

## ANNEX 12: ENVIRONMENT AND SOCIAL ACTION PLAN

The main purpose of the Environmental and Social Action Plan (ESAP) is to ensure decision-making is enhanced thereby promoting interventions and activities that comply with the national environmental and social requirements, African Development Bank (AfDB) Operational Safeguards (OSs) and the Green Climate Fund (GCF) Environmental and Social Safeguards (ESS) Standards. The ESAP supports the integration of environmental and social considerations in the project site selection, planning and design as well as implementation. Furthermore, it helps to enhance the project benefits by avoiding, minimizing, mitigating or compensating for adverse impacts. The project has been screened and considered as Environmental and Social Safeguard Category C i.e., the proposed project has minimal or low adverse environmental and/or social impact. However, project activities will be screened prior to their commencement to ensure all associated environmental and social risks can be adequately addressed by the ESAP.

### ANNEX 12-1: GCF GUIDANCE ON ESS SCREENING

Exclusion criteria	YES	NO
Will the activities involve associated facilities or generate cumulative impacts that would require further detailed due diligence and management planning?		√
No cumulative impacts anticipated due to the nature of activities that involve installation of equipment and replanting of native mangrove species. The project does not anticipate construction of new or expansion of any existing facilities and will not involve associated facilities.		
Will the activities involve transboundary impacts including those that would require further due diligence and notification to affected states?		√
This is not anticipated as all the activities will be undertaken in Sierra Leone.		
Will the activities adversely affect working conditions and health and safety of workers or potentially employ vulnerable categories of workers including women and children?		√
No. The activities will not affect working conditions and health and safety of workers based on the scope which involves installation of equipment and replanting of native mangrove species. The project will not engage any one below the age of 18 years and will comply with National and international Labor laws		
Will the activities potentially generate hazardous waste and pollutants including pesticides and contaminate lands that would require further studies on management, minimization and control and compliance to the country and applicable international environmental quality standards?		√
The project activities will not generate hazardous wastes as the nature of activities involves the installation of equipment. No pesticides will be used during the reforestation.		
Will the activities involve the construction, maintenance, and rehabilitation of critical infrastructure (like dams, water impoundments, coastal and riverbank infrastructure) that would require further technical assessment and safety studies?		√
No. the scope of activities will not entail any infrastructure to be constructed, rehabilitated or expanded		
Will the proposed activities potentially involve resettlement and dispossession, land acquisition, and economic displacement of persons and communities?		√
No, the proposed activities will not involve resettlement. The project activities will use existing locations and all sites are owned by Government. Therefore, there is no risk of displacements		
Will the activities be located in protected areas and areas of ecological significance including critical habitats, key biodiversity areas, and internationally recognized conservation sites?	√	
Yes, the project activities include the conservation and restoration of degraded critical habitats but does not involve physical construction. Hence, the impacts are foreseen to be		

low. The activities are significantly beneficial for mangroves and wetlands. They will also enhance ecosystem services provided by these habitats. The ESAP includes mitigation measures to address potential adverse impacts.		
Will the activities affect indigenous peoples that would require further due diligence, free, prior and informed consent (FPIC) and development of inclusion and development plans?		√
No, the project will not affect any indigenous people. Following from consultations, ethnic minorities have not been identified at any of the proposed programme sites. Activities that will adversely affect land owned or claimed by indigenous people or that will result in economic and/or physical displacements will not be undertaken as enshrined in the ESAP's exclusion list.		
Will the activities be located in areas that are considered to have archaeological(prehistoric), paleontological, historical, cultural, artistic, and religious values or contains features considered as critical cultural heritage?		√
No, the project sites are already known and are on land that already have Government facilities already constructed.		

## B. Specific environmental and social risks and impacts

Assessment and Management of Environmental and Social Risks and Impacts	YES	NO	TBD
Has the E&S risk category of the project been provided in the concept note?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Has the rationale for the categorization of the project been provided in the relevant sections of the concept note?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Are there any additional environmental, health and safety requirements under the national laws and regulations and relevant international treaties and agreements?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Please provide a justification of your answer:</i> No. The nature of activities that involves installation of equipment and the reforestation of native mangroves doesn't require compliance with additional regulations associated with projects with significant environmental and social impacts. From the review of regulations and laws applicable to the programme and consultations with the National Protected Areas Authority (NPAA), there are no further legal requirements or compliance required by the project.			
Are the identification of risks and impacts based on recent or up-to-date information?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please provide a justification of your answer:</i> This is based on stakeholder consultation and data collection undertaken up to August 2023			
Labour and Working Conditions	YES	NO	TBD
Will the activities potentially have impacts on the working conditions, particularly the terms of employment, worker's organization, non-discrimination, equal opportunity, child labour, and forced labour of direct, contracted and third-party workers?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Please provide a justification of your answer:</i> There are ILO standards and National laws (Employment Act, 2023) that will be upheld during the implementation of the project.			
Will the activities pose occupational health and safety risks to workers including supply chain workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please provide a justification of your answer:</i> The occupational health and safety risk posed by the programme activities are very minimal. The ESAP contains relevant and appropriate mitigation measures to adequately address the OHS risks e.g., the development and implementation OHS Plan, provision and enforcement of use of PPEs etc.			
Resource Efficiency and Pollution Prevention	YES	NO	TBD
Will the activities generate (1) emissions to air; (2) discharges to water; (3) activity-related greenhouse gas (GHG) emissions, (4) noise and vibration; and (5) wastes?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Please provide a justification of your answer: Nature of the activities will predispose emissions to air or discharges to water. The wastes coming from the activities can be easily disposed using licensed local waste collectors. There will be no significant noise resulting from the nature of activities that involves installation and doesn't require any heavy equipment. The reforestation activities will not also create any of the noise, emit GHG or wastes			
Will the activities utilize significant amount of natural resources including water and energy?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No. The nature of activities that involves installation of equipment and reforestation doesn't require utilization of significant water and energy. The replanting activities will focus on restoration of degraded mangrove habitats mostly on the coastline			
Will there be a need to develop detailed measures to reduce pollution and promote sustainable use of resources?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No. The nature of activities will not generate significant wastes, GHG emissions, and will not require significant use of resources as it involves the installation of equipment and restoration of degraded mangrove habitats.			
<b>Community Health, Safety, and Security</b>	<b>YES</b>	<b>NO</b>	<b>TBD</b>
Will the activities potentially generate risks and impacts to the health and safety of the affected communities?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No the sites are isolated and located within Government owned facilities and will therefore not affect communities. The replanting activities will focus on restoration of degraded mangrove habitats.			
Will there be a need for an emergency preparedness and response plan that also outlines how the affected communities will be assisted in times of emergency?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No. The activities will not result in significant Health and safety hazards or risks			
Will there be risks posed by the security arrangements and potential conflicts at the project site to the workers and affected community?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No, the sites for the installations are isolated and located within Government owned facilities and will therefore not affect communities. The replanting activities will focus on restoration of degraded mangrove habitats			
<b>Land Acquisition and Involuntary Resettlement</b>	<b>YES</b>	<b>NO</b>	<b>TBD</b>
Will the activities likely involve land acquisition and/or physical or economic displacement?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No, the sites are isolated and located within Government owned facilities and will therefore not affect communities. The replanting activities will focus on restoration of degraded mangrove habitats. The project will not conduct activities in sites that require land expropriation, acquisition or involuntary resettlement as enshrined in the exclusion list.			
<b>Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>	<b>YES</b>	<b>NO</b>	<b>TBD</b>
Will the activities potentially introduce invasive alien species of flora and fauna affecting the biodiversity of the area?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No. The replanting will involve the use of native species in the selected locations			
Will the activities have potential impacts on or be dependent on ecosystem services including production of living natural resources (e.g. agriculture, livestock, fisheries, forestry)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No. The project activities will enhance the availability of ecosystem services			
<b>Indigenous Peoples</b>	<b>YES</b>	<b>NO</b>	<b>TBD</b>
Will the activities potentially have any indirect impacts on indigenous peoples, ethnic minorities, or vulnerable and marginalized groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide a justification of your answer: No. There are no indigenous peoples, ethnic minorities, or vulnerable and marginalized groups at the project sites that are within Government owned facilities. The replanting activities will focus on restoration of degraded mangrove habitats. The project exclusion list precludes activities at sites that will result in illegal forced eviction of previous owners or occupants.			

Cultural Heritage	Yes	NO	TBD
Will the activities restrict access to the cultural heritage sites and properties?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Please provide a justification of your answer:</i> No, the sites are isolated and located within Government owned facilities and will therefore not affect communities. The replanting activities will focus on restoration of degraded mangrove habitats			
Will there be a need to prepare a chance-find procedure in case of the discovery of cultural heritage assets?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Please provide a justification of your answer:</i> Yes. The sites for the installation of equipment are government-owned with existing structures while replanting activities will focus on restoration of degraded mangrove habitats. However, a programme-specific chance-find procedure will be prepared in case of the discovery of a previously unknown cultural heritage resources during the implementation of activities.			
Stakeholder engagement and grievance	Yes	NO	TBD
Will the activities include a continuing stakeholder engagement process and a grievance redress mechanism and integrated into the management/implementation plans?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please provide a justification of your answer:</i> The stakeholder engagement plan and the GRM have been prepared			

## ENVIRONMENTAL AND SOCIAL (E&S) SCREENING CATEGORIES

Project activities are categorized based on the relevance of their potentially adverse environmental and social risks and impacts and has been aligned to the AfDB categorization. Below is a classification of E&S risk to guide decision-making on activities that can be undertaken.

**Category A projects** are likely to induce significant and/or irreversible adverse environmental and/or social impacts that are sensitive, diverse, or unprecedented, or that affect an area broader than the sites or facilities subject to physical works. Category A projects are usually large-scale infrastructure development, replication and/or scale-up investment projects.

Category A projects require an environmental and social impact assessments (ESIAs) to be conducted, which should examine the project's potential negative and positive environmental impacts, compare them with those of feasible alternatives (including the "without project" situation), and recommend any measures needed to prevent, minimize, mitigate, or compensate for adverse impacts. As a result of the ESIA process, an Environmental and Social Management Plan (ESMP) will be developed.

**Category B projects** are smaller in scale and are likely to have less adverse impacts on human populations or environmentally important areas. Likely impacts will be few in number, are site-specific, and few, if any, will be irreversible. Category B projects may include physical interventions, such as demonstration of pilot approaches, at the level of technology transfer and deployment, which serve as a basis for future replication and scale-up (e.g., pilot renewable energy installations, pilot resource efficient technology transfer and installation, etc.), as well as planning support, policy advice, and capacity building. An environmental and social management plans (ESMPs) needs to be developed to integrate environmental and social sustainability elements into project design. Here, appropriate management and mitigation measures will be defined and/or internationally recognized design criteria and standards incorporated.

**Category C projects** either have minimal or adverse social and/or environmental impacts (e.g., studies, policy inventory work, awareness raising activities, installation of solar PV products). Beyond screening, no further specific environmental and/or social assessment is required for a Category C project. However, it is important to note that such projects, particularly those with procurement components, may still have potential environmental and social sustainability considerations. These should be addressed as part of the project design activities and through the procurement processes.

Project activities and intervention categorized as A and B will not be executed.

## ANNEX 12-2: ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

The Environmental and Social Screening (ESSC) checklist has been designed to assist in the evaluation of proposed programme activities. The checklist is designed to place information in the hands of reviewers so that mitigation measures, if any, can be identified and/or that requirements for further environmental and social analysis be determined.

Issues	Site Sensitivity			Responsibility
	Low	Medium	High	
Natural Habitats	No natural habitats present	No critical natural habitats; other natural habitats occur	Critical natural habitats present	Executing Entity
Water quality and water resource availability and use	Water flows exceed any existing demand; low intensity of water use; potential water use conflicts expected to be low; no potential water quality issues	Intensity of water use; multiple water users; water quality issues are important	Intensive water use; multiple water users; potential for conflicts is high; water quality issues are important	Executing Entity
Natural hazards vulnerability, floods, soil stability/ erosion	Flat terrain; no potential stability/erosion problems; no known volcanic/seismic/ flood risks	Medium slopes; Some erosion potential; medium risks from volcanic/seismic/ flood/ hurricanes	Mountainous terrain; steep slopes; unstable soils; high erosion potential; volcanic, seismic, or flood risks	Executing Entity
Cultural Property and Involuntary resettlement	No known or suspected cultural heritage sites; Low population density; dispersed population; legal tenure is well-defined water rights	Suspected cultural heritage sites; known heritage sites in broader area of influence tenure; well-defined water rights	Known heritage sites in project area Land issues, High population density; major towns and villages; low-income families and/or illegal ownership of land; communal properties; unclear water rights	Executing Entity
Sexual Exploitation, Abuse and Harassment (SEAH)	Low risk of SEAH in the project area; availability of SEAH protection services; and availability of laws prohibiting SEAH	Risk of SEAH in the project area; limited availability of SEAH protection services; and limited availability of laws prohibiting SEAH	High risk of SEAH in the project area; non-availability of SEAH protection services; and unavailability of laws prohibiting SEAH	Executing Agency

## 1. Site Selection:

When considering the location of a sub-project, rate the sensitivity of the proposed site in the following table according to the given criteria. Higher ratings do not necessarily mean that a site is unsuitable. They do indicate a real risk of causing undesirable adverse environmental and social effects, and that more substantial environmental and/or social planning may be required to adequately avoid, mitigate, or manage potential effects.

## 2. Checklist questions:

<b>Physical Data</b>	<i>Yes/No answers and bullet lists preferred except where descriptive detail is essential</i>	
Site area in ha Extension of or changes to existing alignment		
Any existing property to transfer to sub-project. Any plans for new construction		
<b>Preliminary Environmental Information:</b>	<i>Yes/No answers and bullet lists preferred except where descriptive detail is essential</i>	
State the source of information available at this stage (i.e., proponent's report, EIA, or other environmental study)		
Has there been litigation or complaints of any environmental nature directed against the proponent or sub-project?		
<b>Identify type of activities and likely environmental impacts:</b>	<i>Yes/No answers and bullet lists preferred except where descriptive detail is essential</i>	
What are the likely environmental impacts, opportunities, risks, and liabilities associated with the sub-project?		
Is there a risk for increased waste generation?		
Will there be impacts on natural resources that constitute livelihoods of community (e.g., grazing or hunting grounds)?		
<b>Determine environmental screening category:</b>	<i>Bullet lists preferred except where descriptive detail is essential.</i>	
After compiling the above, determine which category the subproject falls under based on the environmental categories A, B, and C		
<b>Mitigation of Potential Pollution:</b>	Yes	No
Does the sub-project have the potential to pollute the environment or contravene any environmental laws and regulations?		
Does the design adequately detail mitigating measures?		
<b>Public participation/information requirements:</b>	<i>Yes/No answers and bullet lists preferred except where descriptive detail is essential.</i>	
Does the proposal require, under national or local laws, the public to be informed, consulted, or involved?		
Has consultation been completed?		
Indicate the time frame of any outstanding consultation process		
<b>Land and resettlement:</b>	<i>Yes/No answers and bullet lists preferred except where descriptive detail is essential.</i>	
What is the likelihood of land purchase for the sub-project?		

How will the proponent go about land purchase?	
What level or type of compensation is planned?	
Who will monitor actual payments?	
<b>Indigenous People:</b>	<i>Yes/No answers and bullet lists preferred except where descriptive detail is essential.</i>
Are there ethnic minority communities and population in the subproject area, and will the proposed subproject bring them positive or negative impacts?	
<b>Approval/rejection</b>	<i>Yes/No answers and bullet lists preferred except where descriptive detail is essential.</i>
If activity is rejected for environmental reasons, should the subproject be reconsidered? What additional data would be required for re-consideration?	

#### **ANNEX 12-2-1: SEAH RISK ASSESSMENT**

The project has been assessed for SEAH risks which are considered to be low risk due to the nature of the activities. The installation of radars and mangrove replanting will not involve a large influx of workers. However, there may still be risks due to sociocultural norms that may prevent challenging SEAH issues or low level of prosecution of SEAH offences. There are laws and institutions in Sierra Leone which prohibits and prosecute SEAH offences (Sexual Offences Amendment Act, 2019, National Committee on GBV, Ministry of Gender and Children Affairs etc.), an increasing awareness on rights, and availability of survivor-centered SEAH protection services. In spite of the low SEAH risk in the programme locations, the ESAP adequately provides for communication on SEAH with relevant stakeholders and individuals susceptible to these risks as well as preventive measures to mitigate occurrences including grievance redress mechanism that can resolve and/or refer SEAH-related complaints GBV support services providers.

#### **ANNEX 12-3: EXCLUSION LIST**

The exclusion list defines the types of situations in which project activities will not be undertaken. This has been included in Article 19 of the Term sheet:

The project will not be involved in activities involving the following:

1. Installation of Solar PVs systems in excess of 10KW capacity in a single location. It is considered the solar panels required for this system can be placed on the roof of the building or on the ground beside the facility depending on the convenience and without requiring land acquisition.
2. Work in areas considered by relevant legislations or agency of government to have high biodiversity and/or cultural value, or any other activities that leads to substantial destruction of the environment.
3. Activities leading to the conversion or degradation of Critical Forest/Natural Areas.
4. Activities involving harmful or exploitative forms of forced labour/harmful child labour.
5. Activities leading to impacts on protected areas, conservation areas and natural parks including loss of marine and terrestrial species.
6. Sites located in flood-prone area
7. Sites located on land associated with illegal forced evictions of previous owners or occupants
8. Activities that impinge on the lands owned, or claimed under adjudication, by Indigenous Peoples, without full documented consent of such peoples
9. Sites that require land expropriation, acquisition or involuntary resettlement.

#### **ANNEX 12-3-1: RELEVANT ENVIRONMENTAL, SOCIAL AND HEALTH LEGISLATION AND POLICY**

The national legislations governing the project activities and footprints will be strictly adhered to include the following:

- The National Environmental Policy, 1994
- The Environmental Protection Agency Act, 2022
- The Forestry Act, 1988
- Forest Regulations, 1989
- Wildlife Protection Act, 1972
- Public Health Act, 1960
- National Protected Area Authority and Conservation Trust Fund Act, 2012
- Biodiversity Strategic Action Plan, 2003
- Employment Act, 2023
- Sexual Offences (Amendment) Act, 2019



Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
Risk of negative environmental and social impacts from programme activities	E&S Screening will be conducted for all project activities and particularly those for which specific locations have not been identified. The E&S Categories will be used to determine eligible activities while the exclusion list (Annex 12-3) will provide additional guidance.	Low	E&S Technical Assistant	Prior to the commencement of project activities	Preventing the execution of activities with limited to significant adverse environmental and social impacts (ESS category A and B)	500	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)
Noise pollution from machinery and equipment, increase in solid waste generation, and increase in dust emissions due to excavation and civil works during the installation of the AWSs (Automatic Weather Stations) especially in new sites.	<p>Collection, reuse / disposal of solid wastes i.e., packaging materials of PV panels, battery banks, combiner boxes, etc. should follow the standards of environmental safeguards, sediment, and waste sites.</p> <p>Segregate all solid waste at source and dispose of all construction wastes that cannot be recycled or reused to an approved licensed solid waste disposal site using a licensed refuse collector/handler.</p> <p>Strictly prohibit burning or dumping of any wastes at the site and perform</p>	Low	E&S Technical Assistant	During implementation and during operation of the hydromet stations	Reduced pollution and health risk to the workers and communities in the programme sites	2,500	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
	<p>regular inspection of solid waste management practices onsite.</p> <p>Restrict all construction activities to daytime during normal working hours and conduct installation activities within the maximum permitted noise levels.</p> <p>Ensure adequate consultation with the surrounding community including any potential sensitive receptors prior to the start activities</p> <p>Wetting of sites should be undertaken if dust generation becomes an issue.</p> <p>Provide workers dust masks at all times when working in dusty conditions.</p> <p>Noise should not exceed the allowable limit of 55 dB and 70dB in residential and industrial areas respectively.</p> <p>Waste should not be burnt or buried on site,</p>						

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
Risk of water pollution (rivers and sea) from solid waste and unintentional spills of chemical waste during the Installation, monitoring and maintenance of hydro-meteorological stations	Collection, reuse / disposal of solid wastes by the standards of environmental safeguards sediment and waste sites.	Low	E&S Technical Assistant,	During implementation and during operation of the hydromet stations	Reduced pollution risk to the riverine environment	1,500	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)
Risk of disturbance of sediment when installing equipment on land and or in the riverine environment Risk of deterioration of the water through run-off from spoils and other excavated materials	Spoil materials that are generated will be stockpiled and subsequently removed to appropriate government approved sites to minimize interruption.  Company will provide community outreach programs to property owners and occupants.	Low	E&S Technical Assistant,	During installation and during operation of the hydromet stations	Reduced pollution risk to the riverine environment	1,500	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)
Influx of workers, laborers and other unknown in the area looking for opportunities related to the project resulting in cases of criminality and violence.	Seek the participation of local elected officials, heads of Base Organizations and other local leaders in the recruitment process  Promote compliance with all national and international labour laws including the Sierra Leone Employment Act, 2023 and the ILO Labour Standards  Contractors to have HR policies that articulate	Low	E&S Technical Assistant,	During installation of the hydromet stations	Reduced negative social impacts		

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
	<p>clear and fair terms of employment and provide for no discrimination and equal opportunity</p> <p>Recruit technicians/workers from the local communities where possible to maximize the benefit distribution and acceptability of the project</p>						
Neighborhood Disruption Impact on neighborhood activities, businesses, and utilities/facilities	<p>Neighborhood Compatibility Assessment will be carried out</p> <p>Coordinate and plan to ensure project activities are as compatible as possible with surrounding properties and neighborhood.</p>	Low	E&S Technical Assistant,	During installation of the hydromet stations	Reduced negative social impacts		
Vegetation loss from preparation activities such as land clearing	<p>Limit clearing strictly to necessary areas to minimize vegetation destruction.</p> <p>Avoid removal of vegetation and trees to the degree feasible to ensure species are protected</p> <p>Native grassland seeding should be undertaken</p>	Low	E&S Technical Assistant,	During installation of the hydromet stations	Reduced negative environmental and social impacts	500	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
	across the sites where vegetation has been lost						
Trampling and hardening of soils by humans and machines	Nurture vegetation and prevent direct exposure of soils to weather elements  Use vegetal waste as compost to aid rapid vegetal propagation	Low	E&S Technical Assistant,	During installation of the hydromet stations	Reduced negative environmental and social impacts		
Risk of forced and/or child labour in the supply chain of Solar PVs	Bidding documents for supply of Solar PVs will include “forced labour bidder declarations” covering mining and processing of minerals for energy storage products  Contracts for the supply of Solar PVs will include clauses with subcontractors/suppliers/manufacturers obligations to prevent Forced Labor among the staff, employees, workers and any other person employed or engaged by the Subcontractor/supplier/ manufacturer	Low	E&S Technical Assistant	During procurement of Solar PV products	Eliminate the risk of forced labour in the solar supply chain		
Improper disposal of batteries ICT (Information and Communications Technology) infrastructure hardware, and solar panels	Segregate site wastes by separating hazardous waste from non-hazardous waste	Low	SL-Met and NWRMA	During end-of-life of equipment and decommissioning phase	Reduced waste materials and effective waste disposal	1,500	Included in Project Management Cost Activity 4.2.1 of the

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
after their lifetime can potentially lead to environmental and health risks	<p>Ensure the hazardous waste collection containers are emptied at appropriate intervals to prevent overflow</p> <p>The waste streams generated should be re-used, re-cycled and reduced to the extent possible</p> <p>Dispose all waste that cannot be recycled or reused to a licensed waste disposal site using a licensed waste handler</p>						Budget (Annex 3 of the FP)
Archaeology and national heritage	<p>In case of chance find, the work should be halted, the area protected, and the matter reported immediately to the relevant authority for appropriate action.</p> <p>Conduct toolbox talks during construction to ensure that workers will be alert to any signs of past cultural activity in the area.</p> <p>Develop Chance Find Procedure and conduct training on same to workers on site.</p>	Low	E&S Technical Assistant,	During installation of the hydromet stations and reforestation activities	Protection of cultural/national heritage	500	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
Community & Occupational health and safety risks and hazards	<p>Develop and implement an Occupational Health and Safety Plan for use during construction in line with governing regulations</p> <p>Train employees on the importance of occupational health and safety requirements and develop work instruction</p> <p>Provide workers with appropriate personal protective clothing such as helmets, safety boots, gloves, dust masks, ear muffers and overalls for use during construction</p> <p>Strictly enforce the use of the Personal Protective Equipment to minimize the accidents during decommissioning</p> <p>Take steps to prevent accidents, injury, and disease arising from, associated with, or occurring in the course of work.</p> <p>Report all incidences of accidents or near misses</p>	Low	E&S Technical Assistant,	During installation of the hydromet stations and reforestation activities	Reduction or elimination of OHS risks and incidents	1,000	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
	<p>and keep proper records of the actions taken.</p> <p>General public and workers in and around unrestricted environments (100 kHz – 300 GHz frequency range) should limit their exposure to less than and equal to 6 minutes and 30 minutes respectively.</p> <p>Access to land-based radars will be completely restricted except to authorized persons only by providing appropriate personal protective equipment (PPEs), signages and entry permit system.</p> <p>Ensure compliance with internationally recommended exposure limits for general public exposure and occupational exposure to electric and magnetic fields published by the International Commission on Non-Ionizing Radiation Protection (ICNIRP)</p>						



Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
Risks associated with grievances, sexual exploitation, and abuse/sexual harassment (SEA/SH), child labour and HIV/AIDS	<p>Implement the project specific grievance redress mechanism for workers and community Management of complaints for resolution and closure whilst keeping all grievance records</p> <p>Constant community engagement in project locations to keep them informed on the purpose and duration of the works as well as potential constraints that may arise, including understanding their concerns</p> <p>Hold consultations with relevant stakeholders to provide information on how to access project - level grievance redress mechanism; Undertake SEAH sensitization campaigns/trainings and/or disseminate relevant SEAH messages to the targeted communities</p> <p>Gender Based Violence and violence against women and children are</p>	Low	Gender Expert/ E&S Technical Assistant,	During installation of the hydromet stations and reforestation activities	Effective community engagement and prompt resolution of grievances	1,000	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
	<p>to be discouraged and their reporting promoted among the Contractor's staff and GVWC (Guma Valley Water Company) staff on site.</p> <p>Promote awareness and training plans for workers on environmental protection, H&amp;S, AIDS (Acquired Immune Deficiency Syndrome), Covid-19 prevention.</p> <p>Contractors and workers will sign contract containing code of conduct prohibiting SEAH</p>						
Risk of biodiversity loss	<p>Avoid monoculture plantations or introduction of exotic species at mangrove and wetland conservation locations. Restore natural vegetation through planting of indigenous species</p> <p>Engage Biodiversity Expert to lead in protecting and conserving biodiversity, maintaining ecosystem services, and adequately managing living natural resources</p>	Low	Biodiversity Expert , E&S Technical	During reforestation activities	Protection of living natural resources	1,500	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
	<p>Where possible, initial site preparation and site clearance should be undertaken during the dry season to reduce impacts on nesting birds and other breeding species.</p> <p>Provide training for community leaders responsible for managing mangrove and wetlands to promote sustainable use of natural resources using wetland restoration principles</p>						
Land acquisition, involuntary displacement and resettlement	<p>The project activities do not require land acquisition that may result in either physical or economic displacement. Land required are already owned by the Sierra Leone Meteorological and National Water Resources Management Agency institutions without any encumbrances.</p> <p>The land area required for automatic weather stations are typically 100m<sup>2</sup> and predominantly within the existing stations along the peninsula. These existing stations have been in a</p>	Low	E&S Technical Assistant,	Prior to the commencement of project activities	Preventing expropriation of land that may result in economic and physical displacement		

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget USD (United States Dollars)	Budget Source
	state of disrepair. River gauging stations do not need large area to have any significant environmental impact. However, land clearing will be required for the installation of the AWWs but is localized while pruning of nearby trees may be necessary. Acoustic Doppler Current Profiler (ADCP) and deep velocity meters will be deployed. The ADCP will be mounted/carried on boats for measurement to be taken and will not be permanently on the river/sea.						
Capacity gaps in the management of environmental and social risks and impacts.	Provision of periodic environmental and social safeguards capacity enhancement workshops and trainings for Executing Entity and Implementing Partner personnel.	Low	Accredited Entity	During project implementation	Strengthening of capacity for E&S risk management	3,000	Included in Project Management Cost Activity 4.2.1 of the Budget (Annex 3 of the FP)

#### ANNEX 12-4: GRIEVANCE REDRESS MECHANISM

The Executing Entity will set-up a project-specific Grievance Redress Mechanism (GRM) for people to report concerns or complaints, if they feel unfairly treated or are affected by any of the project activities. The Freetown WASH and Aquatic Environment Revamping Project (FWASHAERP) Grievance Redress Mechanism (GRM) provides the overarching framework for grievance resolution. However, there are deviations in the implementation to comply with the GCF Revised E & S Policy. The Gender, Livelihood and Community Technical Assistant will be the focal person for the project -specific GRM whilst the E&S Technical Assistant will be in charge of the GRM documentation and reporting. The mechanism will amongst other things: (a) provide information about project implementation; (b) provide a forum for resolving grievances and disputes at the lowest level;(c) resolve disputes relatively quickly before they escalate to an unmanageable level;(d) facilitate effective communication between the project and affected persons; (e) win the trust and confidence of project beneficiaries and stakeholders and create productive relationships between the parties. The mechanism is envisaged to be at multiple levels and will address such complaints, including logging, tracking, and resolving grievances promptly during and after the implementation of the Project.

The Gender, Livelihood and Community Technical Assistant will be responsible for setting up and maintaining the GRM that allows general public in the project area and affected communities or individuals to file complaints and to receive responses in a timely manner. The system will also record and consolidate complaints and their follow-up. This system will be designed for handling complaints perceived to be generated by the project or its personnel including labourers/workers.

The GRM will be communicated to all stakeholders in the course of its community engagement activities, and will make public available a record documenting the responses to all grievances received. The GRM will remain available throughout the project cycle. It is expected to address concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all project affected parties, at no cost and without retribution. It also allows for anonymous complaints to be raised and addressed.

The GRM will include the following elements.

- Different ways in which users can submit their grievances, which may include submission in person, by phone, text message, mail, or via email;
- A lot where grievances are registered in writing and maintained as a database;
- Publicly advertised procedures, setting out the length of time users can expect to wait for acknowledgement, response, and resolution of their grievances;
- Transparency about the grievance procedure, governing structure and decision makers; and
- An appeals process (including the national judiciary) to which unsatisfied grievances may be referred when resolution of grievance has not been achieved. The appeals process allows for the use of other arbitration procedures including the Green Climate Fund (GCF) Independent Redress Mechanism.

#### Grievance Management Process

GRM Levels	Process	Description	Time frame (days)	Other Information
Level 1- Executing Entity	Identification of grievance	Face to face; phone; letter; mail; e-mail; recorded during public/ community interaction; others.  The responsible party to receive the grievances will be Executing Entity and the subproject implementers.  The grievance can also be passed through other parties. The grievance receiver would then	1	Email address; Phone number

		pass the complaint to Executing Agency contact person		
	Grievance assessed and logged	Significance assessed and grievance recorded or logged (i.e., in a log book).  Grievance record book will be available to record all for follow up	3-6	Significance criteria:  Level 1 –one off event;  Level 2 – complaint is widespread or repeated;  Level 3- any complaint (one off or repeated) that indicates breach of law/ policy
	Acknowledgement of grievance	Acknowledgement of grievance through appropriate medium	3	
	Development of response	Grievance assigned to appropriate party for resolution Response development with input from management/ relevant stakeholders	4-8	
	Response signed off	Redress action approved at appropriate	8-15	
	Implementation /communication of response	Redress action implemented and update of progress on resolution communicated to complainant	5-9	
Level 2 – Accredited Entity	Filing a complaint to the Bank's Compliance Review and Mediation Unit (AfDB Independent Review Mechanism (IRM))	Where grievance resolution is not satisfactory to the complainant(s), a group of two or more people or through a duly appointed representative can request for compliance review either by email or phone call	1	Email Address; phone number
	Preliminary review of complaint /request	Preliminary review and decide whether to register or ask for additional information	14	
	Registration of request	The BCRM while respecting the preference of Requestor, issue a Notice of the Registration of Request. A copy of this notice shall be posted in the IRM	1	

		Register of Requests. A copy of this Notice shall be promptly posted on the IRM website and sent to the Requestors		
	Development of response	The BCRM will request AfDB Management to provide written evidence that it has complied, or intends to comply with the AfDB's relevant policies and procedures within 21 days after receipt of the Notice of Registration  After receiving the Management response to the Request, the Director BCRM shall, within 5 business days, while respecting the preference of the Requestors, make a determination on whether the Request should be handled through: problem solving exercise; compliance review or both	26	
	Response signed off	Following the determination of the response, the BCRM shall promptly notify the Requestors, the Boards and the President of the proposed remedial course of action and the reasons thereof	3	

Sexual Exploitation, Abuse, and Harassment ("SEA/SH") will be managed by the Executing Entity albeit without investigative function. It has neither a mandate to establish criminal responsibility of any individual (the prerogative of the national justice system), nor any role in recommending or imposing disciplinary measures under an employment contract (the latter being the purview of the employer). However, the GRM will utilize identified GBV Service Providers to provide support vis-à-vis medical, psychosocial and legal services to survivors of GBV/SEA/SH.

The Executing Entity will subscribe to the guiding principles of SEA/SH GRM including:

- **Accessibility, transparency, and non-discrimination:** The GRM will be accessible to all potential complainants and its existence and operation should be transparent to the community in which it is situated. SEA/SH GM accessibility should be sensitive to gender, age, disability, and other potential contextual barriers. The principle of non-discrimination should be respected when receiving, processing, and referring the allegation.
- **Survivor-centered approach:** All prevention and response actions must balance the respect for due process with the requirements of a survivor-centered approach under which the survivor's safety, confidentiality, choices, needs, and well-being remain central. The SEA/SH GM should also include processes that protect the rights of the alleged perpetrator, including confidentiality.
- **Safety:** The survivor's physical and psychological safety as well as that of their family remains a priority at all times.
- **Confidentiality:** Confidentiality should cover all information in a complaint that may lead to the identification of a specific incident or those affected by the allegation. This applies to the survivor and witnesses and the alleged perpetrator's identity. Confidentiality is a key to protecting survivors' and witnesses' safety. Confidentiality requires that information gathered about the allegation not be shared

with persons or entities unless explicit the complainant grants explicit permission such cases, information-sharing should take place on a strictly need-to-know basis, limited to essential information, and based on pre-established information-sharing protocols which are in line with best practices for the handling of SEA/SH cases.

- **Considerations regarding children and persons with intellectual disabilities:** When the survivor is a child, the best interests of the child is the governing principle. Children are considered incapable of providing consent because they do not have the ability and/or experience to anticipate the implications of an action, and they may not understand or be empowered to exercise their right to refuse.

In the instance where the complainants are dissatisfied with the outcome of the grievance process, even after arbitration, the affected persons will have the right to present their complaints through any administrative or judicial procedures (court system) including through the AfDB's Independent Review Mechanism (IRM) and the GCF Independent Redress Mechanism. Grievance or complaint can be submitted to the GCF IRM by a person or group of persons or community or any duly authorized representative through an online complaints form, mail, email, voice or video recording in any language used by the complainant.

The Gender, Livelihood and Community Technical Assistant will update the GRM Register daily throughout the duration of the grievance resolution process. This will allow for proper internal review of the resolution process and performance assessment by higher administrative authorities in case of grievance escalation. The status of project grievance including SEAH related issues vis-à-vis the grievance type, total grievance recorded, total grievance resolved and outstanding will be recorded in the APRs and submitted to the GCF.



## **ANNEX 12-5: STAKEHOLDER ENGAGEMENT PLAN**

The Stakeholder Engagement Plan will contribute to a coordinated and continued engagement with all the relevant stakeholders and other interested parties throughout the project lifecycle. It describes the groups of stakeholders, the information they require about the project, timing and frequency for engaging them as well as methods to be applied for the engagement throughout the project implementation.

The envisaged benefits of this SEP include provision of opportunities to forecast and/or resolve potential obstacles, constraints and conflicts that may arise as a result of the project implementation; means to identify and address project induced potential negative social and environmental impacts as envisaged by stakeholders; and opportunities to generate social learning and innovations based on local field experiences amongst others. The Executing Entity will continue to identify, map/categorize, engage constructively and maintain a responsive and transparent communication line with stakeholders. Within the context of this project, engagement shall be: a) free of manipulation, b) free of interference, coercion, and intimidation, and c) conducted based on timely, relevant, understandable and accessible information, in a culturally appropriate format. It shall involve interactions between project's stakeholders and shall provide stakeholders with an opportunity to raise their concerns and opinions and shall ensure that this information is taken into consideration when designing the project and making decisions.

In order to ensure an effective and tailored engagement, the stakeholders of the project can be divided into three core categories:

- Implementing partners
- Affected Parties
- Interested Parties

While Guma Valley Water Company will be executing the project, other Ministries, Departments and Agencies will be implementing partners such as Freetown City Council (FCC), Western Area Rural District Council (WARDC), the National Water Resources Management Agency (NWRMA), the National Protected Areas Authority (NPAA), and the Ministry of Gender and Children's Affairs (MGCA) Sierra Leone Meteorological Agency (SLMet).

The affected parties are those stakeholders who are impacted or likely to be impacted by the project either directly or indirectly, positively or negatively. They include households, communities, fishermen, business owners, groups particularly the vulnerable groups. Vulnerable Groups are persons who may be disproportionately impacted or further disadvantaged by the project as compared with any other groups due to their vulnerable status, and that may require special engagement efforts to ensure their equal representation in the consultation and participation in the program.

Interested Parties are the stakeholders who may not experience direct impacts from the Project but consider or perceive their interests as being affected by the project and/or who could influence the process of its implementation and project outcome. This category includes donors and other Bilateral/Multilateral Development Finance Institutions, Non-governmental Organizations (NGOs), Environmental Protection Agency (EPA-SL), National Disaster Management Agency (NDMA) and other users of climate information.

Stakeholder consultations has been held with different groups: SLMet and NWRMA (31<sup>st</sup> May 2022); NDMA and EPA –SL (1<sup>st</sup> June 2022). Others are communities in flood prone areas such as Kroo Bay Community (13<sup>th</sup> June 2022; Crab Town (13<sup>th</sup> June 2022); and Kolleh Town (16<sup>th</sup> June 2022). Additional consultations have been held with involving representatives of communities such as Grafton, Bathurst Village, and Benguima on the 25<sup>th</sup> of July 2023. Some of the outcomes from these consultations include recommendations such as the need for public sensitization and awareness on the risk of inhabiting areas susceptible to flood; improvement of collaboration between MDA on climate change issues and policy implementation; effective dissemination of quality data in a timely manner; proactive protection of catchments and forest areas, community engagement on project implementation etc.

The stakeholder engagement is an ongoing process for the project. Hence, the stakeholder engagement and communication plan will be revised periodically where new stakeholders or issues are identified.

### Stakeholder Engagement and Communication Plan

Stakeholder	Type	Priority	Key Message	Delivery Channel	Frequency	Responsibility
Ministry of Water Resources	Interested Party	High	Project progress	Meetings	Monthly	Executing Entity
Freetown City Council	Interested Party	High	Project progress	Meetings	Monthly	Executing Entity
Western Area Rural District Council (WARDC)	Interested Party	High	Project progress	Meetings	Monthly	Executing Entity
Ministry of Gender and Children's Affairs (MGCA)	Implementing Partner	High	Project progress	Meetings	Monthly	Executing Entity
National Water Resources Management Agency (NWRMA)	Implementing Partner	High	Ongoing Implementation	Meetings	Weekly	Executing Entity
Sierra Leone Meteorological Agency (SLMet).	Implementing Partner	High	Ongoing Implementation	Meetings	Weekly	Executing Entity
Host Communities representatives	Affected Party	High	Ongoing implementation Labour-related issues  Community health and safety issues  Grievance Redress Mechanism including SEAH	Focus Group Discussions, Town hall meetings	Monthly and prior to the start of each activity	Gender, Livelihood and Community Technical Assistant
Green Climate Fund	Interested Party	High	Project progress	Meetings	Bi-weekly	Executing Entity
African Development Bank	Interested Party	High	Project progress	Meetings	Bi-weekly	Executing Entity

National Disaster Management Agency	Interested Party	Moderate	Ongoing Implementation	Meetings	Monthly	Executing Entity
Institutional Climate Information Users – MDAs	Interested Party	Moderate	Ongoing Implementation	Meetings	Monthly	Executing Entity
Vulnerable Groups – women, girls and aged	Affected Party	High	Work progress, E&S implementation, SEA/SH/GBV and GRM	Focus Group Discussions, Town hall meetings	Monthly	Gender, Livelihood and Community Technical Assistant
Non-governmental Organizations, Community Based Organizations, Business Membership Associations	Interested Party	Moderate	Ongoing Implementation	Meetings	Monthly	Gender, Livelihood and Community Technical Assistant
Youths	Affected Party	High	Work progress, E&S implementation, SEA/SH/GBV and GRM	Focus Group Discussions, Town hall meetings	Monthly	Gender, Livelihood and Community Technical Assistant

#### Summary of Results of Stakeholder Consultations

Stakeholder	Date of Consultation	Name of Contact Person	Phone Number	Expectation/Suggestions
National Water Resources Management Agency	6 <sup>th</sup> July 2023	Abubakar Kamara – GIS Officer	076 769132	<ul style="list-style-type: none"> <li>Provision of critical infrastructure and operational equipment are necessary to capacitate the agency to be able to provide the required hydrological and water quality data that different sector regularly require for decision making</li> <li>The sustainability of infrastructure and equipment provided following the intervention must be prioritized.</li> </ul>
		Eva Boi Mary Jabati – Environmental Officer	076 276264	
		Muhammed Juanah – Director of Hydrological Services	079 912171	
		Umaru Turay - Hydrologist	078 065046	
Mayeni –Grafton Community	27 <sup>th</sup> July 2023	Papani – Youth Leader		

		Aminata Sesay – Community Member	030 460013	<ul style="list-style-type: none"> <li>Deforestation must be discouraged as the exposed soil is washed off during heavy rainfall.</li> <li>Useful and timely weather forecast is expected from the relevant agencies.</li> </ul>
Bathurst Village Community	25 <sup>th</sup> July 2023	Joseph R. Babao – Community Member	034 219567	<ul style="list-style-type: none"> <li>Human activities up the hill around Congo has adversely impacted on the availability of water which used to be all year round. Government must prevent further intrusion into these areas</li> <li>It will be very helpful for government to provide annual rainfall forecast, temperature, humidity, sea water level, water level and water discharge data. This will help to prevent loss of life and property and impacts on pregnant women and children;</li> <li>Government should enforce the laws that prohibits people from building around the flood prone areas;</li> <li>Government should stop deforestation;</li> <li>Government should invest in catchment protection and basin management</li> </ul>
		Theophilus A.W. Johnson (Village Headman)	076 926493	
Samuel Town – Benguima Community	26 <sup>th</sup> July 2023	Aminata Kamara - Trader, Community Member)	075 343196	<ul style="list-style-type: none"> <li>Government should improve the drainage system as flooding through poor drain leads to storm water flowing and/or seeping into the house.</li> <li>Weather report should be regularly discussed on radio and television such as forecast rainfall and wind speed to intimate the populace on the risk they might be exposed to.</li> </ul>
		Joseph Vonjoa – Community Member	076 850139	

## ANNEX 12-6: IMPLEMENTATION ARRANGEMENTS

GVWC will execute the project in close collaboration with five relevant Government agencies who will provide oversight of the implementation of the activities related to their statutory responsibilities. The PIC will consist of (i) Project Coordinator, (ii) core project staff to undertake fiduciary functions as well as (iii) representatives from the five key technical Government Ministries and Agencies (EPA which is the NDA, Sierra Leone Meteorological Agency, National Water Resources Management Agency, Ministry of Gender, Children and Social Protection (MGCSP) and National Disaster Management Agency). GVWC will sign an MoU with each of the five Government Agencies that constitute the PIC under this project.

The PIC will be supported by eight (8) Technical Assistants (TAs) competitively procured. The TAs will have different expertise including a Climate Adaptation technical Expert, Environment and Social Safeguards Technical Assistant (E&S TA), Gender Expert, Project Management Expert, Procurement Expert, Financial Management Expert, Biodiversity Expert (recruited on a short-term basis. **The biodiversity expert will be supervised by the Environmental and Social safeguards Technical Assistant) and Water Resources Technical Assistant to enable effective coordination of all project interventions. The Gender Expert will be in charge of the SEAH. The E&S TA will work with the Gender Expert in implementation of the SEAH. The Technical Assistants will report to the Project Coordinator who in turn be responsible for reporting to the AE.**

A National Climate Change Steering Committee (NCCSC) will be responsible for project oversight at the national level. NCCSC will consist of representatives from all collaborating government and international institutions will be established to provide strategic policy direction and oversight guidance for the project implementation. The NCCSC's core activities shall include strategic policy direction, oversee planning, review progress and impact and review/approval of annual work plans and budgets. The NCCSC, will meet at least twice a year.

The NCCSC membership will comprise one representative from key Government MDAs as follows: (i) Ministry of Finance; Ministry of Water Resources; Ministry of Local Government; Ministry of Health and Sanitation; Ministry of Lands, Housing & Country Planning, Ministry of Gender, Children and Social Protection (MGCSP), Ministry of Youth and Employment, Ministry of Agriculture and Forestry, Ministry of Energy, Ministry of Transport, Ministry of Environment, Ministry of Energy, Environment Protection Agency, Environmental Protection Agency (EPA), GVWC (ii) one representative each from selected public-sector bodies, agencies and institution ((Water Resources Management Agency; National Protected Areas Authority (NPAA)). The committee is established by letters of secondment from respective institutions written to GVWC, which condition will have been included in the MoUs signed.

To further work with the PIC specialized institutions will be procured through single source/direct procurement. This includes the World Meteorological Organization (WMO), the International Federation of Red Cross (IFRC) and Sierra Leone Red Cross Society (SLRCS) that will support GVWC to implement the project. These agencies will be known as "Implementation Partners." The SLRCS will work closely with the IFRC Climate Center to develop the impact-based forecasting (IBF) methodology for Forecast based Financing (FbF) mechanism as well as ensuring that the last mile is reached through designing activities that address the needs of those at most risk of climate hazards. They will support the establishment of community early warning systems, promote their connection to national early warning systems and enable an effective forecast-based financing (FbF) mechanism, to ensure climate-informed decision-making, planning, and response by and for the communities most at-risk from climate shocks and extreme weather events. The IFRC Climate Centre is the founder of the forecast-based financing mechanism which is one of the interventions proposed for anticipatory response to imminent climate hazards in specific locations of the country. A Vulnerability and Adaptation Expert Working Group will be constituted. This inter-sectoral working group consisting of personnel from SLMet, NWRMA, MoT, NDMA, SLCAA, MoA, Ministry of Gender, Children and Social Protection (MGCSP), MoH, the Red Cross Climate Centre and WMO will convene monthly to discuss progress and implementation-related issues.