of	20

- government	child and forced labor only	MEC who will be involved in Project implementation and staff hired by MEC using Project funding.	project	
Direct workers - other	Full scope of LMP applies	Staff hired using Project funding (e.g., PIU team Individual specialists directly contracted to the PIU including the renewable energy (solar) expert and electrical engineer.	Duration of project	10
Contracted workers	Full scope of LMP applies	Contractors or subcontractors hired for physical works (e.g., trades people, machinery operators, truck drivers). Consultants/specialists engaged via a firm to complete feasibility and other studies for the project (e.g., engineers, technical specialists).	Duration of physical works and studies	30 to 50
Contracted workers – interns and apprentices	Full scope of LMP applies	For the purpose of the LMP interns are considered contracted workers as working conditions will not be in the full control of the Borrower.	Duration of project	20-30
Primary supply workers	OHS issues, and child and forced labour	Workers engaged by ongoing suppliers of construction materials and equipment, including solar panels.	Duration of physical works	TBD during implementation

10. IMPLEMENTATION ARRANGEMENTS, RESPONSIBILITIES AND CAPACITY BUILDING

10.1. Organization Responsibilities and Structures

10.1.1. Marshalls Energy Company (Implementing Agency)

The Marshalls Energy Company (MEC) is a semi-autonomous utility company responsible for the generation, distribution and sale of electricity on a number of islands and atolls within the Republic of the Marshall Islands. MEC's Mission is to "build and facilitate a resilient and renewable energy infrastructure that is able to support a sustainable future for our customers".

MEC received a corporate charter from the RMI Cabinet on February 2, 1984. MEC primarily operates in electricity generation and distribution, as well as buying and selling petroleum products.

MEC's main markets for electricity are government agencies, businesses, and residential customers located in Majuro, Jaluit, and Wotje. The company primarily sells petroleum products to foreign and domestic fishing vessels.

On March 8, 1983, MEC was granted an exclusive franchise by the RMI to construct, maintain, and operate an electricity distribution system in Majuro Atoll. The RMI also leased a 12 Megawatt power plant, a 6 million gallon fuel storage facility, electrical distribution systems, and related facilities on Majuro Atoll to MEC for a fifty-year term starting from December 1996.

In November 1993, pursuant to a Cabinet Minute, the RMI leased the right for MEC to operate and manage the power generating and distribution system in Jaluit Atoll for a fifty-year term starting from December 1, 1996. In October 2000, through Cabinet action, MEC was contracted to develop, operate, and maintain power generation systems on Wotje Atoll.

Since around 2007, MEC has faced challenging times due to reduced working capital caused by Mobil Oil's decision to discontinue consignment fuel sales in 2004, along with significant increases in world fuel prices. These factors affected earnings from external fuel sales and power generation.

In October 2005, the RMI Cabinet approved the Pricing Template, allowing MEC to adjust electricity tariffs in line with world oil price movements without seeking Cabinet approval. This has enabled MEC to increase electricity prices to cover higher fuel costs.

MEC along with KAJUR will be the implementing agencies for the Project. MEC has extensive knowledge with WB policies and procedures, having successfully implemented the SEDeP Project, albeit this project was not completed under the WB ESF, but under the previous WB Safeguards Policies.

10.1.2. Kwajalein Atoll Joint Utility Resources Inc.

Since inception in 1990, Kwajalein Atoll Joint Utility Resources (KAJUR), Inc. has been responsible for managing, operating, and maintaining all utility services in the Kwajalein Atoll region, primarily for Ebeye Island. Utility services include the production and distribution of fresh water, electricity, and sanitation. In addition to these core functions KAJUR also provides other amenities, such as, rental of items that are otherwise unavailable to the local Ebeye community.

KAJUR's Mission is "to improve the quality of life of the people of Kwajalein Atoll by providing safe, reliable, economical, and sustainable utility services in affiliation with our customers, community, local government, and national government".

KAJUR is responsible for electrical operations and activities on Ebeye.

10.1.3. Project Implementation Unit

MEC has established a PIU that will be responsible for the day-to-day management of the Project. The functions of the PIU include:

- Financial management
- Procurement
- Consolidation of workplan and budget
- Financial audit
- Environmental and social risk management
- Monitoring, evaluation and learning.

An E&S Development Officer will be staffed in the PIU to provide support for implementing the E&S instruments and providing support in managing E&S risks under the technical oversight of the CIU E&S Team. When required, individual consultants with specific specialized skillsets and preferably familiar with WB operations will also be recruited to provide support to the PIU.

To avoid project implementation delay and reduce the timeline for training new staff, the SEDeP Project PIU staff will be retained as far a possible because of their previous knowledge of WB operations. They are also involved in project preparation. This will ensure they are familiar with

REGAIN and ultimately lead to smooth transition to implementation. The PIU already has experience in project management, procurement, financial management, E&S management, and monitoring and evaluation, and will remain under the leadership of MEC.

The key role within the PIU involved in implementation of E&S instruments is the PIU E&S Development Officer who will have the following responsibilities:

- Implement and monitor all stakeholder engagement strategies/plans for the project.
- Coordinate, facilitate, and where appropriate participate, in face-to-face stakeholder meetings.
- Oversee implementation of any recommended environmental and social mitigation measures set out in the E&S instruments.
- Prepare monthly and 6-monthly monitoring reports on E&S risk management for provision to the WB.
- Help to resolve any disputes that may arise in the Project, including grievances.
- Review ToR for sub-projects.
- Review task-specific E&S instruments prepared for sub-projects.
- Develop CESMP for Moderate-risk construction works
- Undertake any future revisions to the E&S instruments.
- Supervise physical works, carry out audits etc., to ensure environmental and social protection and mitigation measures are implemented by contractors.
- Provide MEC and KAJUR with training and capacity building support on E&S risk management including:
    - Review E&S risk management capacity in KAJUR and MEC
    - Prepare a safeguards capacity building plan as part of a REGAIN E&S Risk Management Plan.
    - Assess current, closed and proposed activities; ensure all ESMP actions are in place.
    - Audit closed/completed activities to identify any residual social or environmental issues such as legacy waste.
    - Align the REGAIN E&S Risk Management Plan with the REGAIN Project work plan.
    - Document future land access due diligence activities.
    - Prepare Solid Waste Management Code of Practice based on MEC waste management plan and provide training to MEC staff.
    - Assist KAJUR with E&S risk management including on-site storage of oil sorbents and spill kits, preparing a spill response plan and providing E&S training to KAJUR staff.
- Storing data (including grievance records), collating and interpreting stakeholder feedback.

10.1.4. Centralized Implementation Unit

The RMI Ministry of Finance has established a Centralized Implementation Unit (CIU) within the Division of International Development Assistance (DIDA). The CIU contains Procurement, Fiduciary, and Environmental and Social Risk Management expertise, supporting all WB projects in RMI. Project implementation responsibilities in each case remain with the Project Implementation Units (PIUs) or Project Management Units (PIUs) in each case.

For the purposes of this ESMP, the key roles within the CIU are an International Environmental Specialist, an International Social Specialist and at least one locally based E&S Officers, collectively the CIU E&S Team. The CIU E&S Team will provide technical E&S oversight to the PIU. This will include assistance in reviewing documents (such as CESMPs, ToR, etc.), advice in

resolving issues and providing induction to and support of the PIU E&S Development Officer.

10.1.5. World Bank

The WB E&S team will provide regular E&S risk management compliance monitoring and support for the duration of the project, remotely and during missions, and to build capacity for E&S implementation and stakeholder engagement. The WB team will also review the ToR for studies that are of a sensitive nature from an E&S perspective.

10.1.6. Construction Contractors

Construction contractors will be required to comply with the Project's E&S risk management plans and procedures, including this ESMP, as well as local legal requirements and this will be specified in the contractor's agreements. Contractor(s) will need to disseminate and create awareness within their workforce of E&S risk management compliance and undertake any staff training necessary for their effective implementation.

Contractor(s) will be required to comply with the specified ESMP (i.e., COESP or CESMP) and to take all necessary precautions to protect the environment and maintain the health and safety of their personnel and the community. The contractor(s) will appoint a health and safety representative at site, who will have the authority to issue directives for the purpose of maintaining the health and safety of all personnel authorized to enter and or work on the site, to take protective measures to prevent accidents, to ensure suitable arrangements are made for all necessary welfare and hygiene requirements, to undertake worker training.

Construction contractor(s) will provide the PIU weekly updates and monthly reports on E&S risk management through the duration of physical works.

10.2. Capacity Building

The objective of the REGAIN Project is to (i) increase renewable energy generation and (ii) improve the reliability or access tier level of electricity service in targeted main and outer islands.

Specific capacity building activities include:

- Provide MEC and KAJUR with a RE (solar) expert (engineering level) and an electrical engineer (with experience on distribution networks), be based in Majuro and Ebeye to train local MEC and KAJUR staff on RE design, operation, and maintenance.
- Fund an apprenticeship pilot—combining on-the-job training with external academic training—for an identified number of MEC and KAJUR staff to develop certified solar technicians, upskilled diesel operators, linemen, and other required semi-skilled workers.
- Facilitate internships.
- Encourage women's involvement in the energy sector by (i) considering a quota for the number of women included in the apprenticeship and internship intakes, and (ii) developing, and implementing policies, procedures, and practices, to be identified under the preparation of a women empowerment action plan, to attract and promotes retention of women.

- Engage a local E&S Development Officer in the PIU who will undertake activities set out in Section 10.1.3 of this ESMP:
- Fund citizen engagement activities.

With respect to the capacity of MEC to implement the WB ESF, it is important to understand that while the previous PIU staff are knowledgeable in WB operations from their experience on the SEDeP Project, the REGAIN Project (unlike the SEDeP Project) is subject to the WB ESF, and, as such, training of the PIU is required to provide awareness of the specific requirements of the WB ESF. The PIU will need ongoing support, training, and technical assistance to implement the Project E&S documents during project implementation. It is expected that this will be provided by the CIU E&S Team with support from the WB Task Team as required.

10.3. Budget

An indicative budget for implementing the ESMP, and SEP is provided in Table 12. These items are over and above those considered to be covered by normal operations and normal duties of the CIU E&S Team, which are covered by CIU budget. Contractors' E&S risk management costs will be incorporated into the Contractor's costs.

Table 12: E&S Implementation budget

Budget Item	Detail	Cost Estimate (US$) per Year
Stakeholder consultations	Catering, venue hire, media, materials, travel and accommodation costs (to visit project sites on neighboring islands), translation and interpretation services, etc.	15,000
Capacity development training, awareness raising including SEA/SH	Venue, stationery, refreshments, training materials and delivery.	10,000
Monitoring and reporting	Travel and accommodation costs (to visit project sites on neighboring islands) Report production costs (non-staff costs).	15,000
GRM related costs	Personnel, communication, transportation, office support costs include SEA/SH	5,000
PIU E&S Officer	To be staffed under the PIU	50,000
Total for 6 years		*570,000*

11. MONITORING AND EVALUATION

11.1. Internal Monitoring and Reporting

Monitoring and evaluation is essential to ensure successful implementation of the ESMP.

The PIU, with support from the CIU Safeguards Team, will be responsible for establishing a monitoring program that will monitor, measure and assess the implementation and overall success of the ESMP and recommended mitigation measures, including identifying issues and facilitating timely responses.

The PIU will ensure that all bid documents include:

(i) Reference to this ESMP;

(ii) Standard E&S Contract Clauses appropriate to the contract;

(iii) Roles and responsibilities are clearly explained; and

(iv) Suitable budgets are allocated.

In addition, for Construction Contractors, the PIU will ensure that bid documents include requirements for a works specific CESMP to be prepared in accordance with this ESMP.

Internal monitoring is to be reported six-monthly by PIU (with support from CIU Safeguards Team) for the overarching Project.

11.2. TA Monitoring and Reporting

During the design phases for works, the following key progress indicators are to be measured internally by the PIU on a monthly basis:

(i) Compliance with ESMP requirements for TAs;

(ii) The status of implementation of any recommended environmental and social mitigation measures; and

(iii) The findings of any review of TA outputs against ESMP recommendations.

A monitoring report will be included by the PIU in the six-monthly Project report with the assistance of the CIU Safeguards Team.

11.3. Construction Monitoring and Reporting

11.3.1. Monthly Monitoring

During the site preparation and construction phases for works, the following key progress indicators are to be measured internally by the PIU E&S Development Office, with support from the CIU E&S Team, on a monthly basis:

(i) Compliance with ESMP and CESMPs (and any other Contractor Plans required);

(ii) The status of implementation of any recommended environmental and social mitigation measures; and

(iii) The findings of monitoring programs.

Monitoring of environmental effects will be undertaken daily by the Contractor during construction, in accordance with Environment Monitoring procedures to be prepared by the Contractor and approved by the PIU and CIU Safeguards Team prior to commencement of construction works.

Monitoring by the PIU E&S Development Officer, with support from the CIU E&S Team, will be based on frequent visual observations of works construction activities, preparation of necessary plans and reports, engagement and consultation with stakeholders (as directed by the SEP), and reviewing and reporting on any project-related complaints and/or grievances.

Visual monitoring of a works site for adherence to environmental and safety controls should

include:

- Following of OHS protocols – PPE etc.
- Correct safety and other signage, including GRM information
- Correct storage of hazardous materials, diesel/hydrocarbons, paint, and other potential contaminants
- Site tidiness
- Waste, including segregation and disposal
- Inspection for evidence of ground and water pollution or contamination.
- Effectiveness of erosion and sediment controls (where appropriate)
- Provision and maintenance of worker WASH facilities.

Noise monitoring may be required as part of the weekly monitoring for works sites in close proximity to sensitive receptors. If excessive noise from machinery is suspected, noise monitoring is to be undertaken using a handheld noise meter at i) the works site, and ii) any sensitive receptors identified in close proximity to the works site (such as residential houses, schools, businesses, churches etc.), during the operation of machinery and construction activities.

The CIU Safeguard Team, and RMIEPA may also visit the site at any time to ensure adherence to the ESMP.

A brief monthly internal monitoring report will be prepared by the PIU, including the results of any other environmental monitoring specified in the works specific ESMPs and CESMP.

The results and findings from the monthly reports should be consolidated and summarized six-monthly until project construction works are complete.

11.3.2. Incident Reporting

Should an environmental incident, such as a spill of hazardous substances, occur during the course of site works, the Contractor Site Manager is to immediately notify the PIU Project Manager, who is then to forward notification of the incident to the CIU and RMIEPA in accordance with the procedures set out in Appendix 7. In summary, The Site Manager is to take prompt and immediate action to minimize any impact and where necessary, liaise with all relevant authorities. The Site Manager is to, in liaison with the PIU and CIU, direct an appropriate course of action and shall record the date, time and nature of the incident, full details of the causes and effects, further investigations to be undertaken, person responsible for such investigations, outcomes of the investigation, actions and resolution of the incident (including preventative measures implemented to prevent recurrence). Preventative measures are to be subject to monitoring and review. Incidents will be included in any audit reports during site works.

11.3.3. Works Completion Report

At the completion of works activities at each worksite, a completion audit is to be undertaken to establish whether the commitments set out in the ESMP and CESMP have been fully complied with during implementation. This report should detail any issues and resolution encountered during works implementation and any residual issues or management measures required. The report should also include photographs of site reinstatement.

The completion report will be carried out by the PIU, with support from the CIU Safeguards Team, and summarize whether the objectives set out in the ESMP and CESMP have been achieved.

11.3.4. Schedule of Construction Reporting

Reporting requirements during works construction are outlined in Table 13 below.

Table 13: Schedule of construction reporting

Report Type	Frequency of Submission	Responsibility	Submit to:
CESMP	Prior to commencement of works	Contractor	PIU Project Manager, PIU E&S Development Officer and CIU Safeguards Team
CESMP updates	As required	Contractor	
Other Contractor Management Plans (refer Section 6.3.3)	Prior to commencement of works	Contractor	
Updates to any Contractor Management Plans	As required	Contractor	
Monthly Construction Report	First week of month (for month prior)	PIU	
Incident reporting	Within 24 hrs of incident	Contractor (Site Manager)	PIU Project Manager, PIU E&S Development Officer and CIU Safeguards Team, then to EPA.
Complaints and Grievances Reporting	Within 24 hrs of grievance	Contractor (Site Manager)	PIU Project Manager, PIU E&S Development Officer and CIU Safeguards Team
Works Completion Report	After completion of works and reinstatement	PIU	

11.3.5. Six-monthly Project Monitoring and Reporting

Six monthly monitoring reports to be prepared by the PIU will include the following information:

(i) Status of each activity and the related environmental and social risks, including a summary of the findings from monthly reports on physical works;
(ii) Achievement of targeted indicators, including objectives attained and not attained during the period;
(iii) Issues or problems encountered, complaints/grievances received and progress with resolving the grievances;
(iv) EHS incidents, and progress with resolution and close out;
(v) Schedule for the next period.

11.3.6. Submission and Distribution of Monitoring Reports

The six monthly Monitoring Reports and Works Completion Report are to be circulated to project Stakeholders including MEC, KAJUR, CIU and the WB for review and feedback, so they are made aware of:

(i) The ESMP implementation progress; and
(ii) Any issues that may arise so as to take timely and appropriate action.

WB will provide implementation support for the Project on an on-going basis and visit RMI to monitor and evaluate progress. In-country mission support or virtual support will be provided every six months. The Project will undergo a mid-term review.

APPENDIX 1: INDICATIVE LOCATION OF PROPOSED WORKS

Majuro, Majuro Atoll

Prospective Sites for Majuro are set out in the following tables.

Sites are divided into three categories:

Confirmed Sites	New Roof Top structures already identified as feasible, where surveys have been undertaken and land use commitments have been verified.
Identified Sites	Surveyed but Feasibility and commitments to be confirmed
"Long List Sites"	Prospective locations for Solar PV installations but are yet to be surveyed, Subject to a thorough feasibility assessment and confirmation of land use commitments. This list is indicative only and is likely to change following further evaluations under the REGAIN Project.

Confirmed Sites - New Structures- Roof Top (Identified Feasible Sites with Commitments)

Ref.	Site	Building	PV Module(Wp)	Num of PV Module	Capacity of PV Module(kW)
1	Lekere	Basketball Court	455	208	94.64
2	Lobatl	Basketball Court	455	532	242.06
3		Car Park	455	224	101.92
4	Woja Ele School	Basketball Court	455	340	154.7
5	Jenrok	Basketball Court	455	198	90.09
6	Jejeikik Basketball Court & Rairok 1 Primary School	Basketball Court 01	455	198	90.09
7		Basketball Court 02	455	208	94.64
	Total			1908	**868.14**

Identified Sites - Feasibility and Land Use Commitments to be verified

Ref.	Site	Building	PV Module(Wp)	Num of PV Module	Capacity of PV Module(kW)
1	Assumption Catholic school	Basketball Court	455	208	94.64
2	Jeirok basketball court	Basketball Court	455	370	168.35
3	Long Island Utinban Court	Basketball Court	455	256	116.48
4	Baptist	Basketball Court	455	132	60.06
	Total			966	**439.53**

"Long List" Sites - Yet to be surveyed, feasibility not yet confirmed and commitments not yet verified

Site	Area		Estimated capacity (kW)	Comments
	(sq. ft.)	(m^2)		
Colleges				
USP New campus				
Main building	6,460	600	80	Two large buildings plus a tennis court
				Feasible site, can be added . Note USP planning its own PV installations on all campuses
Accommodation wing	5,380	500	60	Need roof plans
				Feasible site, can be added . Note USP planning its own PV installations on all campuses
Tennis court	10,230	950	100	Feasible site, can be added . Note USP planning its own PV installations on all campuses
College of the Marshall Islands				Multiple buildings.
				Already has 2x PV systems, total 111 kW
Site 1	7,000	650	118	
Site 2	5,380	500	91	
Site 3	5,380	500	91	
Basketball/volleyball courts				
CMI	7,100	660	92	Existing roof structure
Co-op school	9,420	875	123	Existing roof structure
5 x additional basketball courts	4,310	400	400	400 kW each
Other government buildings				
Hospital - new wing			50	For future projects. Only the new surgical wing is currently built. It is solar-ready. Other new buildings will also be "solar-ready" but it will be a few years before they are all completed
Hospital - car park			50	Apparently unavailable due to redevelopment
Airport - hangar	17,220	1600	224	Poor condition
Land based sites				
Government Park #1	21,530	2,000	200	Being used by an NGO but might be available for sheds, etc.
Government Park #2	0	0	0	Bank has a lease on this so will not be available
Radio tower island, near Ejit	46,280	4,300	350	Government-owned. Radio tower in the middle.. Some erosion problems have been identified at this site. Access on foot or by vehicle at low tide. Will be more costly for construction than other sites,

Site	Area		Estimated capacity (kW)	Comments
	(sq. ft.)	(m^2)		
				and env issues need investigation. Shading from guy wires. Not shortlisted but can be considered for future projects.
Reservoir playground	23,680	2,200	200	Cannot demolish playground, but sheds possible
				More work than other sites so not shortlisted
Reservoir reclaimed land, lagoon side	47,360	4400	440	Currently used for recreation. Shed structures may be needed
				Shading from trees, trimming needed
				Initially shortlisted, removed later
Airport West	50,590	4,700	470	Initially shortlisted, but concerns about other uses for the site and leasing. Could be considered for future solar projects if other activities don't go ahead.
NTA land	32,500	3,000	300	Rooftop sites have been prioritized. Need to assess recreational use of the land
Reservoirs - floating estimate				
Hospital reservoir	9,690	900	150	
Floating solar - near fish farm	107,640	10,000	1,000	
TOTAL Capacity			**4589**	

Neighboring Islands

Prospective locations for REGAIN works on the Neighboring Islands are described in the following table. These locations are indicative and are subject to change once the REGAIN Project is under implementation and detailed technical evaluations have been undertaken.

Islands and Atolls	Potential Locations	Potential Generation
Rongrong, Majuro Atoll	• School gymnasium (limited potential subject to structural strength) • Areas at the edge of the school grounds which might be suitable for ground-mounted PV installations; • Basketball court at the school – would need installation of support structure over court. • An area comprising approximately 100 m x 50 m to the northwest side of the school ground, behind the chapel.	100-200 kW from combined inputs.
Arno, Arno	• TO COME	
Ine, Arno	• TO COME	

Islands and Atolls	Potential Locations	Potential Generation
Ebeye and Guegeegue, Kwajalein Atoll	• Several basketball courts that could be augmented for Solar PV by installing purpose-made roof structures • Guegeegue - possible rooftop areas plus some clear land and basketball courts for PV. at and near to the High School (Father Leonardo Catholic), subject to agreement with land users. • More than 200m of sidewalk structures on the eastern side of Ebeye.	400kW High School; 200kW basketball courts in Ebeye; and 50-100 kW from sidewalk structures.
Wotje, Wotje Atoll	• adjacent to the MEC power plant (approximately 2,000 m2) • At the Northen Islands High School where there are several clear land spaces, plans for new dormitories and basketball court area which might be appropriate with support structures.	300kW at the MEC site and 300-400kW at the school.
Jabwor, Jaluit	• Potential solar PV locations on Jabwor, Jaluit Atoll include: • adjacent to the MEC power plant (approximately 1,000 m2) • Jaluit High School contains several clear land spaces plus a basketball court.	200kW at the MEC site and 300 to 400kW at the school.
Kili	• Limited amount of clear land available in Kili for solar PV installations. Potential sites include: • Potential for ground-mounted PV around or near to the sports field. • Carport-type arrangements around the sports field. • Roof structure over basketball court at Elementary School	75kW ground mounted; 100 - 200kW from further land if available, and from basketball courts.

APPENDIX 2: ENVIRONMENTAL AND SOCIAL SCREENING CRITERIA - CIVIL WORKS AND RENOVATION ACTIVITIES

FORM 1 – Environmental and Social Screening

(To be completed by the PIU E&S Officer)

Timing: To be completed prior to finalization of Bid Documents for Project Works; prior to final ToR, prior to final scope of work and budget.

Purpose:

1) To scope potential environmental and social risks from proposed works, activities and TA activities (Form 2)
2) To Inform E&S Assessment and Management Plan Requirements/Inclusion on Bid Document (Form 3)

Name of Works:	
Location of Works:	
Date of Form Completion:	
Name of Person Completing Form:	
Date of Site Visit (if applicable): Include reason for not visiting site	
Agencies or People consulted to date (to inform completion of form):	
Attached concept description (circle one)	Yes / No

Risk Rating

E&S risks associated with civil works, construction and/or renovation activities will be evaluated according to Form 2 and rated **Low**, **Moderate**, **Substantial** and **High** based on the following four elements[22]:

a) Sensitivity of E&S receptors and scale of works, operations, demand for resources, creation of waste and emissions, sensitivity of vulnerable persons.
b) The nature and magnitude of impacts (duration, intensity, reversibility, complexity) and possibility of mitigation measures.
c) Capacity of the PIU, RMI legislation and availability of resources to manage E&S risks.
d) Contextual risks – COVID-19, remoteness from markets for expertise, equipment or services.

Risk Ratings will be applied using the activity risk ratings for Forms 2 and 3 as follows. **Substantial** and **High** risk activities / sub-projects will not be supported by the project.

There is one exception to these requirements, relating to sourcing of aggregates for construction works. Local sourcing of aggregates may only take place subject to the following requirements:

i. identification in the Sustainable Aggregates Study that such sourcing will be sustainable;

[22] World Bank. 2019. Bank Directive. Environmental and Social Directive for Investment Project Financing.

ii. prior approval from GoRMI that such source(s) are acceptable; and

iii. confirmation that the proposed extraction operation complies with ESS1 (including preparation of an ESA and ESMP for that operation), and is in general accordance with WB EHS Guidelines.

Criteria for Screening Forms 2 and 3	**Sub-Project Risk Rating** (Highest risk rating applies)
Minor or less than minor risk to E&S receptors incl. vulnerable persons (not including SEA/SH risks – see below); minor scale works; (unmitigated)	Low
More than minor risks to sensitive E&S receptors incl. vulnerable persons; minor scale works; but all risks can be suitably mitigated.	Moderate
Large Scale Earthworks (unmitigated)	Substantial
Biodiversity risks – more than minor (e.g., potential impacts to sensitive marine habitat) - (unmitigated)	Substantial (not supported unless discussed with WB and ESS6 review completed)
Cultural heritage risks (unmitigated)	Substantial
Issues with land, assets and / or livelihoods that may lead to social conflict.	Substantial
Large scale impacts on land owners and occupiers and asset owners/users.	High
Any SEA/SH, GBV, VAC or other risk for vulnerable persons.	High

FORM 2 – Environmental and Social Screening – Potential Impacts

Form 2 – E&S Risk Screening Potential Impact	Potential Impact (without mitigation) (✓)				Describe/Comment on significance
	Low	Moderate	Substantial	High	
Physical Works					
Does design of proposed works incorporate design-related E&S risk mitigation wherever possible?					D Yes D No If "YES" continue to next rows in this Table. If "NO" Revert to designer to ensure design has taken into account E&S Risk mitigation.
Do proposed works/services entail construction activities or physical works?					D Yes D No If "YES" continue to next rows in this Table. If "NO" proceed to Social Impact Screening (Part 3 of this Table)
Dust / noise / vibration impacts on sensitive receptors (e.g. hospital patients, school children, residential communities, businesses, essential services etc.).					
Generation and discharge of solid and liquid waste (e.g. spoil, refuse, domestic waste/ wastewater, hazardous substances etc.).					
Is construction material required for the design (e.g., rock/ aggregate/ cement) being sourced from external sources (note that sourcing aggregates					D Yes D No *Describe*

Form 2 – E&S Risk Screening Potential Impact		Potential Impact (without mitigation) (✓)				Describe/Comment on significance
		Low	Moderate	Substantial	High	
	locally is not permitted)? Materials sourced from coral rock and coastal sand mining is also not permitted.					
2.0	**Ecological**					
2.1	Loss of terrestrial, coastal, or aquatic vegetation and/or habitat.					
2.4	Could an alternative design be explored to decrease / avoid ecological impacts or improve ecological outcomes?					D Yes D No *Describe:*
3.0	**Social Impacts**					
3.1	Will proposed works be undertaken on land for which appropriate legal occupation rights are held?					D Yes D No If "YES" provide copy of documentation. If "NO" do not proceed
3.2	Will proposed works cause physical or economic displacement?					D Yes D No If "YES" do not proceed.
3.3	Potential for outcome of activities to lead to SEAH/SH, VAC or GBV impacts.					
3.4	Disproportionate impacts on vulnerable groups, including women, children and people with					

Form 2 – E&S Risk Screening Potential Impact		Potential Impact (without mitigation) (✓)				Describe/Comment on significance
		Low	Moderate	Substantial	High	
	disabilities, including any potential disruption to services.					
3.5	Risks to community health & safety from proposed works (i.e., communities near work site), from waste management.					
3.6	Risks posed to the community from the construction workforce (e.g., imported/migrant labor related risks), including SEA/SH, GBV and VAC.					
3.7	Potential negative impacts on community relations (i.e., conflict) due to Project works or outcomes?					
3.8	Risk to cultural heritage sites or resources.					
4.0	**Resource Efficiency and Pollution Prevention**					
4.1	Do works/activity involve or promote the sustainable use of resources, including energy, water and raw materials.					D Yes D No *Describe:*
4.2	Do works/activity avoid or minimize adverse impacts on human					D Yes D No

Form 2 – E&S Risk Screening Potential Impact		Potential Impact (without mitigation) (✓)				Describe/Comment on significance
		Low	Moderate	Substantial	High	
	health and the environment by avoiding or minimizing pollution from Project activities.					*Describe:*
4.3	Do works/activity avoid or minimize Project-related emissions of short and long-lived climate pollutants.					D Yes D No *Describe:*
4.4	Do works/activity avoid or minimize generation of hazardous and non-hazardous waste.					D Yes D No

5.0 Overall Determination of Risk Status

Notes:

1. Describe overall works/activity risk status and identify any particular risk areas of significance

2. Identify instruments required

On completion move to Form 3.

FORM 3 Agreed Environmental and Social Documents Required

(To be completed by PIU E&S Development Officer,)

Timing: To be completed after completion of Form 2

Purpose:

1) To confirm which ESMPs are to be prepared and/or implemented for the works
2) To confirm which additional management plans are to be prepared by the Contractor.

Name of Works:	
Location of Works:	
Date of Form Completion:	
Name of Person Completing Form:	
Name of Person Approving:	

For Project activities or works categorized in FORM 2 as Low Risk, a COESP Approach is to be adopted.

For Project activities or works categorized in FORM 2 as Moderate Risk a CESMP is to be prepared/required in Bid Documents for civil works, construction and renovations. The proposed activity will require (check one):

For Project activities or works categorized in FORM 2 as Substantial or High Risk, Project elements to be redesigned and rescreened to reduce the risk back to Low or Moderate.

There is one exception to these requirements, relating to sourcing of aggregates for construction works. Local sourcing of aggregates may only take place subject to the following requirements:

i. identification in the Sustainable Aggregates Study that such sourcing will be sustainable;

ii. prior approval from GoRMI that such aggregate source(s) are acceptable; and

iii. confirmation that the proposed aggregate extraction operation complies with ESS1 (including preparation of an ESA and ESMP for that operation), and is in general accordance with WB EHS Guidelines.

☐ COESP for Low Risk Works

☐ CESMP for Moderate Risk Works

☐ ESA and ESMP for aggregate extraction

Signature: **Approver Signature:**

Name: **Approver Name**

Date: **Date**

APPENDIX 3: CODE OF ENVIRONMENTAL AND SOCIAL PRACTICE - TEMPLATE FOR LOW RISK WORKS

For works that are assessed as Low Risk in Screening, the following Code of Environmental and Social Practice (COESP) and associated mitigation measures will be implemented to avoid and minimize environmental and social risks and impacts related to Low Risk works following screening in accordance with this ESMP.

For each works activity, the PIU E&S Development Officer, with support from the CIU E&S Safeguards Team, will complete Column 5 of the COESP form below. The Contractor will then be required to adopt the measures stated in each case. The PIU E&S Development Officer, will then audit performance against required measures and report accordingly to the PIU and CIU E&S Team.

Table A-1 Codes of Environmental Practice for Low risk works

	Environmental and Social Issues	Action Code	Mitigation actions to prevent negative impacts	Applicable? (Y/N)	Completed at Audit? (Y/N)
01.	Site clearance and land disturbance	0101	Minimize the removal of trees and plants.		
		0102	Community consensus on site selection		
		0103	Site is away from habitats such as bird roosting and nesting grounds		
		0104	Use of heavy machinery conducted by trained persons only		
		0105	No disturbance of land until confirmation that land is able to be used		
		0106	Stop any activity if ecologically sensitive areas are disturbed		
		0107	Replant any plants, fruits trees or medical herbs that were cut duringsite clearance.		
		0108	Stop any activity if cultural heritage sites are uncovered, follow Chance Find Procedures and contact relevant authorities		
02.	Noise disturbance	0201	Consult community regarding appropriate timing of noisy activities and avoid noisy activities at night		
		0202	Use noise-control methods (barriers/ shelter/ muffling devices)		
		0203	Minimize project transportation, particularly heavy vehicles, through residential areas		
03.	Air quality	0301	Do not burn debris or waste materials in proximity to village or site		
		0302	Reduce dust generation through application of water where practical		
		0303	Cover stockpiled materials and secure debris with tarpaulins		
		0304	Limit heavy vehicle movements and idling		
		0305	Identify hazardous materials to be handle only by qualified or appropriately trained persons		
04.	Soil erosion and contamination	0401	Prepare Erosion and Sediment Control Plan		
		0402	Limit ground disturbance to and minimize removal of trees and plants.		
		0403	Construct temporary structures / barriers to control erosion		
		0404	Stabilize cleared area before construction as appropriate		
		0405	Avoid construction on unstable soils		
		0406	Re-vegetate cleared areas immediately postconstruction		
		0407	Confine construction site with trench or bund (mound) to avoid surface runoff from entering surrounding environments.		
		0408	Do not discharge water in areas that are steep and unstable.		

	Environmental and Social Issues	Action Code	Mitigation actions to prevent negative impacts	Applicable? (Y/N)	Completed at Audit? (Y/N)
		0409	Construct proper drainage systems to divert water away from activity site and other sensitive environments.		
		0410	Stop any activity that is causing excessive erosion and turbidity		
		0411	Follow proper Pest Control for importation of materials		
05.	Water (surface water run-off, turbidity, contamination)	0501	Natural water flows should not be altered or changed		
		0502	Prepare Spill Contingency Plan		
		0503	Construct proper drainage systems		
		0504	Keep waste and hazardous materials away from water bodies		
		0505	Manage site safety to avoid contamination of drinking water fromwaste materials and pollutants		
		0506	Do not discharge solid or liquid wastes in waterways or on coastal environment		
		0507	Avoid sedimentation of waterways and coastal areas through erosion control methods		
			Manage construction waste to avoid impacts		
06.	Waste (solid and hazardous)	0601	Hazardous materials handled with protective equipment by trained persons only, and securely stored		
		0602	Waste management plan - wastes to be recycled/reused where possible. Remaining significant waste to be exported – avoid/minimize use of existing landfills		
		0603	Protocol for accidental spillage is in place		
		0604	Indicate hazards through signs, pictures and labels		
		0605	Do not use or store chemicals, pesticides or fertilizers		
07.	Visual	0701	Revegetate areas as soon as possible		
08.	Extraction of materials	0801	Source sand, rocks and gravel from approved location		
09.	Natural Hazards	0901	Consider long-term climatic affects and seasonal extremes on location and materials		
		0902	Limit use of heavy machinery by trained persons only		
10.	Community and worker safety	1001	Code of Conduct - awareness induction re risks and obligations for Gender Based Violence, Sexual Exploitation, Abuse, Harassment and Violence against Children.		
		1002	Community engagement		
		1003	Proper management of hazardous materials and waste		

	Environmental and Social Issues	Action Code	Mitigation actions to prevent negative impacts	Applicable? (Y/N)	Completed at Audit? (Y/N)
		1004	Awareness of dangers on site and OHS requirements		
		1005	Locked storage of fuels, paints and chemicals (cool, dry shed)		
		1006	Contain mixing area for cement to avoid spillage andcontamination of surrounding environment.		
		1007	Traffic Management Plan to be prepared		
		1008	Keep extra materials stockpiled in a safe place undercover, away from walkways		
		1009	Awareness of worker rights, No workers under 18 to be engaged in hazardous activities, No forced labor		
11.	Land Access	1101	Confirm that land acquisition if necessary involves only Government land, lease documents have been sighted, proposed land use is compatible with lease documentation and land owner approval obtained.		
12.	Social Impact	1201	Ensure outside workers respect the code of conduct for construction activities in the community through briefing session		
		1202	Subproject activity does not conflict with any person's livelihood		
		1203	Identify community members with key responsibilities for project implementation		
		1204	Grievances resolved using the grievance redress mechanism		
		1205	Discontinuation of project if conflict arises and exit strategy followed		
		1206	Chance Find Procedures to be established		

APPENDIX 4: CONTRACTOR ESMP TEMPLATE FOR MODERATE RISK WORKS

This template is relevant for civil works and renovation activities associated with a risk rating of Moderate that requires a Contractor Environmental and Social Management Plan (CESMP).

The Contract must also comply with relevant requirements of the Project LMP as set out in the Project ESMP.

Use this template as an indicative guide for preparing a CESMP that will satisfy the Project ESMP and World Bank ESF requirements. It is the responsibility of the Contractor to ensure that the CESMP complies with all requirements. PIU, supported by CIU, will conduct review of the CESMP and submit to WB.

---

1. INTRODUCTION

2. OVERVIEW

- A brief overview of the Project, environmental and social context and purpose of the CESMP.

3. PROJECT DESCRIPTION

- Site information that is relevant for the design.

4. REGULATORY CONTEXT

- Marshall Islands Legislation - Solid Waste Regs 1989, Earthmoving Regs 1988, 1994, 1998
- World Bank ESF

5. OCCUPATIONAL HEALTH AND SAFETY

5.1 Republic of the Marshall Islands

- In the absence of local legislation, OHS under this Project will be regulated through the World Bank Group's Environmental, Health, and Safety Guidelines.

5.2 World Bank General Environmental, Health, and Safety Guidelines

- The World Bank Group's General Environmental, Health, and Safety Guidelines (EHS Guidelines) (World Bank Group, 2007) represent good international practice for managing occupational health and safety (OHS) risks. The EHS Guidelines contain the performance levels and measures that are generally considered to be achievable in new facilities by existing technology at reasonable costs. The fundamental premise for OHS under the EHS Guidelines is that "Employers and supervisors are obliged to implement all reasonable precautions to protect the health and safety of workers" and that "Companies should hire contractors that have the technical capability to manage the occupational health and safety issues of their employees…".
- The overall OHS philosophy embodied in the EHS Guidelines is as follows:
  - Preventive and protective measures should be introduced according to the following order of priority:.
  - Eliminating the hazard by removing the activity from the work process. Examples include substitution with less hazardous chemicals, using different manufacturing processes, etc.
  - Controlling the hazard at its source through use of engineering controls. Examples include local exhaust ventilation, isolation rooms, machine guarding, acoustic insulating, etc.
  - Minimizing the hazard through design of safe work systems and administrative or institutional control measures. Examples include job rotation, training safe work

procedures, lock-out and tag-out, workplace monitoring, limiting exposure or work duration, etc.
    - Providing appropriate personal protective equipment (PPE) in conjunction with training, use, and maintenance of the PPE.
- The EHS Guidelines also require that prevention and control measures to minimize occupational hazards should be based on comprehensive job safety analyses (JSA). The CSU Safeguards Team will assist the contractor in undertaking the JSA and preparing its Safety Management Plan.

6. ENVIRONMENTAL AND SOCIAL MANAGEMENT ROLES AND RESPONSIBILITIES

6.1 Environmental Roles and Responsibilities

6.2 Environmental and Social Training

7. POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS AND RISKS

7.1 Asbestos Containing Material

- The Secretariat of the Pacific Regional Environment Programme (SPREP) undertook a comprehensive asbestos survey across Majuro in 2014[23]. In this survey, 23 non-residential buildings were visited and inspected for asbestos. No evidence was reported of any asbestos fibers present. Refer to this study to determine relevance.
- Contractors to nevertheless screen for asbestos in all buildings being worked on (Majuro and elsewhere) and advise MWIU and RMIEPA if any are found. MWIU/RMIEPA to advise on asbestos handling and disposal protocols. No new works are to involve use of asbestos-containing materials.

7.2 Land Access

- All works are to be undertaken within the existing footprint of Government land or other leasehold land for which a valid lease must be cited. No land acquisition is provided for under the REGAIN Project.

7.3 Community and Occupational Health and Safety

7.3.1 Community Health and Safety

- The potential risks to community health and safety are associated with the Project's construction phase and would mainly comprise minor dust and noise impacts and pedestrian/traffic hazards.
- Particular attention to be given to impact and nuisance to sensitive parties.

7.3.2 Occupational Health and Safety

- The extent and duration of works, the likely workforce involved, traffic volumes and scope of works will inform the likely level of OHS hazards from particular construction activities.

7.4 Gender-based violence (GBV), sexual exploitation, abuse, or harassment (SEAH)

- Need to make explicit provision for attention to Project-related gender-based violence (GBV), sexual exploitation, abuse, or harassment (SEAH), or violence against children (VAC).

7.5 Waste Management

- Any management of waste will need a specific waste management plan prepared, with minimization and recycling/reuse as well as treatment and disposal in accordance with

[23] SPREP (2015) "Survey of the Regional Distribution and Status of Asbestos-Contaminated Construction Material and Waste - Best Practice Options for its Management in Pacific Island Countries. Report for the Republic of the Marshall Islands". May 2015

the Project ESMP. This is for construction or for services where waste will be produced.

- While the waste quantities are expected to be limited it is important that all waste is stored, handled and disposed of securely to ensure no leakage into the environment. No hazardous waste is anticipated, with the exception of asbestos waste which is unlikely to be encountered.

7.6 Water Quality Impacts

- Evaluate potential for marine and freshwater quality impacts.

7.7 Vegetation Impacts

- Evaluate potential for vegetation impacts.

8. MITIGATION

The following environmental, social, health and safety measures including SEA/SH related measures shall be incorporated in CESMP procedures.

8.1 General

- The Contractor shall comply with the Statutory Regulations in force in Republic of the Marshall Islands regarding environmental protection and waste disposal and shall liaise with the responsible national environmental authorities.

8.2 Potential Asbestos Containing Material

- If, during the course of construction, materials, structures or other infrastructure is discovered that has the potential to contain asbestos the Contractor should immediately cease works and contact the Safeguards Adviser for advice.

8.3 Worker and Community Health and Safety

8.3.1 Workers

- The Contractor shall at all times implement all reasonable precautions to prevent and reduce accidents and injuries to staff and workers and protect the health and safety of the community.
- The Contractor shall prepare and implement a Worker Health and Safety Plan commensurate with the identified health and safety hazards.
- The Contractor shall at all times provide and maintain construction plant, equipment and systems of work that are safe and without risks to health. This shall include maintaining equipment, engines, and related electrical installations in good working order; maintaining a clean and tidy work space; providing guards and rails, signals and lighting; providing work site rules, safe working procedures and allocating appropriate places to carry out the work.
- The Contractor shall provide, at his/her own expense, the protective clothing and safety equipment to all staff and labor engaged on the Works to the satisfaction of the Engineer. Such clothing and equipment shall include, as a minimum:
  - high visibility vests for workers directing traffic.
  - protective boots and gloves for the workforce undertaking excavation works.
- If the Contractor fails to provide such clothing and equipment, the Employer shall be entitled to provide the same and recover the costs from the Contractor.
- All the Contractor's personnel shall, before commencing work, have an induction course on safety and health at the site. The information and training shall be on the site and have duration of at least two hours.

- The Contractor shall enable workers to refuse unsafe work environments with no repercussions.
- The Contractor shall prepare and implement a Traffic and Pedestrian Management Plan to ensure that any hazards caused by the works are adequately managed.

8.3.2 Community

- Contractor to consult with adjacent landowners prior to commencement of work on site, as directed by the SEP.
- Undertake meaningful consultation with stakeholders in line with the SEP to enable questions and concerns in regard to activities to be raised.
- Temporary signage and boundary fences are to be used to deter pedestrian access into construction areas.
- Inform the community of works activities, timing and the GRM process.
- Contractor OHSP to include the requirement to educate all site staff on the prevention and treatment of communicable diseases including dengue, zika, hepatitis, HIV/AIDS and Covid-19.
- All contractor site staff required to sign a Code of Conduct (CoC) (see Appendix A of this ESMP) which outlines acceptable behavior for the workers and their role, including reference to GBV, SEA/SH – also to awareness workshops on induction.

8.4 Waste Management

- The Contractor shall, at all times, keep the construction area, including storage areas used, free from accumulations of waste materials or rubbish.
- The contractor shall prepare a waste management plan for storage and disposal of wastes in accordance with the REGAIN Project ESMP.
- Solid wastes will be managed by firstly considering whether they can be reused, refurbished, or recycled, then sending all solid waste to Majuro for possible reuse, refurbishment, or recycling there. Material unable to be reused or recycled on Majuro will be sent to an authorized overseas facility due to limitations with landfills in RMI.
- All waste shall be stored, handled and disposed in accordance with the requirements of the Solid Waste Regulations 1989 or as otherwise directed by the Engineer.
- All waste water and sewage from construction facilities shall be managed in accordance with local government regulations, and where and when such regulations require it the Contractor shall obtain a permit or other appropriate documentation approving the storage, treatment and disposal methods being used.

8.5 Prevention of Water and Air Pollution

- The Contractor's construction activities shall be performed by methods that will prevent entrance, or accidental spillage, of solid matter, contaminants, debris, and other pollutants and wastes into marine waters and underground water sources. Such pollutants and wastes include, but are not restricted to, refuse, garbage, cement, sanitary waste, and oil and other petroleum products.
- The Contractor shall prepare an Erosion and Sediment Control Plan in accordance with the scope and scale of impacts likely to arise.
- Excavated materials or other construction materials shall not be stockpiled or deposited near or on waterbody perimeters or in a position where stormwater runoff can entrain sediment and cause turbidity in waterbodies.
- Wastewaters from concrete preparation, or other construction operations, shall not

enter waterbodies without the use of control methods such as sediment filters.

- During the conduct of construction activities and operation of equipment, the Contractor shall utilize such practicable methods and devices as are reasonably available to control, prevent, and otherwise minimize atmospheric emissions or discharges of air contaminants.
- Equipment and vehicles that show excessive emissions of exhaust gases due to poor engine adjustments, or other inefficient operating conditions, shall not be operated until corrective repairs or adjustments are made.
- During the performance of the construction works the Contractor shall carry out proper and efficient measures wherever and as often as necessary to reduce the dust nuisance, and to prevent dust which has originated from its operations from damaging dwellings, or causing a nuisance to persons.

8.6 Spill Contingency Plan

- The Contractor shall prepare a Spill Contingency Plan incorporating procedures for leaks and spills involving:
  - Oils and Hydrocarbons;
  - Other materials such as cement.
- All Contractor staff involved in the handling of fuel must be trained in spill and emergency procedures.
- Management must organize suitable training.
- Evidence of training should be held on site for inspection / auditing purposes.
- Site personnel to familiarize themselves with the procedure and necessary actions shall be included in staff training undertaken by the Contractor.
- Spill response to be sub-divided into two response categories:
  - Simple spills of that can be managed immediately by the person present on site (these do not constitute an environmental emergency); and
  - More complicated spills that may require additional resources or specialist skills for containment and rehabilitation.
- Spill kits available and designed for fuel spills.
- Spill kits stored adjacent to fuel storage areas and high risk spill areas.
- Staff trained in use of spill kits.
- Immediately contain any spill to prevent contamination of soils and waterways.
- Immediately inform Management and PIU of any spill.
- Remove contaminated material and dispose off-site in accordance with advice from CIU E&S Safeguards Team or RMIEPA.

8.7 Preservation of Vegetation

- All trees and other vegetation shall be preserved and shall be protected from damage by the Contractor's construction operations and equipment.
- Movement of labor and equipment for access to the work shall be performed in a manner to prevent damage to vegetation or property.

8.8 Construction Facilities

- The Contractor's workshops, office, and yard area shall be located and arranged in a manner to preserve trees and vegetation and minimize impacts to local communities.
- On completion of works, all temporary buildings, including any concrete footings and slabs, and all construction materials and debris shall be removed from the site.

8.9 Unlawful land access or land acquisition

- Determine the location of any customary land

- Works to avoid customary land

8.10 Project-related gender-based violence (GBV), sexual exploitation, abuse, or harassment (SEAH)

- Contractor to Sign Code of Conduct provided in Project LMP [Appendix 6 of Project ESMP]
- GBV/SEAH awareness training including on SEA/SH provisions in Code of Conduct
- Grievance mechanism includes referral pathways for grievances related to SEA/SH

9. GRIEVANCE REDRESS MECHANISM

- Complaints may be raised directly with Contractor's staff who will endeavor to address complaints immediately. If this is not possible the complaint will be escalated to the REGAIN Designated Contact Person (DCP) – usually to Project Manager.
- All direct complaints will be notified to the DCP by Contractor's staff within 6 hours of the complaint being received.
- The DCP will immediately determine if the complaint relates to a serious or sensitive matter. If it does, the DCP will immediately refer the matter to the MEC Chief Executive Officer for further investigation and resolution. The DCP will notify the Centralized Implementation Unit (CIU) of the RMI Ministry of Finance and the World Bank. "Serious or sensitive matters" refer to issues involving potential criminal activity, political interference, conflicts of interest, corruption, land claims, gender-based violence (GBV), sexual exploitation, abuse, or harassment (SEAH) violence against children (VAC) or human trafficking (HT).
- In the case of potential criminal activity, it is important that REGAIN GRM processes do not impede investigation by the appropriate authorities. In situations involving land disputes or claims, the matter will be referred to the Project Steering Committee for immediate attention.
- If the concern is related to GBV or SEAH, the Project will first seek to ensure that the victim is safe and has access to required support services. For these reasons, a referral will be made to the WUTMI Weto in Mour: Violence against Women and Girls Support Service.
- If the DCP determines it relates to a non-Project matter the DCP shall refer the complainant to a relevant external complaints procedure.
- After determining the grievance is project related but is not of a serious of sensitive nature, the DCP will endeavor to resolve the complaint within one (1) day for complaints about day to day works and in any event within two (2) weeks. If resolution cannot be achieved, the DCP will refer the matter to the REGAIN Project Coordinator who will take earnest action to resolve complaints at the earliest time possible by liaising directly with representatives of MEC as appropriate. The aggrieved party should be consulted and informed of the course of action being taken, and when a result may be expected. Reporting back to the complainant will be undertaken within a period of two weeks from the date that the complaint was received.
- If the Project Coordinator is unable to resolve the complaint to the satisfaction of the aggrieved party, the complaint will then be referred to the MEC Chief Executive Officer for resolution within 1 month of referral.
- Should measures taken by the MEC Chief Executive Officer fail to satisfy the complainant, the aggrieved party is free to take his/her grievance to the RMI Court, and the Court's decision will be final.
- The DCP will be responsible for ensuring that, on receipt of each complaint, the date,

time, name and contact details of the complainant (unless anonymous), and the nature of the complaint are recorded in the Complaints/Feedback Register along with the measures to resolve the issue.

APPENDIX 5: CHANCE FINDS PROCEDURE – CULTURAL HERITAGE AND UXO

When a person working on the project discovers a cultural heritage site or item, or any item of unexploded ordinance (UXO) the following procedures should be followed:

1. Stop the activities in the area of the chance find.
2. Delineate the discovered site or area (e.g., fencing).
3. Secure the site to prevent any further disturbance, damage or loss.
4. Notify PIU and MEC.
5. Prohibit the collection of objects by any person.
6. For chance find of cultural heritage item:
    a. In cases of human remains, arrange for a guard to watch the site until the police, local government and / or person with delegated authority takes over.
    b. Notify the local government and RMI Historic Preservation Office within 24 hours (and police if it is human remains).
    c. Any objects that are found must be handed over to the Historic Preservation Office.
    d. Project works can resume only after instruction is provided from the Historic Preservation Office.
7. For chance find of UXO:
    a. Notify the local government, National Police Force and MEC as soon as possible.
    b. Follow instructions from National Police Force relating to disposal of UXO.
    c. Project works can resume only after instruction is provided from National Police Force and MEC.

APPENDIX 6: LABOR MANAGEMENT PROCEDURE (LMP)

Republic of the Marshall Islands:

Renewable Energy Generation and Access Increase (REGAIN) Project

P181250

LABOR MANAGEMENT PROCEDURE

Marshalls Energy Company as Implementing Agency
March 2024

Prepared for the Government of the Republic of Marshall Islands by the Centralized Implementation Unit of the RMI Division of Development Assistance (DIDA)

Acronyms and Abbreviations

BESS	Battery Energy Storage System
CIU	Centralized Implementation Unit
CoC	Code of Conduct
COESP	Code of Environmental and Social Practice
DIDA	Division of International Development Assistance
E&S	Environmental and Social
ESCP	Environmental and Social Commitment Plan
ESF	Environment and Social Framework (World Bank)
ESMP	Environment and Social Management Plan
ESS	Environment and Social Standard
GBV	Gender Based Violence
GoRMI	Government of the Republic of the Marshall Islands
GRM	Grievance Redress Mechanism
IA	Implementing Agency
ILO	International Labor Organization
JHA	Job Hazard Analysis
LMP	Labor Management Procedure
MEC	Marshalls Energy Company (Project Implementing Agency)
MOF	Ministry of Finance (Borrower, Executing Agency)
OHS	Occupational Health and Safety
PDO	Project Development Objective
PIU	Project Implementation Unit
PSC	Project Steering Committee
PS1	MEC Power Station 1, Majuro
RMI	Republic of the Marshall Islands
RMI REGAIN	RMI Renewable Energy Generation and Access Increase Project
SEDeP	Republic of the Marshall Islands Sustainable Energy Development Project.
SEP	Stakeholder Engagement Plan
SEA/SH	Sexual Exploitation and Abuse / Sexual Harassment
SHS	Solar Home Systems
SOP	Standard Operating Procedures
ToR	Terms of Reference
VAC	Violence Against Children
WB	World Bank
WUTMI	Women United Together Marshall Islands

Executive Summary

The Government of the Republic of the Marshall Islands (GoRMI) has requested support from the World Bank (WB) for the Republic of the Marshall Islands Renewable Energy Generation and Access Increase (REGAIN) Project ('the Project') following on from the WB-funded Republic of the Marshall Islands Sustainable Energy Development (SEDeP) Project. The Ministry of Finance is the Borrower and Executing Agency, and the Project will be implemented by the Marshalls Energy Company.

The Project is intended to increase the share of renewable energy generation and improve electricity operations the reliability or access tier level of electricity service in targeted main and neighboring islands.The Project is expected to commence in late 2024, and to run for a period of 6 years.

This Labor Management Procedure has been prepared to meet the requirements of the World Bank's Environmental and Social Standard 2 (Labor and Working Conditions), and to satisfy a project financing requirement. The document provides information and guidance on the following:

- Project activities
- Number and types of workers required to support the Project
- Labor regulations
- Expected labor-related risks and mitigations
- Policies and procedures for managing labor-related risks
- Process for managing worker grievances
- Implementation responsibilities.

The Project will employ direct government workers (public servants who will be involved in Project implementation), other direct workers (persons contracted to the Project on a full-time and part-time basis), and contracted workers (workers (including interns) employed or engaged through third parties to perform work related to core functions of the project).

The key labor-related risks associated with the project and proposed management strategies for these risks are:

- terms of employment not secured by contractual agreements – to be managed through requiring all project workers to have an employment contract
- workers suffer discrimination and lack of equal opportunity in employment – to be managed by having transparent and documented recruitment processes
- use of child labor – to be prevented by banning anyone under 18 years old form working on the project and having this requirement stipulated in contractor bidding documents
- risks of workplace accidents, or emergencies – to be managed through the preparation and implementation of activity-specific OHS procedures
- Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH), Gender Based Violence (GBV) and Violence Against Children (VAC) to workers and community from Project workforce – to be mitigated by workers requiring to sign a Code of Conduct, being provided with training on the Code of Conduct and having in place a Project Grievance Redress Mechanism (GRM) and Worker GRM for raising and managing issues related to SEA, GBV and VAC.

The implementation of the LMP will primarily be the responsibility of the Project Manager from the Project Implementation Unit (PIU) to be established within MEC specifically for the Project. An E&S Development Officer will be staffed under the PIU to support the Project Manager. The RMI Ministry of Finance's Centralized Implementation Unit (CIU) team (which comprises an International Environmental Specialist, an International Social Specialist, and a locally based E&S Officer) will provide technical oversight to the PIU E&S Officer and generally assist the PIU team as required. The WB E&S team will provide regular E&S risk management compliance monitoring and support for the project. Construction contractor(s) will be required to comply with the Project's E&S risk management plans and procedures, including this LMP.

Contents

List of Tables

1. INTRODUCTION

The Government of the Republic of the Marshall Islands (GoRMI) has requested support from the World Bank (WB) for the Republic of the Marshall Islands Renewable Energy Generation and Access Increase (REGAIN) Project ('the Project') following on from the WB-funded Republic of the Marshall Islands Sustainable Energy Development (SEDeP) Project.

As part of project financing, the Project is required to comply with the requirements outlined in WB's Environmental and Social Framework (ESF) and ten Environmental and Social Standards (ESSs). This Labor Management Procedure (LMP) has been prepared as part of the Project Environmental and Social Management Plan (ESMP) to meet the requirements of ESS2 (Labor and Working Conditions), to ensure that measures are in place to manage risks associated with employment under the project and are aligned to national standards. It is supported by:

- Stakeholder Engagement Plan (SEP), including annexed Grievance Mechanism.
- Environmental and Social Commitment Plan (ESCP).

All E&S instruments have been disclosed on the websites of MEC[24] and the Division of International Development Assistance (DIDA) Centralized Implementation Unit (CIU)[25].

2. PROJECT DESCRIPTION

The Project is designed to increase the share of renewable energy generation and improve electricity operations and service in the three RMI energy systems Majuro and Ebeye grids, outer island mini grids, and Solar Home Systems (SHS); and to strengthen the capacity of key energy sector entities. The Ministry of Finance (MoF) is the Borrower and Executing Agency. The Project will be implemented by the Marshalls Energy Company (MEC), and is expected to commence in late 2024 running for a period of 7 years.

The Project has three components:

Component 1: Renewable Energy and Network Upgrade in Main Grids

1.1 Renewable Energy Integration in Majuro and Ebeye

1.2 Majuro and Ebeye Network Upgrade

Component 2: Improved Electricity Access in Outer Atolls – Arno, Ine, Jaluit, Wotje, Rongrong, Kili

2.1 Hybrid mini grid electrification in Arno and Ine Islands

2.2 Hybridization of diesel power plants in Jaluit, Wotje, and Rongrong

2.3 Hybridization of the Kili Island's diesel power plant

Component 3: Institutional Strengthening and Implementation Support

3.1 Sector Development Assistance

3.2 MEC and KAJUR Capacity Building

3.3 Project Implementation Support

3. OVERVIEW OF LABOR USE ON THE PROJECT

3.1. Type of Project Workers

The scope of application of this LMP depends on the type of employment relationship between the Borrower and the project worker. The term 'project worker' (as defined in ESS2) refers to:

- **Direct workers:** people employed or engaged directly by the Borrower including the project implementing agencies to work specifically in relation to the project. This includes:
    - Direct workers – Government: public servants who will be involved in Project implementation.
    - Direct workers – Other: persons contracted to the Project on a full-time and part-time basis.

[24] http://www.rmimimra.com/

[25] https://www.ciudidasafeguards.com/

- **Contracted workers:** people employed or engaged through third parties to perform work related to core functions of the project, regardless of location.
- **Primary supply workers:** people employed or engaged by the Borrower's primary suppliers.
- **Community workers:** people employed or engaged in providing community labor.

Project workers can include full- time, part-time, temporary and seasonal workers.
Details of the project workers likely to be involved in the project are provided in the following sections.

3.1.1. Direct workers

Direct workers – Government

These are workers employed by MEC who will be involved in Project implementation and include staff hired by MEC using Project funding. The number of MEC staff involved in Project implementation is not known yet, although could be in the order of 5-10. They will remain subject to the terms and conditions of their existing MEC employment agreements and be covered by Project measures to address OHS issues, and child and forced labor.

Direct Workers – Other

These workers are contracted to the Project on a full-time and part-time basis by the PIU. These workers will be subject to all the relevant provisions of this LMP. These workers include:

- Staff assigned to the Project Implementation Unit (PIU) established for the Project.
- Specialist individuals appointed to undertake specific Project activities, such as the development of training material, delivering training, etc.. This includes the renewable energy (solar) expert and electrical engineer

The total number of direct workers on the project is likely to be in the order of 5-10. Most direct workers will be required for the duration of the Project, with consultants to the PIU being engaged on an ad hoc basis as required.

3.1.2. Contracted workers

Contracted workers on the Project will include construction workers hired by contractors or subcontractors to complete Project investments relating to physical works specifically works relating to:

- Grid-connected and mini-grid Solar PV Units
- New diesel generators(s) Arno and Ine
- Battery energy storage system (BESS).
- Continued construction of the MEC Power Station 1 (PS1) Building and commissioning of new diesel generators within PS1, Majuro
- Upgrade distribution line between Airport and Laura , Majuro
- Elevate pad-mounted transformers, switchgear, and cable splices.
- Install three underground power lines – Ebeye causeway.

These contracted workers will be employed by consulting firms and include will engineers and technical specialists.

The total number of contracted workers required for the Project is likely to be in the order of 30 to 50. Contracted workers will be required for the duration of the physical works and during the undertaking of studies; however, each worker may only be required for several weeks or months.

The design of the apprenticeship and internship program is still being determined. It is expected that for the internship program, MEC will target female students from the College of Marshal Islands and University of South Pacific. This will be confirmed during project implementation. the purpose of the LMP interns and apprentices are considered contracted workers as working conditions will not be in the full control of the Borrower.

Primary supply workers

Where contractors source materials or equipment directly from primary suppliers on an ongoing basis, the workers engaged by such primary suppliers are deemed "primary supply workers". The number and type of primary suppliers will be determined at the project implementation stage. There are unlikely to be any workers who fit the definition of primary supply workers as supplies are likely to be procured on a one-off basis rather than ongoing through the Project duration. However, the project may use primary labour in procuring solar panels. Where the solar panel suppliers are considered 'core' to the project under the provisions of ESS2, and supply workers are considered 'primary supply workers', the World Bank's Mandatory Note to Borrowers on IPF Solar Procurement is considered applicable which prohibits forced labour in supply of solar panels. Notwithstanding this, in the event that Primary Supply Workers are involved, contingency provision for this worker category is made in Table 2 below.

Primary supply workers would remain subject to the terms and conditions of their existing employment agreement and be covered by Project measures to address OHS issues, and child and forced labor.

3.1.3. Community workers

Community Workers are not proposed to be engaged on Project-related activities.

3.2. Summary of labor requirements

A summary of the Project labor requirements, including estimated number of workers and duration, is provided in Table 1.

Table 14: Summary of labor requirements

Type of project workers	Applicability of LMP	Characteristics of project workers	Timing of labor requirements	Indicative number of workers
Direct workers - government	OHS issues, and child and forced labor only	Existing workers employed by MEC who will be involved in Project implementation and staff hired by MEC using Project funding.	Duration of project	5-10
Direct workers - other	Full scope of LMP applies	Staff hired using Project funding (e.g., PIU team Individual specialists directly contracted to the PIU.	Duration of project	5-10
Contracted workers	Full scope of LMP applies	Contractors or subcontractors hired for physical works (e.g., trades people, machinery operators, truck drivers). Consultants/specialists engaged via a firm to complete feasibility and other studies for the project (e.g., engineers, technical specialists).	Duration of physical works and studies	30 to 50
Contracted workers – interns and apprentices	Full scope of LMP applies	For the purpose of the LMP interns and apprentices are considered contracted	Duration of project	20-30

Type of project workers	Applicability of LMP	Characteristics of project workers	Timing of labor requirements	Indicative number of workers
		workers as working conditions will not be in the full control of the Borrower. The apprenticeship program and internship program is still to be designed and details confirmed. Once designed, this LMP will be updated for measures to address risks in relation to these, including for OHS and working conditions.		
Primary supply workers	OHS issues, and child and forced labor only	Workers engaged by ongoing suppliers of construction materials and equipment, including solar equipment.	Duration of physical works	TBD during implementation

4. OVERVIEW OF LABOUR REGULATION

4.1. National Requirements

This section provides an overview of labor regulation in RMI.

4.1.1. Terms and Conditions

No laws, regulations or statutory provisions are in place in RMI to regulate working conditions, access to workers organizations, terms and conditions applying to workers potentially engaged on Project activities.

4.1.2. Non-resident Workers

The RMI Labor (Non-Resident Workers) Act 2006 sets out various requirements of workers including the need to hold work visas by foreign (other than USA) contractors and workers.

4.1.3. MEC Employee Policy Handbook

MEC has developed an Employee Policy Handbook, with an operative March 2000 version and a proposed 2022 update which is pending MEC Board approval. These handbooks address a range of employment matters including gender equality, recruitment, compensation, holidays and benefits, workplace safety, performance management, disciplinary actions and termination. To BE Confirmed

4.1.4. International Conventions

Since joining the International Labor Organization (ILO) in July 2007, RMI has ratified three ILO Conventions, two of which the Maritime Labour Convention 2006/2007, and Convention 185 – Seafarers' Identity Documents Convention 2011 do not relate to the Project. RMI has also ratified the ILO Worst Forms of Child Labour Convention (C182), which applies to persons under the age of 18 and is therefore not relevant to this Project given that no workers under the age of 18 will be engaged on the Project. The minimum age of employment in RMI is not defined in law.

4.1.5. Occupational Health and Safety

There are no GoRMI laws relating to Occupational Health and Safety (OHS).

Contractors and other workers engaged on the project will be subject to appropriate OHS procedures as set out in the ESMP.

OHS risks for Direct Workers will be identified in subproject specific SOPs and/or Job Hazard Analyses to be prepared.

4.2. Requirements of ESS2

The requirements of ESS2 cover the following areas: (a) working conditions and management of worker relationships; (b) protecting the workforce; (c) workers' access to a grievance redress mechanism; and (d) OHS measures.

Working conditions and management of worker relationships include requirements that:

- Project workers are provided with clear terms and conditions of employment, consistent with national legal requirements.
- The principles of non-discrimination and equal opportunity are applied to project workers, and vulnerable project workers are protected.
- The rights of workers to form workers organizations, consistent with national law, are respected.

Protecting the workforce requirements include:

- Provisions to prevent the employment of children below the age of 14 or the national legal minimum, whichever is higher, and restrictions on the employment of children under 18;
- Prevention of forced labor.

- Requirement for direct and contracted workers to have access to a grievance mechanism. The grievance mechanism for contracted workers must be provided by the direct employer and is separate from the project grievance mechanism.

OHS requirements must address:
- Identification of potential hazards to project workers, particularly those that may be life-threatening.
- Provision of preventative and protective measures, including modification, substitution or elimination of hazardous conditions or substances.
- Training of project workers and maintenance of training records.
- Documentation and reporting of occupational accidents, diseases and incidents.
- Emergency prevention preparedness and response arrangements to emergencies.
- Remedies for adverse impacts, including occupational injuries, deaths, disabilities and disease.

5. KEY PROJECT LABOR RISKS AND MITIGATION OVERVIEW

The key labor-related risks associated with the project are:

- **Terms of employment not secured by contractual agreements.** This risk mainly applies to contractors who will employ project workers as they are likely unfamiliar with the labor and working condition requirements and there is a risk that such requirements will not be met.
- **Workers suffer discrimination and lack of equal opportunity in employment.** Vulnerable and disadvantaged people (e.g., women and persons with disabilities) may be subject to increased risk of exclusion from employment opportunities under the Project. Lack of equal pay for equal work for men and women is also a risk.
- **Use of child labor contravenes national legislation and international conventions ratified by RMI.** Contractors and suppliers may use children for economic reasons and and/or not verify the ages of potential workers. There is also a risk of child labor being engaged as community workers.
- **Risks of workplace accidents, or emergencies.** The understanding and management of OHS risks at worksites in RMI is generally poor and this exacerbates the risks of accidents and exposure to hazardous materials. Traffic safety in RMI is also an issue with roads often being poorly maintained and vehicles not always equipped with standard safety features.
- **Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH), Gender Based Violence (GBV) and Violence Against Children (VAC) to workers and community from Project workforce.** This has been identified as a major potential risk identified for RMI projects generally.

The key labor risks and mitigation for addressing these risks are summarized in Table 2. Details of the policies and procedures (i.e., mitigations) to address these are provided in Section 6.

Table 15: Key labor risks and mitigation summary

Type of project workers	Terms of employment not secured by contractual agreements	Workers suffer discrimination and lack of equal opportunity in employment	Use of child labor contravenes national legislation and international conventions ratified by RMI	Risks of workplace accidents, or emergencies	Sexual Exploitation, Abuse and Harassment (SEA/SH), Gender Based Violence (GBV) and Violence Against Children (VAC) of workers and community
<u>Direct workers – government</u> Public servants employed by MEC who will be involved in Project implementation, including MEC staff hired using Project funding	All MEC workers fall under MEC's internal HR protocols which cover: - Employment period, remuneration, tax and insurance payments. - Transparent procurement processes - Equal opportunity employment.		The IA has confirmed it will not engage any workers younger than 18 years of age on the Project.	OHS measures to be implemented as described in the ESMP. This includes the implementation of existing MEC procedures (where relevant) and the development and implementation of activity specific OHS procedures where required.	All MEC workers fall under MEC's internal HR protocols which cover: - Behaviour expectations. - Zero tolerance of sexual harassment.
<u>Direct workers – other</u> PIU team and individual consultants directly contracted to the PIU	The terms and conditions for direct workers will be governed by the terms of Standard RMI CIU Consultancy contracts.	Recruitment procedures will be documented and filed in accordance with the requirements of this LMP.			Codes of Conduct (CoC), including SEA/SH are signed by workers (see Annex 1 of this LMP) and all workers receive CoC awareness training prior to undertaking project activities. Project GRM includes referral pathways for SEA/SH related grievances. Workers have access to contractor GRM for any workplace, contractual or pay and working condition concerns.
<u>Contracted workers</u> Contractors or subcontractors hired for physical works (e.g., trades people, machinery operators, truck drivers). Consultants engaged via a firm to complete feasibility and other studies for the project (e.g. engineers)	Contracts for contracted workers are to include details on pay and working conditions in line with RMI law and ESS2 requirements.	Procurement processes to be transparent and reflect equal opportunity employment.	Condition of contract for contractors/consulting firms will include ban on engaging any workers younger than 18 years of age	OHS measures to be implemented as described in the ESMP.	
Contracted workers – interns and apprentices	Borrower to ensure contracts for interns and apprentices include details on pay and working	Selection of interns and apprentices to be undertaken on a transparent basis, with applications	No person under the age of 18 will be used as an intern or apprentice.	Interns and Apprentices will be subject to MEC H&S requirements.	Project GRM includes referral pathways for SEA/SH related grievances. Workers have

Type of project workers	Terms of employment not secured by contractual agreements	Workers suffer discrimination and lack of equal opportunity in employment	Use of child labor contravenes national legislation and international conventions ratified by RMI	Risks of workplace accidents, or emergencies	Sexual Exploitation, Abuse and Harassment (SEA/SH), Gender Based Violence (GBV) and Violence Against Children (VAC) of workers and community
	conditions in line with RMI law, ESS2 and MEC HR requirements. The apprenticeship program and internship program is still to be designed and details confirmed. Once designed, this LMP will be updated for measures to address risks in relation to these, including for OHS and working conditions.	considered from any person who meets necessary experience pre-requisites.			access to Project LMP GRM for any workplace, contractual or pay and working condition concerns Awareness training with MEC and interns to highlight risks Require employers of interns to implement workplace protections against SEA/SH.
Primary supply workers	Outside scope of ESS2	Outside scope of ESS2	In case of construction material suppliers, Contractors shall be required to carry out due diligence to identify if there are significant risks that the suppliers are exploiting child or forced labor or exposing workers to serious safety issues. There is a prohibition on the use of forced labour in supply chains for solar panels, per the World Bank Guidance on World Bank's Mandatory Note to Borrowers on IPF Solar Procurement.	If there are any serious safety issues, the Contractor will notify PIU and will address these risks and avoid such suppliers, where possible.	If there are any particular SEA/SH/GBV or VAC risks, the PIU will avoid such suppliers, where possible.

6. PROJECT-RELATED LABOR POLICIES AND PROCEDURES

6.1. Terms and conditions of employment

Terms and conditions of direct workers are determined by their individual contracts. All the recruiting procedures will be documented and filed by the PIU. Requirements and conditions of overtime and leave entitlements (statutory holidays, annual holidays, sick leave and compassionate leave) will be agreed as part of individual contracts. Employment conditions will, in all cases, be via a mutually agreed contract or other mutual agreement, and employment information will be fully disclosed to the worker. Workers will be paid on a regular basis, will not be discriminated against, and will have recourse to a grievance mechanism if they feel that is the case. Workers will be provided with a safe and functional workplace, including access to potable water, and access to rest room facilities.

In particular, at the beginning of employment, workers will be provided with information on the following as appropriate:

- The name and legal domicile of the employer;
- The worker's name;
- The worker's job title;
- The date employment began;
- Where the employment is not permanent, the anticipated duration of the contract;
- The place of work, or where the work is mobile, the main location;
- Housing and accommodation provisions and payment required, if any;
- Provisions regarding food and payment required, if any;
- Hours of work, rest breaks, leave entitlements, and other related matters;
- Rules relating to overtime and overtime compensation;
- The levels and rules relating to the calculation of salary, wages, and other benefits, including any rules related to timing of payment and deductions;
- The pension and other welfare arrangements if any applicable to the worker;
- The length of notice that the worker can expect to give and receive on termination of employment;
- The disciplinary procedures that are applicable to the worker, including details of representation available to the worker and any appeals mechanism;
- Details of grievance procedures, including the person to whom grievances should be addressed; and
- Any collective bargaining arrangements if any that apply to the worker.

6.2. Age of employment

The minimum age of employment in RMI is not defined in law.

The IA has confirmed that the Project will not engage any workers younger than 18 years of age on the Project.

All project workers will be asked to produce identification documents (ID) such as birth certificates, passports, driver's license or other valid method such as copies of academic certificates, testimony/affidavits from officials of the schools attended, a medical examination, statements from family members and parish/village officials/local authorities.

Copies of the IDs and documents pertaining to the applicant's age and other supporting materials will be filed by the PIU.

6.3. Gender Based Violence, Sexual Exploitation, Abuse, Harassment and Violence against Children

Women and girls in RMI continue to face multiple barriers that prevent them from enjoying a life free from violence and coercion and where they can access equal opportunities and equal rights. Teenage pregnancy, violence against women and girls, vulnerable employment conditions, unemployment, and limited access to justice and protection are priority areas that the GoRMI and development partners are addressing. This support includes capacity building and institutional strengthening of the Ministry of Internal and Cultural Affairs, the government agency responsible for coordination of gender-based violence and violence against children; financial support for Women United in Marshall Islands "Weto in Mour: Violence Against Women and Girls Support Service" (WIM) – the lead GBV/VAC specialist agency in the RMI, and extending/strengthening counselling and other prevention and responsive services in the neighboring islands.

WIM is co-funded by the government and donor partners, and works to ensure that survivor of GBV and SEA are accommodated in safety, have basic necessities and are provided with transport fares to enable them to attend their appointments with Micronesian Legal Services and with WIM for psychosocial support.

The RMI Domestic Violence Prevention and Protection Act provides for a temporary protection order if the judge is satisfied that a complainant, or a child in the care of a complainant, is in danger from an act of domestic violence. A judge is available 24/7 to consider protection order applications, with no filing fees charged.

The Worker Grievance Mechanism (Section 7) includes procedures to deal with complaints related to sexual exploitation, abuse and harassment.

Mandatory GBV induction training will be provided by the CIU to all 'direct workers – other' within 1 month of commencement of employment. This training will include information on identifying and responding to situations involving actual/potential GBV, SEAH, VAC and HT, using a survivor-centered approach and the roles of responsibilities of all parties in relation to dealing with these situations.

All workers are to receive awareness raising on, and will be required to sign, a Code of Conduct (CoC) (Annex 1 of this LMP) which outlines acceptable behavior for the workers and their role, including reference to GBV, SEA/SH.

6.4. Occupational health and safety

There is no Occupational Health and Safety (OHS) legislation in RMI. The Project has adopted World Bank Group EHS Guidelines for OH&S risks for all direct workers - other and contractors. 'Direct workers – government' will follow MEC's OHS system except where additional task-specific actions are required (as outlined in the ESMP).

To ensure OHS protection in the absence of national legislation, workers will be required to operate in accordance with relevant the WBG EHS Guidelines and Contractor staff will need to adhere to the OHS requirements in the Contractor Environmental and Social Management Plan (CESMP) to be prepared by the Contractor which also include working conditions.

Project workers will receive training during induction, thereafter on a regular basis and when changes are made in the workplace, with records of the training kept on file. Training will cover relevant aspects of OHS associated with daily work, including the ability to stop work without retaliation in situations of imminent danger. OHS management for Contractors is addressed in the CESMP. OHS risks for direct workers will be be identified in task specific SOPs and/or Job Hazard Assessments (JHAs).

Contractors are required to prepare and implement their CESMP, which is to be approved in writing by the PIU prior to commencing works. CESMPs for Moderate-Risk projects also need to be submitted to the World Bank for approval. Contractors are to conduct training for all workers on the CESMP and on health and safety matters as required by good engineering practice.

Workers are to be provided with appropriate PPE suitable for civil work such as safety boots, helmets, gloves, protective clothes, goggles and ear protection (as appropriate) at no cost to the workers. Workers are to be provided by the Contractor with potable water supplies, first aid facilities, a toilet and hand washing facilities at works sites.

As noted above, all workers are required to receive awareness raising on, and will be required to sign, a Code of Conduct (CoC) (Annex 1 of this LMP) which outlines acceptable behavior for the workers and their role, including reference to GBV, SEA/SH. In addition, relevant OHS requirements set out in the ESMP will be required to be inserted into bidding documents.

6.5. Workers' rights to refuse unsafe work environments

Workplace processes will be put in place for project workers to report work situations that they believe are not safe or healthy. Project workers can remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health. Project workers who remove themselves from such situations will not be required to return to work until necessary remedial action to correct the situation has been taken. Project workers will not be retaliated against or otherwise subject to reprisal or negative action for such reporting or removal.

The CoC (Annex 1 of this LMP) sets out a recognition for workers to refuse unsafe work environments without repercussions.

7. WORKER'S GRIEVANCE MECHANISM

7.1. Direct Workers

This section describes the Worker's Grievance Redress Mechanism (GRM) for 'Direct Workers – other', including procedures for dealing with workplace matters involving SEA/SH. The Worker's GRM does not apply to 'Direct Workers – Government' (i.e., for MEC workers) pursuant to paragraph 8 of ESS2. These MEC workers will rely on the Grievance Resolution Procedures in the 2022 MEC Employee Policy Handbook.

The process for lodging and managing labour grievances in provided in Table 3.
Confidentiality for all grievances will be maintained, and there will be no retaliation against workers for raising a grievance.

Table 16: Worker's Grievance Mechanism

Step	Process
1	Lodgment and initial informal process - Managers and Workers are encouraged to use informal methods of resolving disagreements or disputes. - If Workers have a reasonable grievance or complaint regarding their work or the people they work with they should, wherever possible, start by talking it over with their manager. It may be possible to agree a solution informally between the Worker and the manager. - If discussions with line managers fail to resolve the issue, it is still possible to pursue an informal approach without triggering a formal procedure. For example, an independent senior RMI Government official could host an informal meeting or discussion. - Grievances from new employees about recruitment practices will typically need to be made to the PIU Project Coordinator.
2	Formal grievance hearing - If the matter is serious and/or the worker wishes to raise the matter formally, the Worker should set out the grievance in writing to the PIU Project Coordinator. This submission should be factual and avoid language that is insulting or abusive. - The PIU Project Coordinator will then call the Worker and the Worker's Line Manager (or representative) to a meeting to discuss the Worker's grievance within a predetermined period of time [nominally 3 weeks] after receiving the complaint. - The Worker has the right to be accompanied by a colleague at this meeting on request. - After the meeting, the PIU Project Coordinator will give the Worker minutes of the meeting signed by both parties and a decision in writing, within a predetermined period of time [nominally 4 weeks].
3	Appeal to MEC Chief Executive Officer - If the Worker is not satisfied with the above decision, the worker may appeal the decision to the MEC Director. - The MEC Director in relation to the appeal on the Grievance. - The MEC Director will then call the Worker to a meeting to discuss the worker's grievance within a predetermined period of time [nominally 3 weeks] after receiving the complaint. - The Worker has the right to be accompanied by a colleague at this meeting on request. - After the meeting, the MEC Director will give the Worker minutes of the meeting signed by both parties and a decision in writing, within a predetermined period of time [nominally 4 weeks]. - The above decision is final within the terms of the grievance mechanism which is deemed to cease at this stage. However, the Worker retains the ability to refer the complaint or grievance to the court for arbitration within the laws of RMI.
Important Note	*Highest priority will be given to grievances concerning workplace GBV, SEA/SH or VAC. The Project will first seek to ensure that the victim is safe and has access to required support services. For these reasons, a referral will be made to the Women United in*

	Marshall Islands Weto in Mour: Violence against Women and Girls Support Service. In the case of alleged perpetrators, the matter will be referred to the police for investigation. This process will be reviewed and confirmed during Worker Code of Conduct awareness sessions, including disclosure options to ensure accountability, confidentiality and sensitivity.

7.2. Contracted Workers

All contracts will be required to include a Worker Grievance Redress Mechanism. The PIU E&S Officer (with support from the CIU E&S Team) will assess these contracts for alignment with the LMP. The contract Worker Grievance Redress Mechanism will need to provide provisions for maintaining cconfidentiality for all grievances at all times and providing for no retaliation against workers for raising a grievance.

7.3. Notification

During employee induction, 'Direct Workers – other' and 'Contracted Workers' will be advised that there is a Worker Grievance Mechanism where workers can raise complaints and have them processed. Moreover, the Project Coordinator will provide contact information and provide a location where Contract Workers can log their complaints.

8. ROLES AND RESPONSIBILITIES

The owner of this LMP is the PIU who will lead its implementation, however, there are many roles that input to the implementation of the activities specified in this LMP. The key parties involved in the LMP process and their responsibilities are provided in Table 4 .

Table 17: Responsibilities for implementation

Party	Responsibilities
Marshalls Energy Company	The MEC Chief Executive Officer (or nominated delegate) is to ensure that: - All MEC workers engaged either part time of full time on the Project (i.e., Direct workers – Government) are aware of OHS provisions of this LMP - All MEC workers engaged either part time of full time on the Project have produced identification documents confirming age is over 18 years - Project workers to be aware of and implement OHS requirements as part of routine work activities
Project Manager	Project Manager (or nominated delegate) to: - Insert LMP provisions in Draft TORs, Bid Documentation and Contracts - Ensure LMP provisions including OHS matters are observed by PIU workers (i.e., Direct workers – other) and contractors - Ensure all PIU workers and contractors have received orientation on and have signed the Code of Conduct. - PIU workers and contractors have access to a Worker GRM for any workplace, contractual or pay and working condition concerns including GBV, SEA and VAC. - Manage the Worker GRM and report any GRM issues to the CIU Safeguards Team and WB Task Team - Verify that all Project workers have produced identification documents confirming age is over 18 years - Ensure that copies of the IDs and documents pertaining to the applicant's age and other supporting materials are filed by the PIU. - Implement workplace processes for project workers:

Party	Responsibilities
	○ to report work situations that they believe are not safe or healthy. ○ to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health. ○ who remove themselves from such situations will not be required to return to work until necessary remedial action to correct the situation has been taken. ○ will not be retaliated against or otherwise subject to reprisal or negative action for such reporting or removal. - File all individual contracts for Project workers
PIU E&S Development Officer	E&S Officer to: - Prepare updates to LMP if and when required - In consultation with the PIU, conduct awareness training of LMP provisions for PIU and MEC on project implementation and thereafter on an annual basis - In consultation with the PIU, provide all direct workers with CoC awareness training prior to undertaking project activities. - In consultation with the PIU, provide Project workers with training during induction, thereafter on a regular basis and when changes are made in the workplace, with records of the training kept on file. Training to cover relevant aspects of OHS associated with daily work, including the ability to stop work without retaliation in situations of imminent danger. - Review of all REGAIN Bid and Contract documentation to verify LMP provisions are included – including ensuring provisions related to SEA/SH risk mitigation e.g., inclusion of Code of Conduct - Conduct periodic audits at least annually, to ensure LMP provisions including OHS provisions applying to all workers (including contract workers) are observed.
Centralized Implementation Unit	CIU E&S Team to provide support to the PIU E&S Development Officer as necessary.
Project Steering Committee	A Project Steering Committee will provide the oversight and strategic guidance for the Project implementation. This includes receiving reports from Project Coordinator on OHS, Worker GRM or other LMP matters as appropriate.
Contractors	Contractors are to: - Ensure employment provisions in ToR, including OHS matters are observed - Ensure all workers are aware of and have signed the Code of Conduct and that all workers have access to the Labor GRM for any workplace, contractual or pay and working condition concerns including GBV, SEA/SH and VAC. - Immediately advise Project Coordinator of any worker GRM issues - Ensure that no person under age of 18 to be contracted or engaged on Project activities. - Implement workplace processes for project workers: ○ to report work situations that they believe are not safe or healthy. ○ to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health. Workers who remove themselves from such situations will not be required to return to work until necessary remedial action to correct the situation has been taken, and will not be retaliated against or otherwise subject to reprisal or negative action for such reporting or removal.

A

Annex 1 Code of Conduct

Applicability – This code of conduct applies to the following workers on the RMI REGAIN Project:

- Direct workers – other
- Contracted workers

For the purposes of this Code of Conduct, these workers are collectively referred to as "Project workers". Project workers are required to sign this Code of Conduct as a condition of employment. This Code of Conduct will be provided in Marshallese when required.

Code of Conduct

The RMI REGAIN Project (the Project) has a duty to implement measures to address environmental and social risks related to the Works including the risks of sexual exploitation and abuse (SEA) and sexual harassment (SH). This Code of Conduct is part of measures required under the Project to deal with potential environmental and social risks related to construction works and other activities undertaken under the Project.

This Code of Conduct identifies the behavior that the Project requires from all Contractor/Employer's Personnel.

The 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

I, _____, acknowledge that adhering to environmental, social, health and safety (ESHS) standards and the Project's occupational health and safety (OHS), and sexual exploitation and abuse (SEA) and sexual harassment (SH) requirements are important.

I agree that while working on the Project I will:

a) Comply with this Code of Conduct and all laws of the Republic of Marshall Islands, regulations, and other requirements, including protecting the health, safety and well-being of other Contractor/Employer's Personnel and any other persons.

b) Consent to a background check in any place I have worked for more than six months.

c) Attend training courses related to ESHS, OHS, and SEA/SH as requested by my employer.

d) Carry out my duties competently and diligently.

e) Avoid and declare any conflicts of interest (such as benefits, contracts, or employment, or any preferential treatment or favors are not provided to any person with whom there is a financial, family, or personal connection).

f) Ensure the proper use of all worksites including not engaging in theft, carelessness, or waste.

g) Use specified sanitary facilities provided by the employer and not open areas.

h) Maintain a safe working environment including by:

- Ensuring that workplaces, machinery, equipment, and processes are safe.
- Wearing personal protective equipment when required at Project Site.
- Using appropriate protective measures relating to chemical, physical, and biological substances and agents.
- Following applicable emergency operating procedures.

- Reporting work situations that are not safe or healthy.
- Removing myself from a work situation which is an imminent and serious danger to my life or health.

i) Not consume alcohol or use of narcotics, drugs or other substances which can impair faculties during work activities, including attending work under the influence of these substances.

j) Not discriminate against any person based on family status, ethnicity, race, gender, sexual orientation and identity, age, language, religion, marital status, political or other opinion, national origin, disability, health, or other status.

k) Treat all members of the community(ies) and any affected person(s) with respect, including to respecting their religion, culture, beliefs, and traditions.

l) Not use language or behavior toward any person that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.

m) Comply with all laws of the Republic of the Marshall Islands, including but not limited to, not perpetrating any form of physical or sexual violence.

n) Not exploit or sexually exploit or abuse (SEA)[26] any person.

o) Not engage in any form of sexual harassment including unwelcome sexual advances, requests for sexual favors, and other unwanted verbal or physical conduct of a sexual nature toward Contractor/Employer's Personnel other Contractors, visitors to Project Sites or any other persons at or around the Project Sites.

p) Not engage in sexual favors with any Contractor/Employer's Personnel or members of the community.

q) Not use prostitution in any form at any time.

r) Not engage in Rape[27].

s) Not engage in Sexual Assault[28].

t) Not engage in human trafficking of any person or exploit a trafficked person.

u) Not participate in sexual contact or activity with children under the age of 18, except in the case of a pre-existing marriage. Mistaken belief regarding the age of a child or "consent" from the child are not a defense or excuse.

v) Unless there is the full consent[29] by all parties involved, not have sexual interactions with any person.

w) Ensure the protection and safety of children under the age of 18 by:

[26] SEA 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. In Bank financed projects/operations, sexual exploitation occurs when access to or benefit from Bank financed Goods, Works, Consulting or Non-consulting services is used to extract sexual gain

[27] Rape means physically forced or otherwise coerced penetration—even if slight—of the vagina, anus or mouth with a penis or other body part. It also includes penetration of the vagina or anus with an object. Rape includes marital rape and anal rape/sodomy. The attempt to do so is known as attempted rape.

[28] Sexual assault means any form of non-consensual sexual contact that does not result in or include penetration. Examples include attempted rape, as well as unwanted kissing, fondling, or touching of genitalia and buttocks.

[29] Consent is defined as the informed choice underlying an individual's free and voluntary intention, acceptance, or agreement to do something. No consent can be found when such acceptance or agreement is obtained using threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. Consent cannot be given by a child under the age of 18, even where legislation in the RMI has a lower age.

- Informing my manager of the presence of any children on the Project Site or who are engaged in hazardous activities as part of the Project.
- Wherever possible, ensuring that another adult is present when working close to children.
- Not inviting unaccompanied children, who are not my family, into my home.
- Not accessing child pornography.
- Refraining from physical punishment or discipline of children.
- Taking appropriate caution when photographing or filming children for work-related purposes[30].

x. Report through the GRM or to my manager any breaches of this Code of Conduct.

I understand that:

1. Failures to comply with this Code of Conduct constitute acts of gross misconduct and are therefore grounds for sanctions, penalties, and/or potential termination of employment. Prosecution by the police of those who break the law of the Republic of Marshall Islands may be pursued if appropriate.
2. If I breach this Code of Conduct, my employer will take disciplinary action which could include:

- Informal or formal warning.
- Additional training.
- Loss of up to a salary for a period of time.
- Suspension of employment (without payment of salary), for a period of time.
- Termination of employment.
- Report to the police or other relevant authorities.

I do hereby acknowledge that I have received and read this Code of Conduct in a language that I comprehend, I agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, and SEA and SH.

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.

I understand that any action inconsistent with this Code of Conduct or failure to act mandated by this Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Name: _____

Position: _____ Date: _____

[30] Including complying with local traditions or restrictions for reproducing personal images, obtaining informed consent from the child and a parent or guardian of the child, and presenting children in a dignified and respectful manner.

APPENDIX 7: INCIDENT RESPONSE PROCEDURE

Republic of the Marshall Islands

World Bank Projects

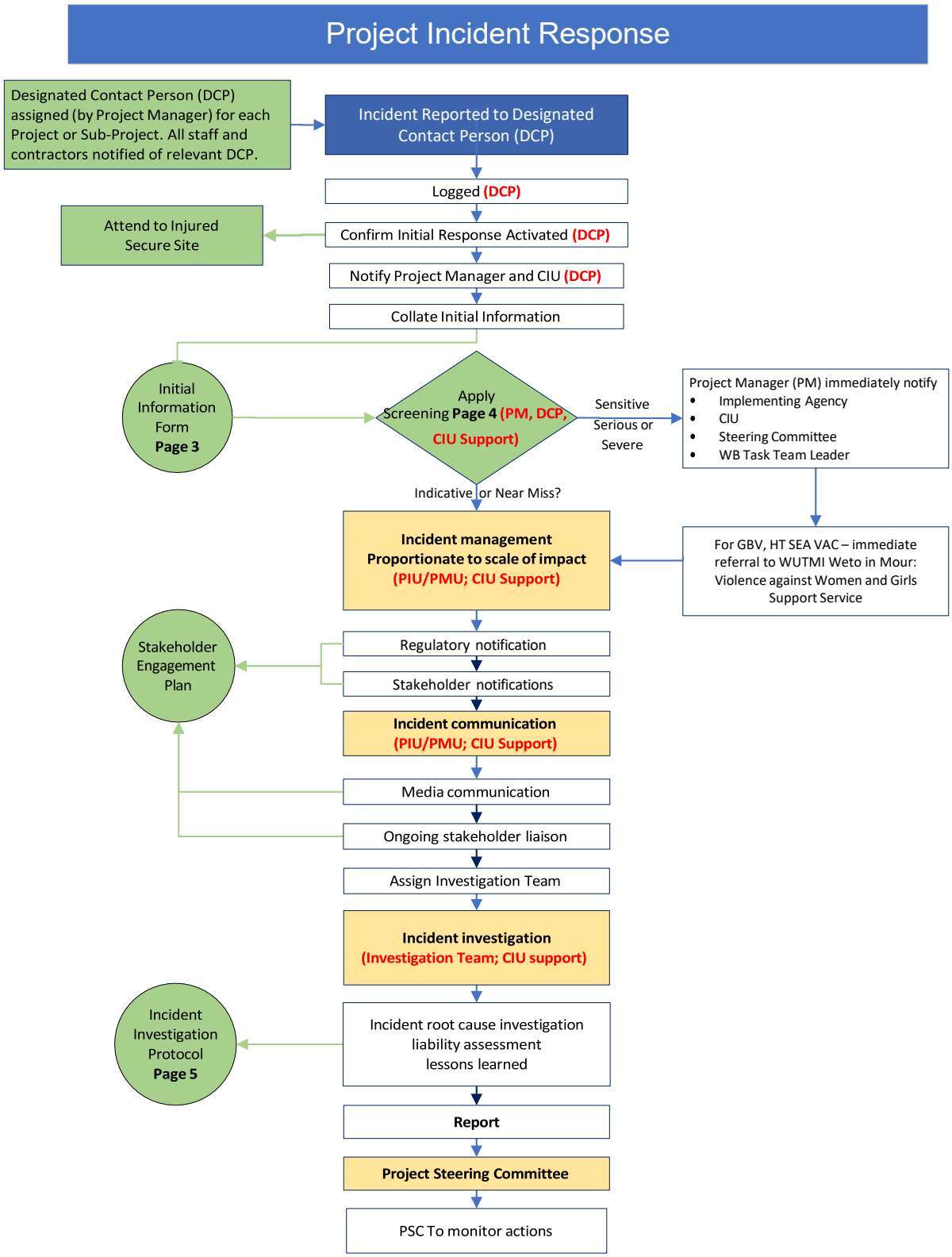
Health, Safety, Environmental and Social

Generic Incident Response Procedure

This Health, Safety Environmental and Social Incident Response Procedure (IRP) has been prepared by the Centralized Implementation Unit (CIU) of the Department of International Development Assistance (DIDA) within the Ministry of Finance of the Republic of the Marshall Islands (RMI).

The IRP has been developed following best practice incident response, and refers to the "World Bank Accident Investigation Guide". The IRP applies to all projects within the World Bank RMI portfolio, and is auxiliary to the mandatory Grievance Redress Mechanism prepared for each project.

The IRP will be included in the Project Operations Manual (POM) for each Project and will be managed by respective Project Implementation Units (PIUs) or Project Management Units (PMUs).


Project Incident Response
Designated Contact Person (DCP) assigned (by Project Manager) for each Project or Sub-Project. All staff and contractors notified of relevant DCP.
Incident Reported to Designated Contact Person (DCP)
Logged (DCP)
Attend to Injured Secure Site
Confirm Initial Response Activated (DCP)
Notify Project Manager and CIU (DCP)
Collate Initial Information
Initial Information Form Page 3
Apply Screening Page 4 (PM, DCP, CIU Support)
Sensitive Serious or Severe
Project Manager (PM) immediately notify
Implementing Agency
CIU
Steering Committee
WB Task Team Leader
Indicative or Near Miss?
Incident management Proportionate to scale of impact (PIU/PMU; CIU Support)
For GBV, HT SEA VAC – immediate referral to WUTMI Weto in Mour: Violence against Women and Girls Support Service
Stakeholder Engagement Plan
Regulatory notification
Stakeholder notifications
Incident communication (PIU/PMU; CIU Support)
Media communication
Ongoing stakeholder liaison
Assign Investigation Team
Incident investigation (Investigation Team; CIU support)
Incident Investigation Protocol Page 5
Incident root cause investigation liability assessment lessons learned
Report
Project Steering Committee
PSC To monitor actions

Collate Preliminary Information
PIU, PMU, DCP, CIU support

Incident Reference (Name or Number):

Category: *Health and Safety* ☐ *Environmental* ☐ *Social* ☐ *GBV, SEA, HT, VAC* ☐ *Multiple* ☐

What happened? To what, where or to whom? What were the conditions or circumstances under which the incident occurred?

Add pages if necessary

Where and when did the incident occur?

Add pages if necessary

How did you find out about the incident?

Add pages if necessary

Are basic facts clear and uncontested, or are there conflicting versions? *Uncontested* ☐ *Contested* ☐

Is the incident still ongoing or is it contained? *Ongoing* ☐ *Contained* ☐

Does the incident involve:

Loss of life	*Severe harm*	*GBV, HT, SEA or VAC*	*Significant environmental or social impact*
☐	☐	☐	☐

How serious was the incident? Apply Incident Screening Page 4

NEAR MISS	INDICATIVE	SENSITIVE	SERIOUS	SEVERE
☐	☐	☐	☐	☐

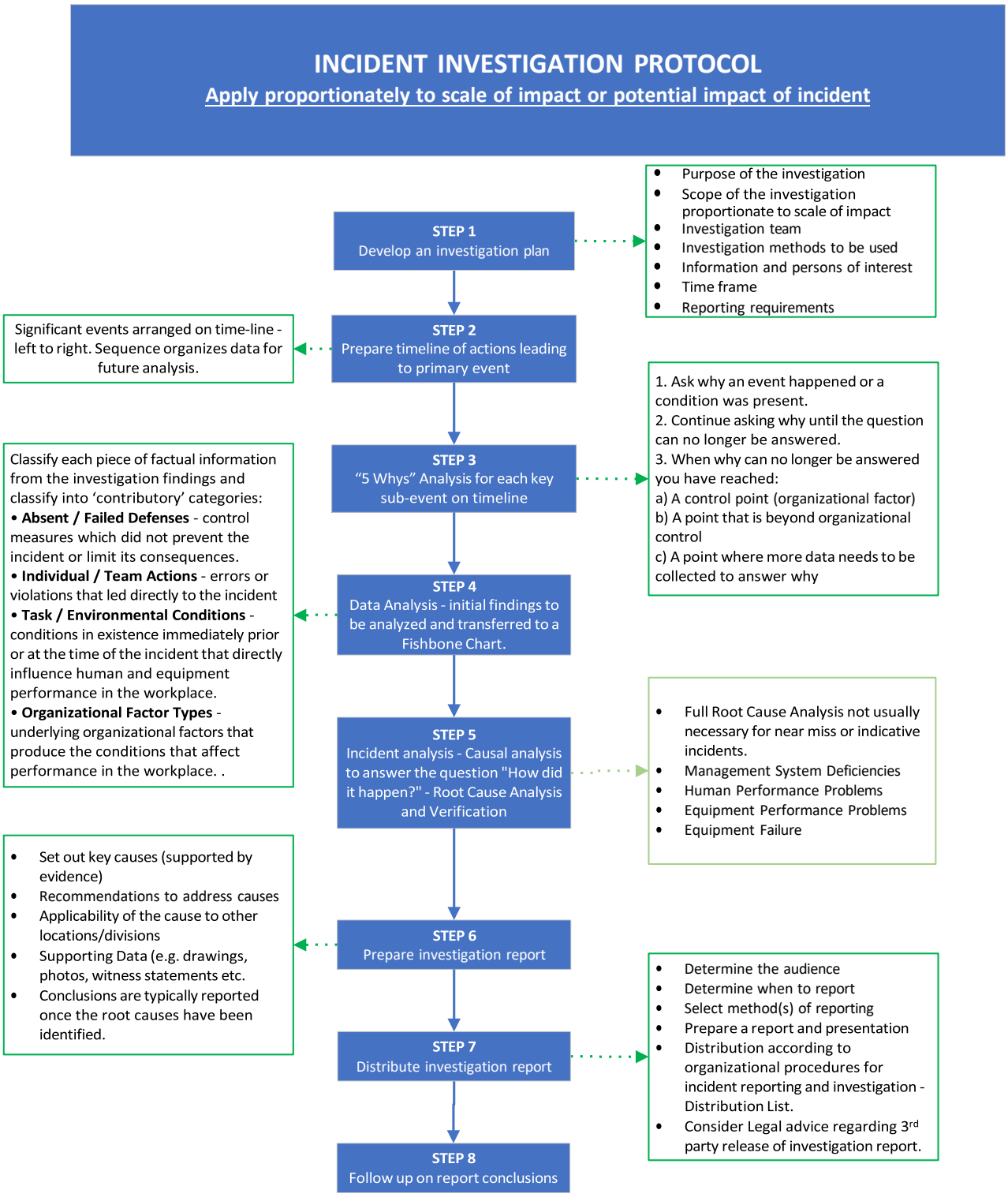
Has reporting been made to:

PIU	*CIU*	*RMI EPA*	*World Bank*
☐	☐	☐	☐

What, if any, additional follow up action is required, and what are the associated timelines?

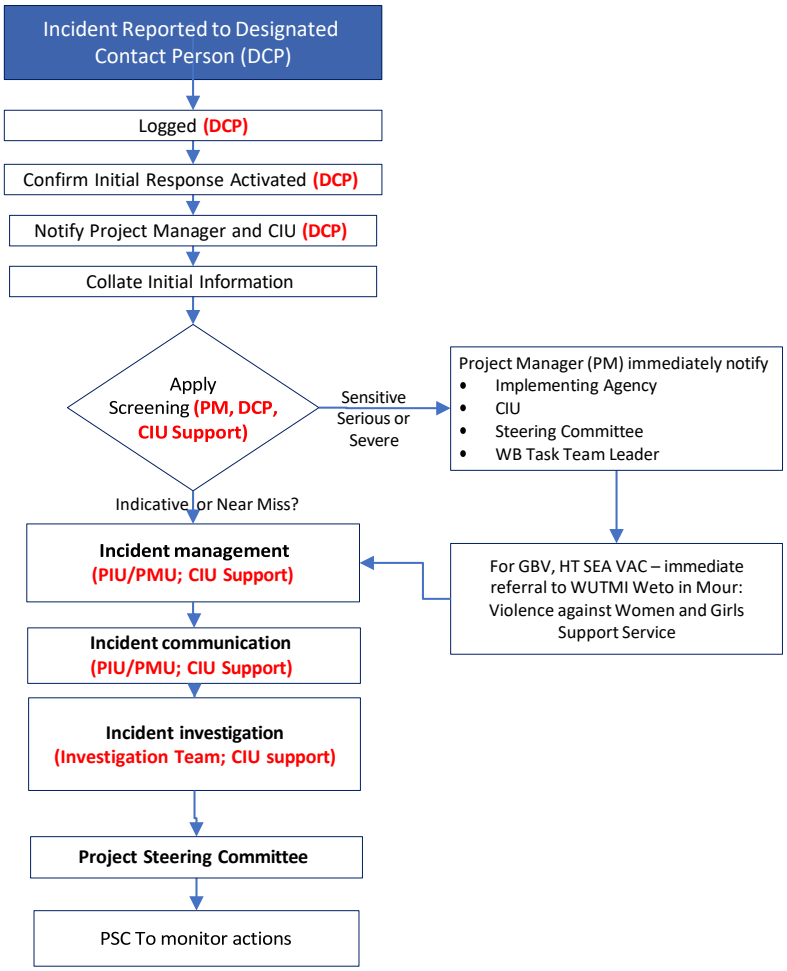
Completed form to be provided to PIU Project Manager and CIU Safeguards as soon as practicably possible.

Incident Screening PIU, DCP, CIU support		
Classification	Health and Safety	Environmental and Social
NEAR MISS	• No personal injury sustained, but where, given a slight shift in time or position, damage or injury easily could have occurred. • **NEAR MISS** incidents with High Potential Risk to be treated as **SERIOUS** for purposes of this incident classification.	• No property was damaged or persons affected, but where, given a slight shift in time or position, environmental damage or social impact easily could have occurred. • **NEAR MISS** incidents with High Potential Risk to be treated as **SERIOUS** for purposes of this incident classification.
INDICATIVE	• Incident that results in a **no more than minor injury** to any individual • Failure to implement agreed H&S measures with limited immediate impacts	• Relatively minor and small-scale localized incident that negatively impacts a small geographical area or small number of people. • Results in **no more than minor harm** • Failure to implement agreed E&S measures with limited immediate impacts
SENSITIVE	• Incident involving GBV, HT SEA VAC	• Incident involving GBV, HT SEA VAC
SERIOUS	• An incident that caused **more than minor injury** to any individual. • Failure to implement H&S measures with significant impacts or repeated non-compliance with H&S policies incidents • Failure to remedy Indicative non-compliance that may potentially cause significant harm. • Is complex and/or costly to reverse • May result in some level of lasting injury • Requires an urgent response • Could pose a significant reputational risk for the Project.	• An incident that caused **more than minor harm** to the environment, communities, or natural or cultural resources • Failure to implement E&S measures with significant impacts or repeated non-compliance with E&S policies incidents • Failure to remedy Indicative non-compliance that may potentially cause significant impacts • Is complex and/or costly to reverse • May result in some level of lasting damage or impact on communities or individuals • Requires an urgent response • Could pose a significant reputational risk for the Project.
SEVERE	• Incident involving GBV, HT SEA VAC • Any fatality • Incident that caused or may cause **significant injury** to individuals. • Failure to remedy serious non-compliance that may potentially cause significant harm that cannot be reversed • Failure to remedy Serious non-compliance that may potentially cause severe harm • Is complex and/or costly to reverse • May result in high levels of lasting injury • Requires an urgent and immediate response • Poses a significant reputational risk to the Project.	• Incident involving GBV, HT SEA VAC • Incident that caused or may cause **significant harm** to the environment, communities, or natural or cultural resources • Failure to remedy serious non-compliance that may potentially cause significant impacts that cannot be reversed • Failure to remedy Serious non-compliance that may potentially cause severe impactsls complex and/or costly to reverse • May result in high levels of lasting damage or injury • Requires an urgent and immediate response • Poses a significant reputational risk to the Project.

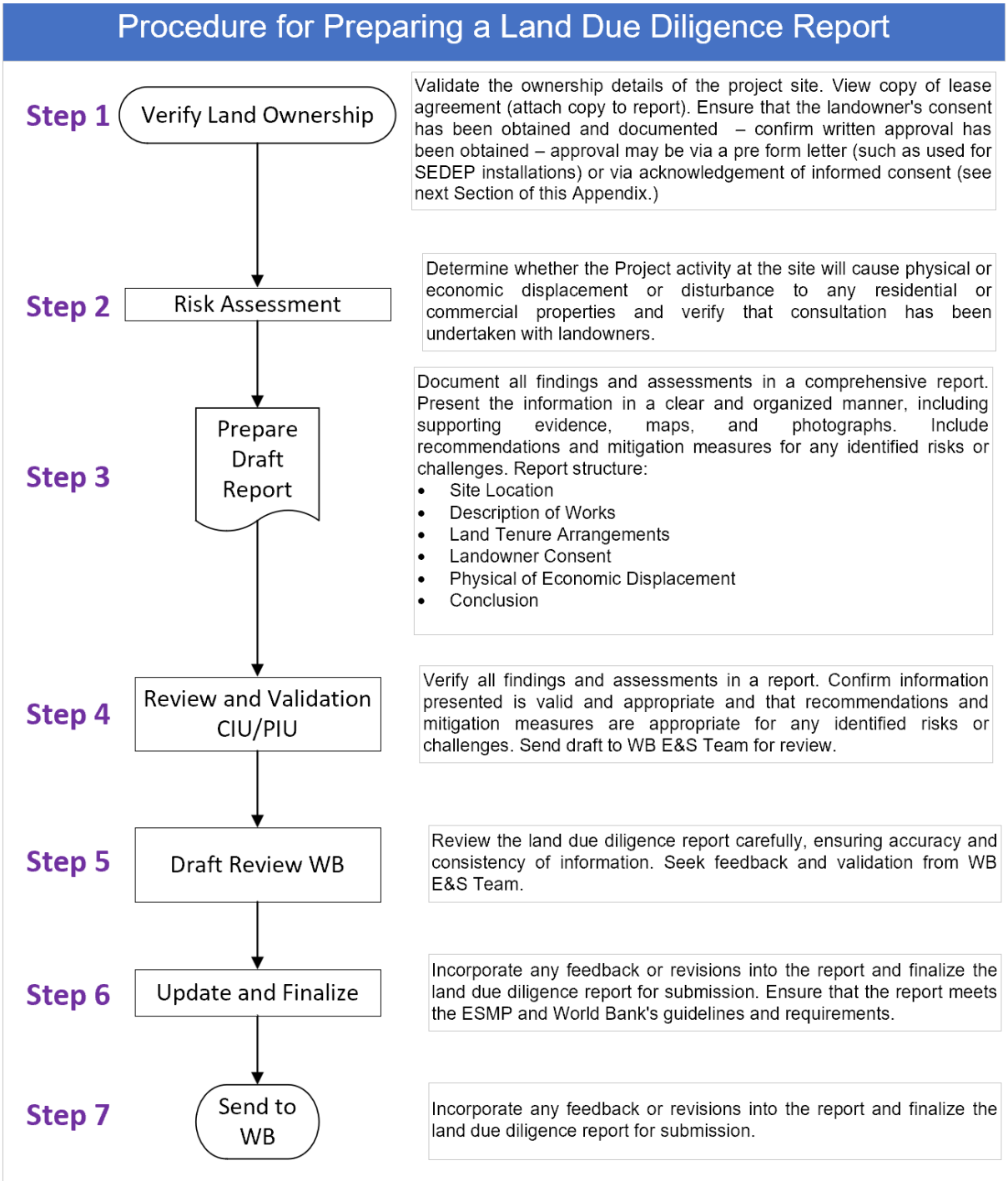


For further information see: "World Bank Accident Investigation Guide"

Project Incident Response



APPENDIX 8 PROCEDURE FOR PREPARING LAND DUE DILIGENCE REPORT



EXAMPLE OF INFORMED CONSENT DOCUMENT

Acknowledgement of Informed Consent

This is to confirm that I have signed an agreement with the Marshall Energy Company (MEC) to allow access to land for installation of facilities for electricity generation or distribution associated with the REGAIN Project, over which I hold ownership rights.

In agreeing for MEC to have access to this land, I confirm that:

- I have been advised by MEC that the Office of the Attorney General advises that the land access agreement or lease is legally valid.
- I have entered into this transaction on the basis that I have been consulted by MEC and that I fully understand all terms and conditions spelled out in the land access agreement or lease, as well as their potential consequences.
- I have been advised that I could seek independent legal advice regarding the terms and conditions and potential consequences.
- I was aware that it was possible to refuse to enter into the agreement, and that it would not be subject to compulsory acquisition.
- I was / am aware of the project complaints or grievance redress mechanism and contact information contained therein.

Signed:

Name

Iroij

Alap

Drijerbal

Date:

Access agreement for: [Insert Name of Site]

APPENDIX 9 SMALL BOAT SAFETY PROTOCOL

CONTENTS

1. INTRODUCTION

1.1. Purpose

Small boat operations involve certain safety risks that must be addressed prior to use of boats. Knowing what equipment is required to be on the boat and relevant operating rules, understanding the weather and its effects on the marine environment, and even the variations in operating one type of boat compared to another are all obstacles that must be overcome in order to minimize the risks to those on board.

The purpose of this SOP is to establish good boating practices, to ensure that all boating is conducted in a safe and efficient manner, and to familiarize operators with the basic procedures that affect their own safety and the safety of their fellow users.

1.2. Applicability

All small boat operators and passengers using World Bank (WB) funded boats and engines are required to observe the provisions of this SOP. [Implementing Agency] will use best endeavours to apply this SOP to other small boats in the Implementing Agency fleet.

For the purposes of this program, a small boat is any boat less than or equal to 27 feet in length and fitted with an outboard engine.

Small boats are strictly for use within lagoons or for immediately adjacent oceanside fishing. Small boats may not be used for interisland travel.

2. RESPONSIBILITIES

[Implementing Agency] Director/Secretary/Board (as appropriate) have overall responsibility for safe operation of [Implementing Agency] activities.

[Implementing Agency] Nominated Senior Manager has overall responsibility for this SOP and delegates responsibilities and authorities to those individuals identified. Also has responsibility for reporting 6-monthly to [Position] on progress with implementation of this SOP and reporting to the Director/Secretary immediately in respect of any incident.

Managers of [Implementing Agency] [Facilities] - are responsible for overall implementation of this SOP in relation to boats operating out of each Facility and for management of safety equipment at fishing bases and on boats.

Boat Operators are responsible for implementation of this SOP in regard to individual boat activities. These responsibilities include, but are not limited to:

1. The safe navigation of the vessel to and from the site(s) of operation.
2. The safe operation of the vessel.
4. Ensuring that all required operational and safety equipment is on board before getting underway and properly stowed upon return.
5. Enforcing safe behavior of all persons on board.
6. Acquainting all passengers with safety equipment, its proper use, potential hazards and an emergency action plan before departure.

Boat Passengers are responsible for following the requirements of the SOP and instructions of the Boat Operator as appropriate.

3. PROCEDURES

3.1. Introduction

This section sets out a series of PROCEDURES developed as a comprehensive safety checklist in respect of small boat use by personnel. Figures 1 and 2 set out the operational and maintenance procedures respectively.

3.2. Planning and Administration

Managers of [Implementing Agency] Facilities shall:

1. Be responsible for safe storage of all safety equipment.
2. Ensure that safety equipment is available and situated on boats prior to boat departure.
3. Ensure that Boat Operators meet the minimum age and SOP/Manual awareness requirements set out below and have completed an approved safe boating course.
4. Maintain a log for each boat setting out details from Float Plan and any records of damage from "After Return" reports.
5. Ensure each boat is maintained in a safe condition and that engine maintenance has been undertaken in accordance with Section 3.4 of this SOP.
6. Ensure each boat has adequate fuel and has been inspected prior to handing over to boat operators.
7. Always check weather forecast before boat is released for departure.
8. Only clear boat for departure if satisfied that all safety measures set out in this SOP have been complied with.

Boat Operators shall:

1. Be at least eighteen 18 years of age.
2. Be familiar with the Small Boat Safety Manual and Small Boat Safety SOP
3. Complete a CIU Safeguards approved safe boating and first aid course.

3.3. Small Boat Operation

Boat Operators shall:

1. Always have a crew of at least 2 (including the operator) on board the boat.
2. Ensure no children under the age of 15 are passengers on the boat unless there is an emergency.
3. Ensure no passengers travel on board under the influence of alcohol and/or drugs that impair function.
4. Brief crew and passengers before departure on the location and proper use of all safety and communication equipment.
5. Be responsible for safe vessel operation and compliance with all safety requirements.
6. Continue to monitor weather conditions throughout the trip.
7. Be familiar with operation of all safety equipment on the boat.
8. Ensure that all non-swimming passengers wear personal flotation devices (PFD) at all times.
9. Follow "pre-departure" responsibilities:
    a) Fill out Float plan and submit to the Manager of [Implementing Agency] Facility
    b) Double check fuel - operator to ensure vessel has enough fuel to provide a reasonable margin of safety for return trip.

c) Complete a Radio Check prior to departure

10. Follow "after returning" responsibilities:
    a) Rinse engine
    b) Scrub boat with deck brush.
    c) Log fuel use in logbook.
    d) Note any damage or boat/motor problems in logbook.
    e) Update log book for each boat upon completion of each trip:

Boat Passengers shall

1. Follow instructions of boat operator.
2. Advise boat operator if unable to swim
3. If unable to swim wear a flotation device at all times
4. Report any hazards to the boat operator
5. Not travel on board under the influence of alcohol and/or drugs that impair function.

3.4. Maintenance of Boats and Motors

Boat skippers shall ensure that the following maintenance regime is applied to outboard motors:

1. **Before every departure** check that the following items are in an acceptable status/quantity and fit for purpose for the intended journey: fuel, water, oil, tools, plugs, fuel filter, impellor, hull integrity, safety gear.
2. **Monthly inspection and service** (based on 100 engine hours) – inspect fuel system for leaks, cracks or malfunction; clean engine fuel filter; flush cooling system with fresh water; gear-box oil should be changed every 100 hours of operation or six monthly, whatever comes first; inspect and replace spark plugs as required; check hull for cracks/leaks and fix as necessary.
3. **Three-monthly inspection and service** (based on 300 engine hours) – as above plus: marine grease should be injected through the specified points (grease nipples) on the outboard motor; water pumps inspected and the pump impeller changed every 300 hours of operation or once a year, whatever comes first; propeller pulled off and the propeller shaft greased; zinc anode pulled off and scrubbed.
4. **Six-monthly inspection and service** (based on 600 engine hours) – As above plus: clean portable fuel tank and its filter.

4. SAFETY EQUIPMENT

Boats shall contain at least one (1) of each of the following items of safety equipment:

1. Life jacket or personal floatation device for each person on board.
2. Throwable flotation device - can be thrown to individual in the water in case of trouble.
3. Visual distress signalling device – for day and night use. [Streamer, mirror, laser, strobe flashlight, light, spare batteries etc. to be accessible and stored in a dry location. Crew and passengers to be made aware of their location and safety rules for proper usage.]
4. Medical kit for cuts, scrapes, seasickness or small emergencies; emergency blankets.
5. Anchor with line to hold your boat in place while you wait for help to arrive
6. Bailing device or bucket to dewater and stay afloat
7. Personal Locator Beacon
8. Hand held GPS and/or maritime charts of the area
9. Compass

10. Sea anchor
11. Oars or paddles if the engine quits
12. VHF radio in a waterproof dry bag to call for help
13. Knife to cut a line around a fouled propeller
14. Sound Producing Devices – horn capable of producing 4 second blast audible for at least ½ mile; attach a whistle to each life jacket
15. Tools and Spares
16. Basic toolbox with tools appropriate for the boat.

5. SMALL BOAT FLOAT PLAN

All Boat Operators of boats must leave a float plan with a responsible party on shore (Appendix I).

6. TRAINING

All [Implementing Agency] Facility Managers and potential small boat operators will undertake training in small boat safety and maintenance through a [Implementing Agency] approved course prior to small boats and outboard motors being deployed.

7. EMERGENCY RESPONSE

In the event of an emergency relating to [Implementing Agency] small boat operations

Managers of [Implementing Agency] Facility shall:

1. Log details of the emergency in the boat log.
2. Instruct boat operator to identify location, deploy safety equipment including life jackets and floatation aids and remain in contact.
3. Contact local community (police, local government, red cross etc.) to send assistance.
4. If safe take out another [Implementing Agency] boat to assist with response

Boat Operators shall:

4. Ensure crew and passengers are safe.
5. Provide first aid as required.
6. Communicate with [Implementing Agency] Facility or other party – but make sure “other party” advises [Implementing Agency] Facility
7. Ensure crew and passengers remain with boat subject to personal safety.
8. Use emergency signalling equipment in Grab Bag as necessary.

8. STAKEHOLDER ENGAGEMENT

The **[Implementing Agency] Designated Senior Person** will be responsible for distribution of the SOP to all relevant stakeholders – including board, management and Majuro-based staff; [Implementing Agency] Facility Managers; and for arranging awareness training on an as-required basis.

[Implementing Agency] Facility Managers will be responsible for distributing this SOP to all potential boat operators and ensuring that potential boat operators are aware of the contents of the SOP as they relate to themselves.

9. RECORD KEEPING AND ACCIDENT REPORTING

9.1. Routine Records

The [Implementing Agency] Facility Manager shall keep a file of usage for all [Implementing Agency] small boats, including a log of scheduled and unscheduled maintenance for boat and outboard engines.

9.2. Accident Reporting

Any accident and or incidents no matter how minor are required to be reported to the [Implementing Agency] Facility and/or [Implementing Agency] Senior Manager within 12 hours of occurrence. The Boat Operator will be required to give a full written accounting of the accident/incident.

Any accident resulting in a fatality must be reported to the Senior Manager immediately after emergency personnel have been contacted or emergency response has been provided.

9.3. Definitions:

Incidents are defined as events that result in minor injuries (cuts and scrapes) or “cosmetic” damage to vessels (dents and scratches that don’t affect the operation of the vehicle or vessel.)

Incidents also include near misses, such as when a situation occurred that could have led to an accident, which should be reported as well.

Accidents are defined as events in which a serious injury requiring medical attention beyond basic first aid or death occurred. An accident is also defined as a situation where major property damage occurred.

10. INDEMNITY

[Implementing Agency] will not be liable for any matter associated with unauthorized use of small boats.

11. VARIATIONS

This SOP may be varied under the Authorization of the [Implementing Agency] Senior Manager.

FIGURE 1: SMALL BOAT OPERATION

FACILITY MANAGER

- Safe storage of all safety equipment.
- Ensure safety equipment on boats prior to departure.
- Ensure Operators meet minimum age SOP awareness and training requirements.
- Ensure each boat maintained in safe condition and engine maintenance in accordance with SOP [refer Figure 2].
- Ensure each boat has adequate fuel and has been inspected prior to handing over to boat operators.
- Check weather forecast before boat is released for departure.
- Only clear boat for departure if satisfied that all safety measures set out in this SOP have been complied with.
- Maintain a log for each boat itemising compliance with details above.

BOAT OPERATOR

- Be at least eighteen 18 years of age.
- Be familiar with the Small Boat Safety Manual and Small Boat Safety SOP
- Complete a CIU approved safe boating and first aid course.

Verification by Facility Manager

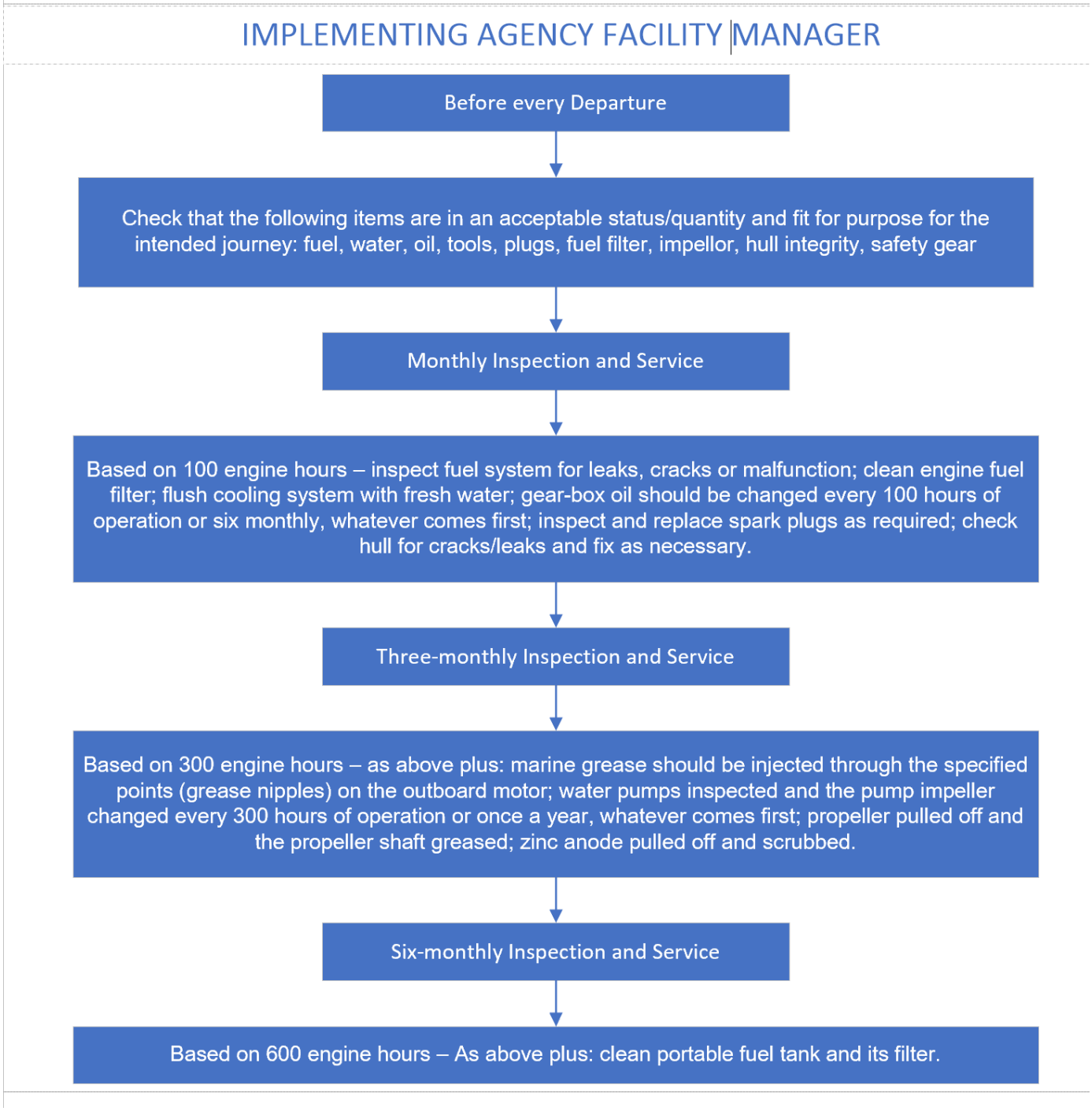
Manager Approves Boat Operator

PASSENGERS

- Follow instructions of boat operator.
- Advise boat operator if unable to swim
- If unable to swim wear a flotation device at all times
- Report any hazards to the boat operator

- Ensure crew of at least 2 (incl. operator).
- No children under 15 passengers on boat.
- Brief crew and passengers before departure
- Responsible for safe vessel operation.
- Familiar with all safety equipment on boat.
- Ensure all non-swimming passengers wear personal flotation devices (PFD).
- Fill out Float plan and submit to FB Manager
- Double check fuel - verify enough fuel to provide a reasonable margin of safety for return trip.
- Complete Radio Check prior to departure
- Follow “after returning” responsibilities:
  - Complete log book for each trip
  - Rinse engine
  - Scrub boat with deck brush.
  - Log fuel use in logbook.
  - Note any damage or boat/motor problems in logbook

FIGURE 2: SMALL BOAT MAINTENANCE



Appendix 1: SMALL BOAT FLOAT PLAN

Fill out this form as completely as possible and leave it with the [Implementing Agency] Facility Manager on shore prior to departure. In the event your return is delayed, and communications are lost, the Facility Manager should activate a response based on details in this form.

TRIP DETAILS

Vessel Operator Name and mobile phone number:	
Vessel ID Number or name:	
Date of trip	
Time of Departure	
Travelling to:	
Estimated Time and Date of Return	

OTHER PEOPLE ON BOARD

Name and phone number	Gender	Age	Emergency Contact Details