Environmental and Social Management Plan (ESMP) Checklist

For the following sub-project:

Rehabilitation of the main road MI-109 (M-20), Bileća - Trebinje

September 2026

Public Company
"Republika Srpska Roads"

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ABBREVIATIONS

Abbreviation	Full Term
CRVA	Climate Risk and Vulnerability Assessment
E&S	Environmental and Social
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESIRT	Environmental and Social Incident Response Toolkit
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
OHS	Occupational Health and Safety
PC Roads	Public Company 'Republika Srpska Roads'
PIU	Project Implementation Unit
PPE	Personal Protective Equipment
RSA	Road Safety Audit
SISRI	Sustainable, Integrated and Safe Road Infrastructure Project
SOGI	Sexual Orientation and Gender Identity
WB	World Bank

1. INTRODUCTION

Name of the project	**Sustainable, Integrated and Safe Road Infrastructure Project**
Project Number	**P502979**
Summary of Project Development Objectives	The objectives of the proposed project are to improve regional transport connectivity, enhance road network management for climate resilient and safe roads, and in case of an eligible crisis or emergency, respond promptly and effectively to it.
Project Components	The project components are aimed to improve regional transport connectivity and enhance road network management for climate resilient and safe roads by financing: (i) Upgrade and improvement of the MI-118 (M-18) regional corridor between Brod na Drini (Foca) – Hum (Scepan Polje) (Route 2b of the TEN-T network (ii) Investments in the rehabilitation and strengthening resilience and safety of priority national roads for both entities (iii) Capacity building for enhanced road management for both entities (iv) Contingent Emergency Response Components The description of the project components is as follows: **Component 1:** Improved Regional Connectivity **Component 2:** Enhanced Road Sector Management **Component 3:** Contingent Emergency Response

Name of the sub-project:	**Rehabilitation of the main road MI-109 (M-20), Bileća - Trebinje**
Component	1: Improved Regional Connectivity
Subcomponent	1.2: Rehabilitation of main roads

This Environmental and Social Management Plan (ESMP) Checklist has been prepared for the sub-project "Rehabilitation of the main road MI-109 (M-20), Bileća - Trebinje", implemented by Public Company "Republika Srpska Roads" under the Sustainable, Integrated and Safe Road Infrastructure Project (SISRI).

The purpose of this ESMP Checklist is to identify potential environmental and social impacts associated with the proposed rehabilitation works and to define mitigation and monitoring measures necessary to prevent, minimize, or adequately manage adverse impacts during project implementation.

The sub-project involves the rehabilitation of the main road MI-109 (M-20), covering an approximately 28.7 km long section from Bileća to Trebinje, in Republika Srpska, Bosnia and Herzegovina.

The planned works will primarily involve rehabilitation of the existing road corridor and will include pavement rehabilitation, improvement of drainage systems, repair of existing road elements, and renewal of road markings and traffic signage. The project will also include rehabilitation of the Čepelica road safety black spot, between km 6+817.81 and km 7+347.81, over a total length of approximately 530 m, including localized correction of the pavement crossfall within the existing road alignment.

The project area passes through a mix of semi-urban and rural environments, including sections in proximity to Bileća Lake and areas with scattered residential properties and roadside facilities. The rehabilitation works, including the localized correction of the pavement crossfall at the Čepelica road safety black spot, will be carried out within the existing road alignment. The intervention at Čepelica will be carried out on state-owned land and will not require land acquisition.

Temporary and localized impacts related to construction activities may occur, including dust generation, noise and vibration, traffic disruptions, limited construction waste generation, localized pavement works and minor soil disturbance, temporary risks to surface water quality, and occupational health and safety risks.

This ESMP Checklist provides a practical framework for environmental and social management during project implementation and serves as a tool for the Contractor, Supervision Engineer, PC Roads, and other competent authorities to ensure compliance with applicable environmental, social, occupational health and safety, and traffic management requirements throughout the execution of the works.

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2. ENVIRONMENTAL AND SOCIAL CATEGORY

The sub-project "Rehabilitation of the main road MI-109 (M-20), Bileća - Trebinje" has been classified as **MODERATE** for Environmental risks and impacts and **LOW** for Social risks and impacts in accordance with the World Bank Environmental and Social Framework (ESF) Risk Classification.

The proposed works will primarily involve rehabilitation of the existing road section and will also include rehabilitation of the Čepelica road safety black spot over a length of approximately 530 m, including localized correction of the pavement crossfall within the existing road alignment. The intervention at Čepelica will be carried out on state-owned land and will not require land acquisition, restrictions on land use, physical displacement, or involuntary resettlement.

Potential **environmental impacts** are expected to be temporary and localized and will primarily be typical for road rehabilitation activities, ncluding dust emissions, noise, vibration, temporary traffic disruptions, limited construction waste generation, localized pavement works and minor soil disturbance, risks related to occupational health and safety, and temporary risks to surface water resulting from runoff, sediment transport or accidental spills during construction.

Certain sections of the project corridor are located in proximity to Bileća Lake, including the Čepelica area, where the terrain slopes towards the nearby lake. No in-water works or activities that would alter the morphology of water bodies are planned. Potential impacts on surface water during construction are expected to be temporary and manageable through appropriate runoff, sediment and pollution control measures. No significant impacts on biodiversity, cultural heritage, groundwater, soil, surface waters, or environmentally sensitive areas are anticipated.

Potential **social impacts** are considered low and mainly related to temporary disturbances to traffic flow, access to adjacent properties, agricultural land and local roads, nearby settlements, and road users during construction. These impacts are expected to be short-term, localized, and manageable through appropriate mitigation measures and traffic management arrangements.

Accordingly, a site-specific Environmental and Social Management Plan (ESMP) Checklist has been prepared to ensure that all identified environmental and social risks are adequately managed during project implementation.

2. 1 POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS

The proposed rehabilitation works on the main road MI-109 (M-20), section Bileća – Trebinje, are expected to generate temporary, localized, and manageable environmental and social impacts typical for road rehabilitation projects. The works will primarily be implemented along the existing road corridor and will also include rehabilitation of the Čepelica road safety black spot, between km 6+817.81 and km 7+347.81, through localized correction of the pavement crossfall within the existing road alignment. The intervention at Čepelica will be carried out on state-owned land and will not require land acquisition.

Potential environmental impacts during construction may include:

- Temporary generation of dust from pavement rehabilitation, transportation of materials, earthworks, and other construction activities;
- Increased noise and vibration levels caused by construction machinery and vehicles;
- Generation of limited quantities of construction waste;
- Temporary risks to surface water quality due to runoff, sediment transport or accidental spills of fuel, lubricants, or other potentially hazardous substances, particularly in sections located in proximity to Bileća Lake and at the Čepelica location, where the terrain slopes towards the nearby lake;

- Minor and temporary soil disturbance associated with rehabilitation works and movement of construction machinery, as well as localized pavement works associated with the correction of the pavement crossfall at the Čepelica road safety black spot, including works on pavement layers and drainage improvements;
- Occupational health and safety risks associated with the operation of machinery and construction activities.

Potential social impacts may include:

- Temporary disruption of traffic flow during rehabilitation works;
- Temporary restrictions or disturbances in access to adjacent properties, agricultural land and local roads during rehabilitation works;
- Increased traffic safety risks due to the movement of construction machinery and equipment;
- Temporary disturbance to nearby residents and road users caused by noise, dust, vibration and construction activities.

No land acquisition, restrictions on land use, physical displacement, or significant livelihood impacts are anticipated. The pavement crossfall correction at the Čepelica road safety black spot will be carried out within the existing road corridor, on state-owned land, and will not require land acquisition.

All identified environmental and social impacts are expected to be short-term, localized, reversible and manageable through implementation of mitigation and monitoring measures defined in this ESMP Checklist and through application of good construction practices.

3. ESMP CHECKLIST

The ESMP Checklist is applied for minor rehabilitation and maintenance works with localized environmental and social impacts. It provides a practical and user-friendly approach to environmental and social management and is designed to be compatible with the requirements of the World Bank Environmental and Social Framework (ESF). The checklist format covers typical mitigation and monitoring measures applicable to civil works contracts with limited and site-specific impacts.

The checklist has one introduction section and three main parts:

- **Part 1** constitutes a descriptive part ("site-passport") that describes the project specifics in terms of physical location, the institutional and legislative aspects, the project description, inclusive of the need for a capacity building program and description of the public consultation process.
- **Part 2** includes the environmental and social screening in a simple Yes/No format followed by mitigation measures for any given activity.
- **Part 3** is a monitoring plan for activities during project construction and implementation. It retains the same format required for standard World Bank ESMPs.

Parts 2 and 3 of this ESMP Checklist form an integral part of the bidding and contract documentation and shall be implemented throughout the execution of the rehabilitation works.

3.1 APPLICATION OF THE ESMP CHECKLIST

This ESMP Checklist has been prepared for the sub-project "Rehabilitation of the main road MI-109 (M-20), Bileća - Trebinje" in accordance with the Environmental and Social Management Framework (ESMF) prepared for the Sustainable, Integrated and Safe Road Infrastructure Project (SISRI).

The ESMP Checklist identifies potential environmental and social impacts associated with the planned rehabilitation works and defines appropriate mitigation and monitoring measures to prevent, minimize, or mitigate adverse impacts during project implementation.

The ESMP Checklist shall form an integral part of the bidding and contract documentation and shall be implemented by the Contractor throughout the construction period. Compliance with the ESMP Checklist will be monitored by the Supervision Engineer, PC Roads, and other competent authorities, as applicable.

The implementation of the measures defined in this ESMP Checklist will ensure that rehabilitation works are carried out in compliance with applicable national legislation, occupational health and safety requirements, and the relevant Environmental and Social Standards (ESSs) of the World Bank. Continuous monitoring and supervision will be undertaken to verify compliance and ensure that any unforeseen impacts are promptly addressed through appropriate corrective actions.

Given the nature, scale, and location of the proposed works, the sub-project is classified as a project with Moderate Environmental Risk and Low Social Risk, for which the ESMP Checklist represents an appropriate environmental and social management instrument.

4. MONITORING AND REPORTING

Environmental and social monitoring during the implementation of the sub-project shall be carried out to ensure compliance with the requirements of this ESMP Checklist, applicable national legislation, and the World Bank Environmental and Social Standards (ESSs).

The **Contractor** shall be responsible for implementing all environmental, social, occupational health and safety (OHS), and traffic management measures prescribed by this ESMP Checklist. The Contractor shall maintain records related to environmental and social performance, including incidents, accidents, grievances, waste management activities, and implementation of mitigation measures.

A S**upervision Engineer** will be engaged through a separate procurement procedure and shall be responsible for monitoring the Contractor's compliance with environmental, social, health and safety requirements during the execution of works. Regular site inspections shall be conducted, and any identified non-compliance shall be documented and addressed through corrective actions within agreed timeframes.

PC Roads shall be responsible for overall supervision of environmental and social performance and shall ensure that periodic monitoring reports are prepared and submitted in accordance with project requirements and the Environmental and Social Commitment Plan (ESCP).

Any significant environmental, social, health and safety incident or accident occurring during project implementation shall be reported without delay and managed in accordance with applicable legislation, contractual obligations and World Bank requirements. Reportable incidents and accidents, including those subject to World Bank ESIRT requirements, are presented in Annex 1 of this ESMP Checklist.

PART 1: INSTITUTIONAL / ADMINISTRATIVE

The implementation of the **ESMP Checklist** will be monitored throughout the preparation, construction and operational phases of the sub-project. Monitoring activities will be undertaken to verify compliance with the mitigation measures defined in this ESMP Checklist, applicable national legislation and relevant World Bank requirements.

Any significant environmental, social, health and safety incident or accident occurring during project implementation shall be reported immediately to the Supervision Engineer and the PC Roads, which shall take appropriate actions and notify the World Bank in accordance with the ESCP requirements.

PART 1: INSTITUTIONAL & ADMINISTRATIVE	
INSTITUTIONAL & ADMINISTRATIVE	
Country	Bosnia and Herzegovina
Project Title	**Sustainable, Integrated and Safe Road Infrastructure Project (P502979)**
Scope of project and activity	Rehabilitation of the main road MI-109 (M-20), Bileća - Trebinje

PART 1: INSTITUTIONAL & ADMINISTRATIVE				
Institutional arrangements (WB) (Name and contacts)	Task Team Leader: Svetlana Vukanovic		Environmental and Social Specialist: Esma Kreso Beslagic Selma Ljubijankic	
Implementation arrangements (Borrower) (Name and contacts): PC Roads	Safeguard / Environment Supervision: PIU Environmental and Social Specialists	Works supervisor: Supervision Engineer (to be appointed)	Inspectorate Supervision: Relevant Inspectorates of Republika Srpska	Works Contractor: Contractor selected through the procurement procedure
SITE DESCRIPTION				
Name of site	Main road MI-109 (M-20), Bileća - Trebinje			
Describe site location	The sub-project is located on the main road MI-109 (M-20) between Bileća and Trebinje in Republika Srpska, Bosnia and Herzegovina, covering a section of approximately 28.7 km. The project area passes through a mix of semi-urban and rural environments, including sections in proximity to Bileća Lake and areas with scattered residential properties and roadside facilities. The works will primarily be carried out along the existing road alignment and will also include rehabilitation of the Čepelica road safety black spot, between km 6+817.81 and km 7+347.81, through localized correction of the pavement crossfall.			
Who owns the land?	The rehabilitation works will primarily be carried out within the existing road right-of-way of the main road MI-109 (M-20), which is public property managed by the Public Company "Republika Srpska Roads". The localized correction of the pavement crossfall at the Čepelica road safety black spot will be carried out within the existing road corridor, on state-owned land. No land acquisition is required for the implementation of the sub-project.			
Valid operating permit, licenses, approvals etc	Location Conditions and the Construction Permit have been obtained for the intervention at the Čepelica road safety black spot. Other permits, approvals and authorizations required under applicable national legislation shall be obtained prior to commencement of works, where applicable.			
LEGISLATION				
Identify national &local legislation & permits that apply to subproject activity(s)	Law on Public Roads of Republika Srpska Law on Environmental Protection of Republika Srpska Law on Spatial Planning, Construction and Ecology of Republika Srpska Law on Waste Management of Republika Srpska Law on Occupational Safety and Health of Republika Srpska Law on Waters of Republika Srpska Law on Nature Protection of Republika Srpska			

PART 1: INSTITUTIONAL & ADMINISTRATIVE	
	Guidelines for the Design, Construction, Maintenance and Supervision of Road Infrastructure Rulebook on Waste Categories, Testing and Classification of Waste Rulebook on Traffic Signage and Road Safety Equipment Relevant municipal requirements and approvals, where applicable Relevant by laws, technical regulations and permits required under national legislation.
PUBLIC CONSULTATION	
Identify when / where the public consultation process took place and what were the remarks from the consulted stakeholders	The draft ESMP Checklist will be publicly disclosed on the PC Roads website in accordance with the Stakeholder Engagement Plan (SEP). Interested stakeholders and members of the public will be provided with an opportunity to review the document and submit comments during the disclosure period. Any comments received will be reviewed and, where appropriate, incorporated into the final ESMP Checklist prior to its adoption and implementation.
INSTITUTIONAL CAPACITY BUILDING	
Will there be any capacity building?	[ ] N or [X] Y Capacity building will be provided to the Contractor, Supervision Engineer and relevant PC Roads staff to ensure proper implementation of the ESMP Checklist requirements.
ATTACHMENTS	
Attachment 1: E&S Screening Questionnaire and Screening Report Attachment 2: Main Design Documentation, including the Main Design for the Čepelica road safety black spot intervention Attachment 3: Road Safety Audit (RSA) Report Attachment 4: Climate Risk and Vulnerability Assessment (CRVA) Other permits / agreements as required: Location Conditions and Construction Permit for the Čepelica road safety black spot intervention; other permits and approvals, where applicable, in accordance with national legislation.	

PART 2: ENVIRONMENTAL AND SOCIAL SCREENING

The environmental and social screening was carried out to identify potential impacts and risks associated with the proposed rehabilitation works. The screening is conducted in accordance with the World Bank Environmental and Social Framework (ESF) and relevant national legislation. Based on the screening results, appropriate mitigation measures have been defined and are presented in the sections below.

PART 2: ENVIRONMENTAL & SOCIAL SCREENING			
Will the site activity include/involve any of the following potential issues/risks:	**Activity**	**Status**	**Additional References**
	A. General conditions	[X] Yes [ ] No	
	B. General Rehabilitation activities • Site specific vehicular traffic • Increase in dust and noise from rehabilitation activities • Generation of waste • Transport of materials and waste	[X] Yes [ ] No	If "Yes", See Section A, B below
	C. Activities taking place near water bodies such as rivers, lakes, international waters, etc • Increase in sediments loads in water bodies • Changes of water flow from rehabilitation activities • Pollution of water due to temporary waste disposal or spill leakages	[X] Yes [ ] No	If "Yes", See Section A, B, C below
	D. Physical damage of cultural and historical heritage • Risk of damage to known/unknown historical buildings/cultural and historical area • Chance finds are encountered	[ ] Yes [X] No	If "Yes", See Section A, C, D below
	E. Biodiversity, forests and protected areas • Vicinity of recognized protection area or ecological network	[ ] Yes [X] No	If "Yes", See Section A, B, E below

PART 2: ENVIRONMENTAL & SOCIAL SCREENING			
	• Disturbance of protected animal habitats • Cutting of trees/forest		
	F. Traffic disturbance and pedestrian safety • Site specific vehicular traffic site is in a populated area	[X] Yes [ ] No	If "Yes", See Section A, B, F below
	G. Usage of hazardous or toxic materials and generation of hazardous waste • Removal and disposal of toxic and/or hazardous waste during the rehabilitation activities • Storage of machine oils and lubricants	[X] Yes [ ] No	If "Yes", See Section A, B, G below
	H. Land acquisition	[ ] Yes [X] No	If "Yes", See Section H below

ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
A. General conditions	1. OHS and community safety	**Community and OH&S measures**: a) The relevant construction and environmental inspectorates and affected local communities shall be informed prior to commencement of rehabilitation works; b) The public shall be informed about the planned works through appropriate public notices, project information boards at the site and, through the website of PC Roads and other communication channels, where applicable; c) All legally required permits have been acquired for the project activities; d) Preparation and implementation of the Site Management Plan; e) Appropriate installation of signposting of the project site will inform workers of key rules and regulations to follow; f) Ensure appropriate marking and securing of the construction site and work sections throughout the implementation period; g) Access to residential properties, businesses, agricultural land, local roads and community facilities shall be maintained, where feasible, throughout the construction period; h) Placed warning tapes, barriers and signs shall be installed to prevent unauthorized access to the construction site; i) Temporary material storage should be clearly marked; j) Preparation prior to commencement of works and implementation of the Traffic Management Plan; k) All work will be carried out in a safe and disciplined manner designed to minimize impacts on workers, citizens using the road and environment; **Labor procedures** at least includes: • Employment contracts shall be concluded with all personnel engaged on the project, in accordance with applicable labor legislation;

ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		• Hiring only qualified and experienced workers; • Working hours shall be organized in accordance with applicable labor legislation and contractual requirements; • The Contractor shall implement labor management procedures, which shall also be applied by all subcontractors engaged on the project; • Preparation and implementation of a Construction Work Plan and schedule; • Occupational Health and Safety (OHS) risk assessments shall be carried out for all work activities. **OH&S measures for workers**: a) Machinery and equipment shall be operated only by trained and authorized personnel; b) All workers shall be trained and equipped with appropriate personal protective equipment (PPE), including safety helmets, safety footwear, high-visibility clothing, gloves, safety glasses, harnesses and other equipment as required by the nature of the work; c) Appropriate worker and community health and safety measures shall be implemented, including first aid equipment, personal protective equipment, safe machinery and tools, and emergency response arrangements; **Firefighting measures**: a) Constant presence of firefighting devices should be ensured on site in case of fire or other damage. Their position is communicated to workers and marked. The level of fire-fighting equipment must be assessed and evaluated through a typical risk assessment; b) A person should be appointed on the site responsible for the fire protection; c) Emergency and fire response procedures shall be communicated to all workers; d) The part of the road not affected by rehabilitation works shall be kept clean and safe for road users at all times.

ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
	2. Cultural Heritage preservation	a) In the case of chance finding, the site will be fenced (protected) and the competent cultural heritage authority will be informed within 24 hours following the national procedures. Works will recommence upon approval of competent authorities. Their instructions will be followed in the further works; b) Construction workers shall be informed about the Chance Finds Procedure and their obligation to report any potential archaeological or cultural heritage findings; c) It shall be ensured that provisions are put in place so that artefacts or other possible "chance finds" encountered in excavation or rehabilitation are noted and registered, responsible officials contacted, and works activities delayed or modified to account for such finds.
	3. Prevention of accidental situations	a) Spill response and spill containment kits shall be available on site at all times, and any accidental spills shall be immediately contained and prevented from entering drainage systems, soil or surface waters; b) Fire extinguishers shall be regularly inspected, maintained and kept in operational condition; c) The construction site shall be adequately secured, fenced where necessary, and provided with appropriate signage; d) Traffic around the project site should operate strictly in accordance with the Traffic Management Plan; e) Vehicles and construction machinery shall be regularly maintained, inspected and kept in proper working condition.
B. General Rehabilitation activities	1. Air Quality	a) On dry and windy days the construction site, transportation routes and materials handling sites should be water sprayed if needed; b) Where necessary, vehicles transporting construction materials shall be cleaned in designated areas to prevent the spread of mud, dust and debris onto public roads;

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ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		c) To minimize dust the construction materials should be stored in appropriate places and be covered; d) When transporting waste/materials the vehicles must be covered in order to decrease the dust emission; e) Vehicle speed within the construction site and work zones shall be adjusted to site conditions and traffic safety requirements; f) All machinery needs to be equipped with appropriate emission control equipment; g) Vehicles and machinery shall use fuel from authorized suppliers and in accordance with manufacturer specifications; h) Ensure all transportation vehicles and machinery are regularly maintained and attested; i) Construction activities generating dust, including pavement removal, works on pavement layers and other rehabilitation activities at the Čepelica road safety black spot, shall be carried out during appropriate weather conditions and managed through dust suppression measures where necessary.
	2. Noise disturbance	a) Noise levels shall not exceed the limit values prescribed by the applicable legislation of Republika Srpska, including the Rulebook on Permissible Limit Values of Noise Intensity ("Official Gazette of Republika Srpska", No. 02/23), and other relevant environmental protection regulations. According to land use and the level of noise protection, the following zones are defined: • **Zone 1** – areas intended for rest, healing and recovery, quiet areas outside settlements, including protected areas (national parks, strict and special nature reserves, nature parks, etc.): L day 50 dB(A), L evening 45 dB(A), L night 40 dB(A), L den 50 dB(A); • **Zone 2** – exclusively residential areas and quiet zones within settlements (preschool and school zones): L day 55 dB(A), L evening 55 dB(A), L night 40 dB(A), L den 56 dB(A); • **Zone 3** – mixed-use areas, predominantly residential areas: L day 55 dB(A), L evening 55 dB(A), L night 45 dB(A), L den 57 dB(A);

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ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		• **Zone 4** – mixed-use areas, predominantly commercial and residential-commercial areas, as well as areas along main and regional roads: L day 65 dB(A), L evening 65 dB(A), L night 50 dB(A), L den 66 dB(A); • **Zone 5 –** industrial, service, storage and transport areas, as well as sports, recreational and hospitality-tourism areas: L day 65 dB(A), L evening 65 dB(A), L night 55 dB(A), L den 67 dB(A); • **Zone 6 –** industrial and similar areas, where noise at the boundary of the zone shall not exceed the limit values applicable to the adjacent zone. b) Construction works shall not be permitted during nighttime hours. Site operations shall be restricted to the period from 7:00 to 19:00, unless otherwise approved by the competent authority; c) Noise suppression measures must be applied to all construction equipment. During operations the engine covers of generators, air compressors and other powered mechanical equipment should be closed. Should the vehicles or equipment not be in good working order, the Contractor may be instructed to remove the offending vehicle or machinery from the site; d) Mechanical equipment shall be regularly maintained and kept in proper working condition.
	3. Waste management	a) The different waste types that could be generated at the rehabilitation site need to be identified and classified according to the *Rulebook on Waste Categories, Testing and Classification of Waste;* b) Containers for each identified waste category are provided in sufficient quantities and positioned and marked for separate collection; c) Waste shall be segregated in accordance with the Rulebook on Waste Categories, Testing and Classification ("Official Gazette of Republika Srpska", No. 19/15, 79/18), and the Law on Waste Management ("Official Gazette of Republika Srpska", No. 111/13); d) The communal service enterprise responsible for waste collection shall collect and transport communal and inert waste within the municipality. Waste disposal shall be carried

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ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		out at an authorized disposal site. For the expected waste types from cleaning and rehabilitation activities, appropriate waste collection and disposal pathways and sites shall be identified; e) The construction waste will be separated from the general waste, liquid and chemical waste on site, by sorting in appropriate containers; f) Construction waste and surplus excavated material shall be removed from the site regularly and reused or recycled where technically and environmentally appropriate and feasible; g) The records of waste disposal (waste manifest) will be regularly updated and archived h) Only licensed collectors of waste will collect and dispose of the construction waste; i) All of the records of the disposed waste will be kept as proof for proper management; j) For any hazardous waste that may be generated (e.g. waste oils, fuels, contaminated containers, paint residues and leftover paint from signage works), licensed waste management operators shall be engaged for collection, transport and disposal; k) Waste and loose materials shall be adequately covered during transportation to prevent dispersion; l) Burning of construction waste or storage of waste in natural areas shall be prohibited.
	4. Hazardous materials and waste management	a) In the event of hazardous material spill, the source of the spill shall be stopped, the spilled material immediately contained and removed, and the affected area cleaned. Measures shall be taken to prevent spilled material from entering soil, drainage systems or surface waters, and applicable hazardous waste management procedures shall be followed; b) Contractor shall engage a licensed company for collection, transport and disposal of hazardous waste in accordance with national legislation; c) Transportation of hazardous waste shall be performed only by licensed operators and in accordance with applicable legislation governing hazardous waste transport;

ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		d) Hazardous waste shall be identified and classified in accordance with applicable national legislation; e) Hazardous waste shall be appropriately packaged and labelled; f) Packaging and labelling of hazardous waste shall comply with the requirements of national legislation, in particular the Rulebook on the Method of Storage, Packaging and Labelling of Hazardous Waste ("Official Gazette of Republika Srpska", No. 49/15): • The label should present the hazardous classification code, attention note "HAZARDOUS WASTE", general data for the waste holder, R-risk phrase, S – safety phrase, quantity of waste, physical conditions of hazardous waste and graphical symbol • The transport of hazardous waste is forbidden if it is not packaged and labelled according the national legislation requirements g) Runoff from construction areas, particularly from areas of earthworks and exposed soil, shall be appropriately controlled to prevent sediment, oils, fuels or other pollutants from reaching drainage systems and surface waters. Where necessary, runoff shall be collected and retained on site using appropriate temporary sediment and runoff control measures; h) Install/provide and maintain proper sanitary facilities for workers (mobile toilets). These toilets need to be cleaned and the wastewater needs to be properly transported to be further treated by the company that has a license for maintaining and cleaning of the mobile toilets; i) Waste water collected at the site must not be released to the environment without prior treatment; j) The temporary or final disposal of any waste stream near the water courses, lakes, drainage channels or other surface waters shall be prohibited; k) Servicing of vehicles and machinery is forbidden to be conducted on the construction site; l) Measures shall be implemented to prevent leakage of oils, fuels and other pollutants to soil and water; m) No diversion of watercourses is anticipated under the sub-project. If unforeseen circumstances require works in the vicinity of a watercourse, appropriate protection

ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		measures shall be implemented to prevent pollution and sediment runoff, and any other disturbances of the flow, including seasonal considerations.
	5. Nature protection	a) The construction site footprint shall be minimized in order to reduce impacts on surrounding land and vegetation. Removal of vegetation shall be limited to the minimum area necessary for implementation of the works; b) Disturbance of wildlife and collection of plants in the area is prohibited; c) Collection of firewood from and around working areas is prohibited; d) Although no protected areas are located within the project area, rehabilitation activities shall be organized to minimize unnecessary disturbance to local wildlife and vegetation; e) Generated waste shall be regularly collected, segregated, transported and disposed of at authorized disposal sites; f) Any vegetation unintentionally damaged during construction activities shall be restored, where feasible, using native species; g) Collection of plants and herbs from the vicinity of the construction site is strictly prohibited; h) Upon completion of works, all temporarily occupied areas shall be cleaned and restored to their original condition, where feasible.
	6. Transport and Materials Management	a) Transport routes and access roads to the construction sites shall be clearly defined; b) Transport of materials and use of access roads shall be coordinated, where necessary, with relevant local authorities and road management authorities. Appropriate safety measures shall be implemented to prevent accidents; c) All materials prone to dusting are transported in closed or covered trucks; d) All materials prone to dusting and susceptible to weather conditions are protected from atmospheric impacts either by windshields, covers, watered or other appropriate means;

ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		e) Roads are regularly swept and cleaned at critical points. Spilled materials are immediately removed from a road and cleaned. Access roads are well maintained; f) Spilled materials are immediately removed from roads and work areas and properly cleaned; g) Access of the construction and material delivery vehicles are strictly controlled, especially during the wet weather; h) Where topsoil is encountered and removed, it shall be stored separately from other excavated materials for subsequent reuse, where feasible; i) Stockpiles shall be located away from drainage lines, natural waterways, Bileća Lake and areas susceptible to erosion or runoff towards surface waters; j) There will be no unlicensed borrow pits, quarries or waste dumps in adjacent areas, especially not in protected areas. k) All loads of soil and excavated material shall be covered during transport from the site for reuse or disposal; l) Stockpiles shall be properly managed and stabilized to prevent erosion, dust generation and accidental spreading of material; m) Producers/suppliers of asphalt, gravel and concrete shall possess all required permits, licenses and approvals in accordance with applicable legislation, including relevant environmental permits and quality certifications, as applicable; n) All transportation vehicles and machinery shall be equipped with appropriate emission control equipment and shall be regularly maintained and attested;
C. Activities taking place near water bodies such as rivers, lakes, international waters, etc	Water pollution	a) Good construction practices shall be implemented to prevent pollution of nearby watercourses. Special care shall be taken during rehabilitation works at existing bridges, culverts, drainage structures and other road sections located near surface waters, as well as during pavement works, including correction of the pavement crossfall, at the Čepelica road

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ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		safety black spot, in order to prevent accidental discharge of pollutants, construction waste or sediments into water bodies; b) Proper storage, handling and refuelling procedures for fuels, oils and other hazardous materials shall be implemented; c) Temporary or permanent storage or disposal of fuels, oils, construction waste or other substances potentially harmful to water shall be prohibited near Bileća Lake, watercourses, drainage channels and other surface waters; d) The access roads to the project locations shall be kept clean and tidy to prevent the build-up of oil, dirt and other pollutants that may be washed into drainage systems or surface waters during rainfall; e) Stormwater management, sediment control and erosion control measures shall be implemented, particularly in sections located near Bileća Lake and at the Čepelica road safety black spot, where localized pavement works, including correction of the pavement crossfall, are planned and the terrain slopes towards the nearby lake, in order to prevent sediment runoff, erosion and accidental pollution of surface waters. Existing drainage structures shall remain functional throughout the works.
D. Vicinity of any historical building/s or areas	Historical/cultural buildings/area preservation	a) If a building or site designated as a cultural or historic heritage structure is located in the vicinity of or along the rehabilitation route, the competent authorities shall be notified and any required approvals/permits shall be obtained prior to commencement of works in its vicinity; b) All measures prescribed by the competent authorities following notification shall be implemented; c) Preventive measures shall be implemented to minimize noise and vibration and to maintain safe and unobstructed access during ceremonies or other relevant events; d) Where applicable, works in the immediate vicinity of cultural or religious sites shall be avoided during known periods of ceremonies, religious holidays or other significant events.

ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
E. Biodiversity, forests and protected areas	Ecosystem protection	a) Construction activities shall be confined to the designated work areas and unnecessary disturbance or damage to surrounding natural habitats and vegetation shall be avoided. All workers shall be strictly prohibited from hunting, foraging, logging or other activities that may adversely affect local flora and fauna; b) Where large trees are present in the vicinity of the works, they shall be clearly marked and protected from construction activities, including protection of their root systems from damage by machinery, excavation or material storage; c) Bileća Lake, drainage channels and other surface waters in the vicinity of the works shall be protected from construction site runoff through appropriate erosion and sediment control measures, such as silt fences, sediment barriers or other suitable measures, where necessary; d) Movement of construction machinery, temporary material storage and other construction activities at the Čepelica road safety black spot shall be restricted to the designated work areas in order to avoid unnecessary disturbance of surrounding vegetation and natural terrain.
F. Traffic disturbance and pedestrian safety	Direct or indirect impact to public traffic and pedestrians	The construction site and temporary traffic regulation shall be appropriately secured and managed by the Contractor. Measures shall include, but not be limited to, the following: a) The Contractor shall prepare the Traffic Management Plan and the design for temporary traffic regulation. The design shall be reviewed by PC Roads and approved by the competent Ministry. Temporary traffic regulation during construction works shall be implemented in accordance with the approved design and applicable regulatory requirements; b) The neighboring communities located along and near the project corridor shall be informed in a timely manner about the planned works, expected traffic disruptions and temporary traffic regulation measures. Local communities will be informed through community notice boards, information boards at the construction site and, where appropriate, through meetings with local communities. Wider road users will be informed through targeted media announcements and information campaigns implemented in cooperation with the police and the Auto Moto Association of Republika Srpska;

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		c) If temporary traffic restrictions are required, they shall be implemented in accordance with the approved Traffic Management Plan and appropriate traffic regulation measures; d) Appropriate signposts, warning signs, barriers and temporary traffic regulation signs shall be installed at and in advance of the construction site to warn road users and pedestrians of potential hazards; e) Installed boards and signs must not interfere with traffic safety and visibility; f) Adequate warning tapes and signage need to be provided and placed; g) Unauthorized access to the construction site shall be prohibited; h) Appropriate traffic management procedures shall be implemented and relevant personnel shall be trained, particularly in relation to construction site access and movement of heavy vehicles. Safe passages and crossings for pedestrians shall be provided where construction activities or construction traffic interfere with pedestrian movement; i) Active traffic management shall be conducted by trained and visible staff at the site, if required for safe and convenient passage for the public; j) Where required, a special traffic regime for Contractor's vehicles shall be established during construction, in coordination with the competent authorities, including appropriate signage to ensure traffic safety, traffic flow and continued access to adjacent land and facilities; k) Pedestrian safety shall be ensured throughout the construction period. Where schools or other facilities frequently used by children are located in the vicinity of the works, special safety measures shall be implemented, as appropriate, including fencing of the construction site, provision of safe pedestrian corridors and manual traffic regulation during peak hours; l) Safe access to residences, businesses, agricultural land, local roads and community facilities shall be maintained throughout the construction period. Where temporary access restrictions cannot be avoided, they shall be minimized in duration and extent, and affected owners and users shall be consulted in advance regarding timing, duration and arrangements for such restrictions;

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		m) Working hours and major transport activities shall be adjusted, where feasible, to local traffic patterns, including avoidance of peak traffic periods and times of livestock movement; n) Temporary traffic regulation at the Čepelica road safety black spot shall be coordinated with the sequencing of construction works to ensure safe passage of road users through or around the work zone at all times, in accordance with the approved temporary traffic regulation design.
G. Usage of hazardous or toxic materials and generation of hazardous waste	Toxic / hazardous materials management and Hazardous waste management	a) Temporary storage of hazardous materials and hazardous waste shall be carried out in designated, secure and properly labelled areas; b) Hazardous materials, including fuels, shall be stored in designated and secure areas, away from drainage structures and surface waters. Only quantities necessary for construction activities shall be stored on site; c) Containers holding hazardous substances shall be leak-proof and provided with appropriate secondary containment, such as bunds, double-walled containers or similar systems. Secondary containment shall be maintained in good condition, free of cracks and of sufficient capacity to contain accidental spills; d) The containers with hazardous substances must be kept closed, except when adding or removing materials/waste. They must not be handled, opened, or stored in a manner that may cause them to leak; e) Hazardous waste shall not be mixed with other waste streams and incompatible hazardous wastes shall be kept separately; f) Hazardous waste shall be collected, transported, treated and disposed of by licensed operators in accordance with applicable national legislation; g) Paints and other chemical products used during the works shall comply with applicable national requirements and shall be properly stored, handled and used in accordance with the manufacturer's instructions and relevant safety data sheets. Lead-based paints shall not be used.

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ACTIVITY	PARAMETAR	MITIGATION MEASURES CHECKLIST
		h) Storage and handling of fuels, oils and other hazardous materials shall not be permitted in locations where accidental spills could directly enter Bileća Lake, watercourses or drainage systems. Refuelling shall be carried out in designated areas with appropriate spill prevention and containment measures.
H. Land acquisition	Land acquisition	a) No land acquisition or expropriation is anticipated under the sub-project. If, during project implementation, any unforeseen need for land acquisition, restrictions on land use or impacts on access to livelihoods is identified, works in the affected area shall not proceed until the World Bank Task Team has been consulted and the applicable requirements have been addressed; b) No Land Acquisition Plan is required for the sub-project based on the currently defined scope of works. Should unforeseen land acquisition or land use restrictions become necessary, the appropriate instrument shall be prepared and implemented in accordance with the Project's applicable environmental and social framework and World Bank requirements prior to commencement of the relevant works; c) The localized correction of the pavement crossfall at the Čepelica road safety black spot will be implemented within the existing road corridor, on state-owned land, and will not require land acquisition, restrictions on land use, physical displacement or involuntary resettlement.

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PART 3: MONITORING PLAN

The monitoring plan identifies the parameters to be monitored, monitoring methods, frequency, responsibilities and reporting requirements during implementation of the sub-project. Monitoring will be undertaken to ensure effective implementation of the mitigation measures defined in this ESMP Checklist.

PHASE	WHAT (Is the parameter to be monitored?)	WHERE (Is the parameter to be monitored?)	HOW (Is the parameter to be monitored?)	WHEN (Define the frequency / or continuous?)	WHY (Is the parameter being monitored?)	COST (if not included in project budget)	WHO (Is responsible for monitoring?)
During preparation	Inclusion of ESMP Checklist requirements into bidding and contract documentation	PIU / project documentation	Review of bidding and contract documents	Prior to commencement of works	To ensure environmental and social requirements are incorporated into project implementation	Included in project preparation costs	PIU / PC Roads
During implementation	Implementation of mitigation measures related to air quality, noise, waste and hazardous materials management, nature protection,	Construction site and adjacent areas along the road corridor	Site inspections, visual observations, review of Contractor records, permits, waste documentation and	Regularly throughout construction works (monthly and as required)	To verify compliance with ESMP Checklist requirements and applicable legislation	Included in Contractor's costs	Contractor, Supervision Engineer, PIU, PC Roads

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PHASE	WHAT (Is the parameter to be monitored?)	WHERE (Is the parameter to be monitored?)	HOW (Is the parameter to be monitored?)	WHEN (Define the frequency / or continuous?)	WHY (Is the parameter being monitored?)	COST (if not included in project budget)	WHO (Is responsible for monitoring?)
	community health and safety and OHS		supervision reports				
	Pavement works, including correction of the pavement crossfall, erosion and sediment control, construction runoff, drainage functionality and prevention of pollution of surface waters at the Čepelica road safety black spot.	Čepelica road safety black spot (km 6+817.81 to km 7+347.81), particularly areas where pavement crossfall correction and pavement rehabilitation works are carried out, as well as stockpile locations and existing drainage structures.	Visual site inspections; inspection of erosion, sediment and runoff control measures; inspection of stockpile locations and drainage structures; checking for evidence of spills, sediment runoff or pollution.	Regularly during pavement rehabilitation and pavement crossfall correction works, after heavy rainfall events, and as required.	To prevent erosion, sediment runoff and accidental pollution of nearby surface waters and to ensure proper functioning of drainage structures	Included in Contractor's costs	Contractor, Supervision Engineer, PIU / PC Roads
	Implementation of the approved	Active construction zones along the	Visual inspections of temporary	Daily by the Contractor during active	To ensure safe traffic flow, pedestrian and	Included in Contractor's costs	Contractor, Supervision

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PHASE	WHAT (Is the parameter to be monitored?)	WHERE (Is the parameter to be monitored?)	HOW (Is the parameter to be monitored?)	WHEN (Define the frequency / or continuous?)	WHY (Is the parameter being monitored?)	COST (if not included in project budget)	WHO (Is responsible for monitoring?)
	Traffic Management Plan and temporary traffic regulation measures, including signage, barriers, safe access and pedestrian safety	road corridor, with particular attention to the Čepelica road safety black spot and locations where works interfere with existing traffic or access	traffic regulation, signage, barriers, access arrangements and traffic management practices	works and regularly by the Supervision Engineer; additionally as required following changes in traffic regulation	road-user safety and continued access during construction		Engineer, PIU / PC Roads
	Specific environmental measurements and additional monitoring in response to complaints or environmental incidents (e.g. noise, dust or water quality), if required	Construction site and affected areas	Measurements, inspections, review of complaints and corrective actions	As required, following receipt of complaints or occurrence of environmental incidents	To verify and address concerns raised by affected communities and ensure compliance with ESMP requirements	Included in Contractor's costs	Contractor, Supervision Engineer, PIU, PC Roads

PHASE	WHAT (Is the parameter to be monitored?)	WHERE (Is the parameter to be monitored?)	HOW (Is the parameter to be monitored?)	WHEN (Define the frequency / or continuous?)	WHY (Is the parameter being monitored?)	COST (if not included in project budget)	WHO (Is responsible for monitoring?)
During operational period	Condition of drainage structures, road safety equipment and environmental protection measures	Along the rehabilitated road section with particular attention to the Čepelica road safety black spot	Periodic inspections and maintenance records	Periodically during operation and routine maintenance activities	To ensure continued road safety and proper functioning of environmental protection measures	Included in routine maintenance budget	PC Roads

REPORTING

The Contractor shall prepare and submit regular environmental and social monitoring reports to the Supervision Engineer. These reports shall include information on implementation of mitigation measures, incidents, accidents, grievances, waste management activities, and occupational health and safety (OHS) performance.

The Supervision Engineer shall review and verify the reports and submit consolidated progress reports to PC Roads.

PC Roads shall monitor overall environmental and social performance of the sub-project and shall submit periodic environmental and social performance reports to the World Bank, in accordance with project requirements and the Environmental and Social Commitment Plan (ESCP).

Any incidents, accidents, grievances, non-compliances or significant environmental and social issues shall be reported without delay and addressed in accordance with applicable legislation, contractual obligations and World Bank requirements. Monitoring findings and corrective actions shall be documented through regular supervision records and progress reports.

ANNEX 1: REPORTABLE INCIDENTS

The following incident types are to be reported in the course of 24 hours:

- **Fatality:** Death of a person(s) that occurs within one year of an accident/incident, including from occupational disease/illness (e.g., from exposure to chemicals/toxins).
- **Lost Time Injury:** Injury or occupational disease/illness (e.g., from exposure to chemicals/toxins) that results in a worker requiring 3 or more days off work, or an injury or release of substance (e.g., chemicals/toxins) that results in a member of the community needing medical treatment.
- **Acts of Violence/Protest:** Any intentional use of physical force, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, deprivation to workers or project beneficiaries, or negatively affects the safe operation of a project worksite.
- **Disease Outbreaks:** The occurrence of a disease in excess of normal expectancy of number of cases. Disease may be communicable or may be the result of unknown etiology.
- **Disease Outbreak Example: Reporting COVID-19**

  The purpose of reporting incidents on a project through ESIRT is to inform management so they can help determine if the Bank needs to adapt to, manage or correct the situation. COVID19 is a global pandemic, and there is not yet an internationally agreed determination whether, or in what circumstances, it is considered an occupational disease (as discussed in the following resources: WHO and ISSA). This makes it difficult to use occupational disease as a criterion for determining whether to report COVID-19-related incidents through ESIRT. Therefore, the Bank is requiring teams to apply ESIRT for reporting COVID-19-related incidents on projects only under certain circumstances, as follows.

  Teams should request their PIUs to keep the Bank informed of any outbreaks on project offices or worksites, and in particular, when either:

  i. The infection rate in the workforce increases to the point that the client or contractor's ability to implement the project is compromised.

  ii. The client or contractor is unable to ensure that infected workers are receiving proper care.

  iii. The client or contractor is failing to deliver preventative measures adequately.

  An investigation into an outbreak of COVID-19 does not need to be undertaken by the Borrower. But the PIU should keep teams informed of any concerns or problems associated with providing care to infected workers on project sites. For example, if there are shortages of PPE, equipment, medicines, or if health care workers become ill and incapacitated etc.; the information should enable teams to discuss and identify any assistance that they may be able to bring to bear to resolve any problems. In addition, should works need temporarily to be halted (for example due to widespread worker illness) teams should seek reassurance that the worksite has been left in a safe condition, from the supervision agency. These actions would be part of regular implementation support.

  If a fatality occurs, and the information available suggests that the fatality may be a result of the client or contractor failing to deliver preventative measures adequately (i.e., scenario (iii) above), the ESIRT process should be followed, including any appropriate investigation, so that the appropriate follow-up actions of the Bank can be brought to bear

on the project, to help correct the situation. The Bank will track only fatalities reported as part of the ESIRT process.

- **Displacement Without Due Process:** The permanent or temporary displacement against the will of individuals, families, and/or communities from the homes and/or land which they occupy without the provision of, and access to, appropriate forms of legal and other protection and/or in a manner that does not comply with an approved resettlement action plan.
- **Child Labor:** An incident of child labor occurs: (i) when a child under the age of 14 (or a higher age for employment specified by national law) is employed or engaged in connection with a project, and/or (ii) when a child over the minimum age specified in (i) and under the age of 18 is employed or engaged in connection with a project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral or social development.
- **Forced Labor:** An incident of forced labor occurs when any work or service not voluntarily performed is exacted from an individual under threat of force or penalty in connection with a project, including any kind of involuntary or compulsory labor, such as indentured labor, bonded labor, or similar labor-contracting arrangements. This also includes incidents when trafficked persons are employed in connection with a project.
- **Unexpected impacts on heritage resources:** An impact that occurs to a legally protected and/or internationally recognized area of cultural heritage or archaeological value, including world heritage sites or nationally protected areas that were not foreseen or predicted as part of the project design or the environmental or social assessment.
- **Unexpected impacts on biodiversity resources:** An impact that occurs to a legally protected and/or internationally recognized area of high biodiversity value, to a Critical Habitat, or to a Critically Endangered or Endangered species (as listed in IUCN Red List of threatened species or equivalent national approaches) that was not foreseen or predicted as part of the project design or the environmental and social assessment. This includes poaching or trafficking of Critically Endangered or Endangered species.
- **Environmental pollution incident:** Exceedances of emission standards to land, water, or air (e.g., from chemicals/toxins) that have persisted for more than 24hrs or have resulted in harm to the environment.
- **Dam failure:** A sudden, rapid, and uncontrolled release of impounded water or material through overtopping or breakthrough of dam structures.
- **Violence on the basis of SOGI:** The threat or use of physical force that injures or abuses a person, or damages or destroys property, and that is motivated in whole or in part by the victim's real or perceived sexual orientation, gender identity, gender expression, or sex characteristics.
- **Discrimination on the basis of SOGI:** Discrimination means creating a distinction, exclusion, or restriction which has the purpose or effect of impairing or excluding a person based on their real or perceived sexual orientation, gender identity, gender expression, or sex characteristics from being on an equal basis with others.
- **Sexual Exploitation:** 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 operations/projects, sexual exploitation occurs when access to or benefit from a Bank financed Goods, Works, Non-consulting Services or Consulting Services is used to extract sexual gain.
- **Sexual Abuse:** Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. In Bank financed operations/projects, sexual abuse occurs when a project related worker (contractor staff, subcontractor staff, supervising engineer) uses

force or unequal power vis a vis a community member or colleague to perpetrate or threat to perpetrate an unwanted sexual act.

- **Sexual Harassment:** Any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive work environment. In Bank financed operations/projects, sexual harassment occurs within the context of a subcontractor or contractor and relates to employees of the company experiencing unwelcome sexual advances or requests for sexual favor or acts of a sexual nature that are offensive and humiliating among the same company's employees.

  Task teams also have the discretion to elevate incidents to management, irrespective of whether the type is listed in this annex: task teams should apply the ESIRT process to inform about such incidents they deem worthy of management attention using the 'Other incident type' defined below.

- **Other:** Any other incident or accident that may have a significant adverse effect on the environment, the affected communities, the public, or the workers, irrespective of whether harm had occurred on that occasion. Any repeated non-compliance or recurrent minor incidents which suggest systematic failures that the task team deems needing the attention of Bank management.