
Title Environmental and Social Management System Manual

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WomHub Pty Ltd

**FINANCING AGREEMENT
ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN
(ESMP)**

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Approver Signature:	

CHANGE HISTORY

Date	Description of change	Page Reference

General considerations

1. **WomHub (Implementing Partner)** is planning to implement the **Fashionomics Africa Investment Readiness (FAIR) Project (the *Project*)**. The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. **WomHub** will implement measures and actions of this Environmental and Social Management Plan¹ (**ESMP**) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (**OS**) and the National policy and legal requirements.
3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.
4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. **WomHub** is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the Project Implementation Unit (PIU).
5. Implementation of the material measures and actions set out in this ESMP will be monitored and reported to the Bank by **WomHub** as required by the ESMP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.
6. As agreed by the Bank and WomHub, this ESMP may be revised from time to time during Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, **WomHub** will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

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

Material Actions to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
Periodic E&S implementation report to the Bank		Bank's ESP and OS1	Reports submitted in time, in good standard	Quarterly report No later than two weeks after the end of the period
1	Recruitment of E and S specialists as part of the Project implementation unit	Disclosed ESMS, OS1	Seasoned E&S specialists in the PIU	By Project effectiveness date
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	Evidence of Establishment of GRC	By project effectiveness date
3	Payment of compensation and reinstatement of affected people	Not applicable		
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	Site-specific E&S measures included in the contracts	Before commencement of activities
5	Submission of high-risk activity's Contractor ESMP (C-ESMP) to Bank clearance	Not applicable		
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	Not applicable		
7	Obtaining nationally required licenses prior commencement of subjected activities (excavations, tree-cutting, working at height, working in confined spaces, etc.)	Not applicable		
8	Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank	Bank's ESP, OS1 and national requirements	Specific E&S documents prepared, approved, and disclosed	Prior to undertaking activities requiring the concerned E&S documents
9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Number of stakeholders engaged/number of stakeholder meetings held	Throughout the life of the project and before the commencement of all activities that necessitate stakeholder engagement
10	Establishment of Emergency Preparedness and Response mechanism	Not applicable		

11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Number of grievances resolved in stipulated time required by the GRM	Monthly or as required by the GRM (whichever comes first)
12	Notification to riparian or alert to downstream exposed peoples	Not applicable		
13	Capacity building of key project implementers	OS1	Number of capacity building activities of project implementers undertaken with evidence submitted to the Bank in the periodic reports and or as may be requested by the Bank	By project effectiveness date and incorporated in the program curriculum of founders on accelerators and throughout the life of the project as may be required
14	Implementation of ESMS/ESAP	OS1 and OS9, national requirements	IP's ESMS implemented, with evidence submitted to the Bank in the periodic E&S report and or as may be requested	Throughout the life of the project
14.1	<i>Approval of any required E&S management procedure</i>	OS1 and OS9, national requirements	Approved E&S management procedure	Prior to commencement of activities necessitating the preparation and approval of the procedure
14.2	<i>Establishment of the E&S unit</i>	OS1 and OS9, national requirements	E&S Unit with experienced specialists, with adequate logistics and resources established, with evidence submitted to the Bank	By project effectiveness date
14.3	<i>Capacity Building of the E&S Unit</i>	OS1 and OS9, national requirements	Number of capacity building sessions held, as recorded in periodic reports and or as maybe requested by the Bank	By project effectiveness date and throughout the life of the project

14.4	<i>Processing the Value Chain E&S due diligence</i>	OS1 and OS9, national requirements	Value chain E&S due diligence processed, with evidence submitted to the Bank	Throughout the life of the project
15	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	Evidence of IP's suspension of works	Immediately and no later than 72 hours after the occurrence
16	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	Approved RCA Report	Within one month after the preliminary report (3-7 days), considering the national legislation requirements
17	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Evidence of disclosed E&S reports and links to where it is disclosed	Prior to commencement of activities the E&S report has been prepared, considering the national legislation requirements
18	Prepare annual E&S performance audit of the ESMS to be conducted by an independent E&S safeguards expert	Bank's ESP and OS1	Annual ESMS Performance Audit Report submitted in time and in good quality	By the end of the first quarter of the following year