

1. Introduction

Project summary: This ESAP relates to the proposed One Acre Fund climate-smart agricultural project with smallholder farmers in Burundi. The project's theory of change that if vulnerable smallholder farmers have access to climate-smart agricultural inputs, advisory, and agroforestry support, then these farmers will become more resilient to the impact of climate change, while reducing the carbon footprint of their agricultural activity, because farm productivity and rural households' incomes will sustainably increase, and agroforestry investment will be maintained. Project activities engage rural farmers—climate-vulnerable subsistence producers living below the poverty line and farming on average less than half a hectare of land—to participate in these project activities on their own small farms.

ESAP purpose: This Environmental and social action plan (ESAP) is an important tool to ensure the project's compliance with and protection of key environmental and social (E&S) safeguards and relevant laws. Its purpose is to manage E&S risks, ensure stakeholder engagement, enhance capacity building, and maintain transparency and accountability. The content below provides a comprehensive strategy to handle environmental and social issues effectively throughout the project lifecycle.

2. Legal and institutional framework for environmental and social safeguards

One Acre Fund policies: As per the One Acre Fund environmental and social risk management policy (shared previously) our E&S standards adhere to the following standards:

- **National environmental and social laws and regulations** (see table below)
- **ILO core labour conventions** that we have adopted, included into our code of conduct:
 - ILO Convention 87 – Freedom of Association and Protection of the Right to Organise.
 - ILO Convention 29 – Forced Labour.
 - ILO Convention 105 – Abolition of Forced Labour.
 - ILO Convention 138 – Minimum Age (of Employment).
 - ILO Convention 182 – Worst Forms of Child Labour.
 - ILO Convention 100 – Equal Remuneration.

- ILO Convention 111 – Discrimination (Employment and Occupation);
- [International Finance Corporation’s \(“IFC”\) Environmental and Social Performance Standards](#)
- [The IFC Exclusion List](#)

Additionally, One Acre Fund aligns with **key GCF policies**:

- Revised Environmental and Social Policy: including a) the importance of integrating environmental and social considerations into project decision-making and operations to manage risks and improve outcomes, b) guiding principles in section IV of that policy, and c) the roles and responsibilities of GCF and accredited entities related to managing E&S risk (for which this ESAP is a key tool)
- **Indigenous people’s policy**: Recognizing the fundamental human rights of indigenous people, and the fact that they are often socially excluded. We have incorporated considerations related to Indigenous Peoples in the project, as reflected in this ESAP in the exclusion list, guiding principles, stakeholder engagement plan, and ESAP table screening questions.

Burundi legal framework: The following are key laws and regulation in Burundi that relate to the project:

Law/Regulation	Description	Links to project
Seed regulation law	<p>This law was drawn up to govern the organization of the seed sector in Burundi:</p> <ul style="list-style-type: none"> ● Create an organic framework to contribute to the development of the seed sector with a view to producing high-quality agricultural seeds in sufficient quantities; ● Encourage the participation of private operators in the production and marketing of high-quality seeds; ● Establish a system of varietal homologation and certification for agricultural seeds; ● Develop international cooperation in seed trade. 	Regulation of seeds distributed to farmers, could potentially be applied to resource efficiency and pollution prevention by choosing quality inputs that protect the soil
Burundi Land Code	The present code lays down the rules that determine the land rights recognized or that may be recognized over all the land situated on the national territory, as well as everything that unites with it and is incorporated into it, either naturally or artificially.	Directly applies to Land acquisition and involuntary resettlement and could be used to settle land disputes (as noted in the ESAP table, neither land acquisition nor involuntary resettlement are foreseen through the project).

Regulation of plastic bags	This decree aims to promote the use of environmentally friendly packaging and prevent any kind of pollution caused by bags and other plastic products. The decree prohibits the manufacture, import, sale and use of bags and other plastic packaging.	This decree is linked to Resource efficiency and pollution prevention and can be used to highlight additional practices we use to protect the soil
Regulation of fertilizer	This law outlines the production and commercialization. It also defines the definition of different types of fertilizers.	Directly applies to Agrochemicals, fertilizer including storage and handling
Environmental code	The present code lays down the fundamental rules for managing the environment and protecting it against all forms of degradation, in order to safeguard and enhance the rational use of natural resources, combat the various forms of pollution and nuisance and thus improve living conditions for human beings, while respecting the balance of ecosystems.	Directly applies to Biodiversity conservation and sustainable management of living natural resources. But One Acre Fund's program is not required to be screened under this code, given the focus on supporting existing smallholder farms.
Treaty of establishment of the East African Community	<p>EAC's mandate on environment and natural resources management is drawn from Chapter 19 of the Treaty for the Establishment of the EAC (Articles 111, 112, 113 and 114).</p> <p>The Partner States have therefore agreed to:</p> <ul style="list-style-type: none"> • take concerted measures to foster cooperation in the joint and efficient management and sustainable utilization of natural resources within the Community; • undertake, through environmental management strategy, • to cooperate and coordinate their policies and actions for the protection and conservation of the natural resources and environment against all forms of degradation and pollution arising from developmental activities; • undertake to co-operate and adopt common policies for control of trans-boundary movement of toxic and hazardous waste including nuclear materials and any other undesirable materials; • provide prior and timely notification and relevant information to each other on natural and human activities that may or are likely to have significant trans-boundary environmental impacts and shall consult with each other at an early stage; • and develop and promote capacity building programmes for 	Directly applies to Biodiversity conservation and sustainable management of living natural resources

	sustainable management of natural resources.	
Social safeguards	<p>This law institutes a Social Protection Code in Burundi. The social protection system covers the population against economic and social risks determined by the public authorities in accordance with international standards. In accordance with articles 4 and 5 of the law, every person has the right to social protection, to the satisfaction of economic rights and to the free development of his or her responsibilities, thanks to national effort and international cooperation; and to a standard of living sufficient to ensure his or her health and well-being and that of his or her family, in particular through food, clothing and decent housing. This law is made up of 236 articles divided into 4 titles, namely:</p> <ul style="list-style-type: none"> • General provisions • General protection and promotion of public health; • Non-contributory social protection • Provisions relating to the control, regulation, sanctions and litigation of social protection 	This law will help establish labor and working conditions
Gender policy	As part of the fight against rural poverty, the National Gender Policy calls for women's economic empowerment in all productive sectors, access to technology and credit, and increased access and bargaining power for women in the job market.	Directly applies to gender equality and women's economic empowerment and is aligned with our plan to enable equitable access to the program

Supervising Ministries

- **Ministry of Agriculture** for all regulations linked the environment, land conservation, fertilizer handling and tree planting
- **Ministry of Foreign Affairs** for anything related to NGO regulation and registration
- **Ministry of Interior** for gender balance and women's economic empowerment
- **Ministry of EAC** for regulation of EAC Treaty

3. Screening, categorization and analysis of results

One Acre Fund affirms that the proposed Burundi Project as clearly a category C project, given that no to minimal adverse environmental and social risks/impacts will be funded through the project.

Below is further information about our screening methodology to identify the potential environmental and social risks/impacts arising from the proposed project:

- **Screening for ESAP table:** To prepare the project-level risk matrix table below for this ESAP, which accounts for potential E&S risks arising from the project, we used the following screening tools, for which we have included screening results as Annex 1 at the end of this document:
 - [GCF's Guidelines for the Environmental and Social Screening of Activities Proposed under the Simplified Approval Process 10 January 2018](#) (Annex 1, page 5)
 - [GCF's Sexual Exploitation, Abuse and Harassment \(SEAH\) risk assessment guideline](#) (screening tool, page 17).
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- **Project-level screening:** On-going product screening is essential for the project since One Acre Fund will continuously trial and scale climate-smart inputs and practices to smallholder farmers. This includes some products and practices that have been tested and scaled in other country programs (ex: a seed varieties, intercropping technique, or erosion-control training appropriate to Burundi's agroecological zones and terrain) as well as new products that One Acre Fund has not yet tested (ex: potentially a new vegetable variety, new cover crop, or new solar irrigation pump). The screening process is as follows:
 - Product level, **ESIA:** One Acre Fund currently uses a tool called ESIA (Environmental and Social Risk Mitigation Innovations Assessment) as a screener to assess products and services before they are considered for scale up. Based on results, trial teams either a) halt a project, b) advance with no reservations, or c) direct users to consider mitigation measures for small measures that can be addressed. Please see a list of the screening questions that are part of this tool in Annex 2.
 - For this project, we commit at the inception stage to further build upon this tool and process to ensure that all potential program offerings—products and services that are new to One Acre Fund or adapted from other One Acre Fund programs—are screened at both the early research phase and the pre-scale-up phase with an expanded screener, which will also include the exclusion list.
 - We also commit to staffing a dedicated E&S specialist who will both support screening at the country level and track performance across E&S (see “5. Implementation Arrangements” below)
 - **Country-level screening arrangements:** The screening process is directly implemented by the trial teams (for example specialists in agricultural research, product innovation, or scale innovation), and with the direct support and coordination from the E&S staffing structure described below, alignment with country leadership (Burundi country director and related departments like field operations), and oversight from the Global Impact Division.
 - **Global oversight:** This tool and the norms around its use will continue to be managed by the [Global Impact Division](#) on an ongoing basis. Global impact serves a critical validation role both through ongoing review of ESIA's and via an annual product review, which analyzes product performance across many dimensions, including a validation of the assumptions in the ESIA, to guide decisions around scaling. The Impact team may require country-level leadership to provide additional information or mitigation strategies based on their assessments. They then track results of E&S assessments, and

manage mitigated risk by leveraging the Symbiant risk management software system, where the organization can assign risk management owners that report periodically on risk areas. The to-be-hired E&S specialist will further centralize some of those roles on the Global Impact team and provide cross-cutting project manager support and coordination between Global Impact and the Burundi country-level teams regarding E&S screening that arises as the project progresses.

- **Exclusion list:** The following is a list of activities that will not be finance through the project due to their elevated risk of E&S violations, and which our E&S systems will monitor for and avoid:
 - **Habitat destruction:** Activities leading to deforestation or destruction of critical habitats, including primary forests, protected areas, or habitats with endangered species as listed by the International Union for Conservation of Nature (IUCN). This includes activities that are in or bordering protected areas.
 - **Use of hazardous chemicals:** Use of pesticides, herbicides, or fertilizers that are banned or severely restricted by international conventions (e.g., Stockholm Convention on Persistent Organic Pollutants, Rotterdam Convention).
 - **Genetically Modified Organisms (GMOs):** Introduction or promotion of GMOs without comprehensive environmental and social impact assessments and adherence to national and international regulatory frameworks.
 - **Construction in key biodiversity areas:** Infrastructure such as offices that are in wetlands, riparian zones, or buffer zones around protected areas, or that cause habitat fragmentation
 - **Indigenous people:** Activities on land belonging to Twa or other indigenous people (though the program will be open to Twa who are engaged in agriculture and wishing to participate).
 - **Destruction of cultural heritage:** Activities that negatively impact recognized cultural heritage sites, including archaeological and historical sites.
 - **Pollution and unsustainable practices:** Agricultural practices that are not sustainable or that significantly deplete soil and pollute air or water,
 - **Non-Compliance with Local Laws:** Activities that do not comply with local environmental and social laws and regulations.
 - **Lack of stakeholder engagement:** Projects that do not involve adequate consultation with and participation of affected communities and stakeholders.
 - **Violations to key ILO labor standards:** One Acre Fund adheres to ILO labor standards, and will not engage any any activities that violate the following fundamental conventions:
 - ILO Convention 87 – Freedom of Association and Protection of the Right to Organise.
 - ILO Convention 98 – The Right to Organise and Collective Bargaining.
 - ILO Convention 29 – Forced Labour.

- ILO Convention 105 – Abolition of Forced Labour.
- ILO Convention 138 – Minimum Age (of Employment).
- ILO Convention 182 – Worst Forms of Child Labour.
- ILO Convention 100 – Equal Remuneration.
- ILO Convention 111 – Discrimination (Employment and Occupation);
- **Violations of IFC performance standards and exclusion list:** We have adopted the International Finance Corporation's Environmental and Social Performance Standards, and Exclusion List.

4. ESAP Table

Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget
<i>This contains the description of risks and can be derived from the responses to the screening questions in Part B2.</i>	<i>Options to avoid, reduce, mitigate risks and impacts. This may also indicate additional due diligence and specific management plans</i>	<i>This contains a description of the overall level of risk*</i>	<i>Individual person, unit, or entity tasked to carry out the mitigation measures</i>	<i>Timing of implementation of measures including any additional due diligence and management plans and may depend on the stage of implementation</i>	<i>Expected outputs of the measures</i>	<i>Estimated cost of carrying out the measures</i>
Labour and working conditions						
<p>On-farm working conditions: While One Acre Fund provides training and support for smallholder farms (typically less than half a hectare), the increase in agricultural productivity could also lead to:</p> <p>a) Poor working conditions: longer working hours or increased workload for farmers.</p> <p>b) Child labor: Particularly in rural farming communities where family labor is common.</p> <p>c) Occupational health: While the farmers we serve are non-mechanized (do not use tractors or mechanical irrigation), there is the risk of</p>	<p>a) Poor working conditions: Farm sizes are small, as One Acre Fund supports subsistence smallholder farmers, and in Burundi average members farms are less than 0.5 Ha. This smaller land size reduces the need for labor. Also, the program works through farmer “solidarity groups,” where 6-25 members self-select into groups that go through the program together and support each other in their field activities to boost compliance (i.e. planting together, weeding together), thereby reducing the quantity of outside labor needed</p> <p>b) Child labor: The mitigating factors in a) above apply to this risk area; Ultimately there is a lower risk of child labor abuses at the smallholder farm level, since it is subsistence household production rather than large scale plantation production,</p>	Significance: Low	<p>1AF Burundi Field operations director</p> <p>1AF Chief Legal Council</p>	During agricultural seasons	-Decent working conditions for 1AF staff and on farms, including a low rate of occupational health injuries.	\$100,000

<p>minor injuries, such as from manually tilling the land</p>	<p>where large labor demands can become drivers for major use of child labor.</p> <p>Also, One Acre Fund objects to any involvement of children in farm activities that conflict with their rightful freetime activities, schooling responsibilities, personal wishes and opportunities to pursue their personal fulfillment, as well as any activities that involve health, safety or security risks. We encourage staff to flag any concerns and suspend activities with beneficiaries that do not adhere to our safeguard principles.</p> <p>c) Occupational safety: One Acre Fund trains farmers in safe farming techniques. For One Acre Fund staff working on or around company facilities like offices or research stations, we train on work safety and provide the appropriate PPEs (ex; gloves if handling any equipment).</p> <p>d) Cross-cutting: One Acre Fund E&S standards, as reflected in our code of conduct, adhere to national law and ILO core labour conventions:</p> <ul style="list-style-type: none"> • ILO Convention 87 – Freedom of Association and Protection of the Right to Organise. • ILO Convention 29 – Forced Labour. • ILO Convention 105 – Abolition of Forced Labour. • ILO Convention 138 – Minimum Age (of Employment). 					
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	<ul style="list-style-type: none"> • ILO Convention 182 – Worst Forms of Child Labour. • ILO Convention 100 – Equal Remuneration. • ILO Convention 111 – Discrimination (Employment and Occupation); 					
<p>Staff working conditions:</p> <p>a) Poor working conditions: Given the size of our local workforce, there is the risk that One Acre Fund staff might implement management policies that lead to poor working conditions for staff.</p> <p>b) Child labor: There is a risk that underage workers will seek employment with One Acre Fund employment, as we create so many rural jobs.</p>	<p>a) Poor working conditions: We are committed to maintaining workplace health and safety policies that comply with ILO conventions on health and safety and all domestic laws and regulations governing the safety of workers. See the grievance redress mechanism details below.</p> <p>b) Child labor: Where national laws have provisions for the employment of minors between the ages of 16 and 18, One Acre Fund will follow those laws accordingly. In no situation, however, will children under the age of 18 be employed in hazardous work, which includes: (i) with exposure to physical, psychological, or sexual abuse; (ii) underground, underwater, working at heights, or in confined spaces; (iii) with dangerous machinery, equipment, or tools, or involving handling of heavy loads; (iv) in unhealthy environments exposing the worker to hazardous substances, agents, processes, temperatures, noise, or vibration damaging to health; or (v) under difficult conditions such as long hours, late</p>	Significance: Low	<p>1AF Burundi Field operations director</p> <p>1AF Chief Legal Council</p>	Prior to commencement of project through post project	Safe, positive working environment maintained while abuse and exploitation prevented, and addressed when it takes place (including addressing grievances, conducting investigation when necessary, and implementing follow-up actions as needed).	\$200,000

	<p>night, or confinement by anyone. All work of persons under the age of 18 will be subject to an appropriate risk assessment and regular monitoring of health, working conditions, and hours of work to ensure that we comply with all relevant local laws and regulations</p> <p>-We also have stringent provisions in our procurement contracts around prevention of child exploitation. OAF does not work with suppliers or service providers who employ underage or child workers. If a supplier or service provider refuses to comply with this policy, One Acre Fund will not continue to work with that supplier or service provider and may report the company or organization to the local authorities as appropriate.</p> <p>C) Cross-cutting, Grievance redress:</p> <p>In addition to GCF's <u>independent redress mechanism</u>, for this project, One Acre Fund has in place a comprehensive Grievance Redress Mechanism for reporting complaints around a range of possible allegations of wrongdoing, including fraud and sexual harassment. (See section "7. Grievance Redress Mechanism")</p>					
Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget

<p>Agrochemicals, fertilizer:</p> <p>a) Transport and storage: One Acre Fund engages in a standard procurement process for transport services of fertilizer from FOMI, the government-controlled supplier in the country. This is via small lorries that can navigate unpaved roads to remote rural areas. They carry a few tons of fertilizer each during limited periods, primarily preceding the beginning of planting season and first month thereafter. Fertilizer is briefly stored locally for short periods of time until small quantities (typically well under 50KG per farmer) are distributed locally.</p> <p>b) Handling: As part of providing inputs, One Acre Fund staff and farmers handle fertilizer (Blended variants of DAP, Urea, NPK). If not handled correctly, those can cause minor health issues, especially if breathing in dust. Farmers use fertilizer, but are at reduced risk due to low quantities and application rates via micro-dosage.</p> <p>*Note that One Acre Fund does not distribute or have plans to distribute pesticides in Burundi.</p>	<p>a) Transport and storage: The fertilizer distribution that is part of this project is standard for smallholder-focused agricultural development projects. The risk of environmental damage is low and mitigated via the relatively small delivery quantities to rural areas and quality standards we hold for contracted logistics companies.</p> <p>Management measures include: Materials safety sheets, trainings to transport staff, safety obligations and certification, and internal One Acre Fund health and safety protocols for packaging, transport, and storage</p> <p>b) Handling: Management measures include: Training on handling and using agro-chemicals to all staff and farmers, proactive identification of potential hazards to workers, provision of preventive and protective measures, training of workers, and documentation and reporting of occupational accidents, diseases, and incidents. We train farmers at the smallholder level to micro-dose very small quantities of fertilizer directly to the seed, root, and plant, so there is significantly reduced risk relative to broadcast application, and especially relative to industrial application.</p>	<p>Significance: Low</p>	<p>1AF Burundi Logistics Director</p> <p>1AF Burundi Field operations director</p>	<p>Prior to commencement of project through post project</p> <p>(At all stages of fertilizer contact, from initial delivery from fertilizer companies through storage, distribution, and smallholder use.)</p>	<p>Staff receive facemasks when handling fertilizer for extended periods of time.</p> <p>Farmers receive right quantity of fertilizer and apply onto fields at responsible rates that maximize plant health and lead to no negative soil and water impacts</p>	<p>\$125,000</p>
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*Also, because One Acre Fund trains farmers on micro-dosing small quantities of fertilizer directly to the each plant, with very low application rates per acre, there is only a low risk of ground or surface water contamination from on-field activities						
Resource efficiency and pollution prevention						
Soil degradation: Agricultural activity can lead to higher rates of erosion and soil nutrient loss. This risk is heightened in Burundi, where hilly terrain, high population density, heavy rain events, and common practice of tilling put the soil at greater risk of degradation.	Agroecological practices like lime application, composting, crop rotation, tree planting are all part of One Acre Fund's integrated approach to protecting and boosting soil health. Much more detail can be found in the Full Proposal and Annex 2 on how we will integrate these practices across our work under the GCF project. As part of One Acre Fund's soil health monitoring, we collect a large sample of data on indicators like soil erosion, compost application, and soil pH.	Low (inherent to all agricultural production, and reduced by our project)	1AF Ag research team director 1AF Burundi Field operations director-	During agricultural seasons	Farmers adopt soil health practices as part of the Logframe Indicator of adopting 4+ climate smart practices (see Annex 2a)	\$800,000
Land acquisition and involuntary resettlement						
Land dispute: The program makes it more profitable for smallholders to farm the land.	Monitoring farmer communication channels including through FOs, toll-free hotline, and government officials			Prior to commencement of project	Land dispute frequency remains unchanged by the	\$15,000

While this has never created land-use conflicts in the 12 years of the Burundi program, we need to continue tracking this, especially in areas where land rights are ambiguous or contested	<p>for issues surrounding land-use conflict.</p> <p>This project will not lead to economic displacement or restrictions of access. Activities are at the smallholder farm level, helping existing farmers be more productive on their small land-holdings (in this sense, it reduced pressure to expand land to meet basic food and income needs, as farmers yield more from their small plots)</p>	Significance: Low			activities of the project (i.e. no new land disputes directly linked to the project)	
Biodiversity conservation and sustainable management of living natural resources						
<p>Biodiversity conservation:</p> <p>Intensification of agriculture can lead to habitat destruction via land-use change, especially if it involves expansion into previously uncultivated areas. This can negatively impact local biodiversity, particularly in areas near protected or sensitive ecosystems.</p> <p>We also seek to prevent invasive species, and analyze any non-native agroforestry variety for its relative risk of negative impacts (ex: water use or soil impacts). All seed</p>	<p>One Acre Fund does not operate in sensitive ecological areas, nor do we encourage farming to spread in those areas.</p> <p>Our program helps mitigate land-use change driven by low yields; via sustainable intensification, we equip farmers to maximize output from existing farm land using climate-smart techniques to help keep farmers produce adequate yields and minimize the push factor that might prompt them to seek additional land to make up for poor yields.</p>	Significance: Low	<p>1AF Burundi Impact Lead</p> <p>1AF Burundi Field operations director</p>	During agricultural season and when planning expansion prior to season	No project activities in sensitive wilderness areas	\$15,000

varieties are approved for national use and distribution in Burundi, and we do not share harvest equipment across large geographical zones (i.e. the farming activities are hyper localized on small farms). Furthermore, our agricultural research team leads an integrated pest management policy to identify and contain any pest risk, such as invasive species.						
Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget
Gender equality and women's economic empowerment						
Equitable access to program: The project is designed to contribute to women's economic empowerment. However, in some instances women might not fully benefit project outcomes due to existing social and cultural norms and educational barriers. Increased revenue and assets arising from the project might not be evenly distributed within households where men control financial decisions.	Please see the Gender Action Plan (Annex 4), which outlines the specific ways One Acre Fund' will ensure this project is gender sensitive. Our approach includes educational programs tailored to diverse literacy levels and that integrate gender-sensitive practices; prioritizing the recruitment of female field staff who possess the insights and skills necessary to effectively engage with women farmers, fostering trust and facilitating access. We also will collect gender-disaggregated program data.	Significance: Low (risk reduced through program)	1AF Burundi Impact manager 1AF Burundi Field operations director	Throughout project	Women are over half of enrolled members, with a gender action plan driving gender sensitive programming	\$55,500

Climate change and disaster risk						
Increased dependence on climate-sensitive profession: By making smallholder farming more productive, the program might bring more rural Burundians into the profession, thereby increasing the number of people dependent on rain-fed agriculture for their livelihoods	The majority of rural Burundians are already smallholder farmers. The suite of climate resilience products and services will boost resilience relative to non-member control farmers.	Significance: Low	1AF Burundi Impact manager 1AF Burundi Field operations director	Prior to commencement of project	% of population who are farmers in the communities we serve remains unchanged by the activities of this project	n/a
SEAH (sexual exploitation, abuse, and harassment)						
SEAH abuses: Sexual exploitation, abuse, and harassment is an ever-present risk across society, and is an area we take seriously. While the nature of the project does not create major risks for increased SEAH violations, the context is challenging in the country, especially for women (We have included some of the country-level statistics for Burundi in the SEAH screener)	One Acre Fund has a zero tolerance for SEAH violations: -Policies: We have robust PSEA policies, including a) Policy on Sexual Abuse and Exploitation and b) the employee code of conduct, which includes accepts the standards in ST/SGB/2003/13 , which all staff sign. -Trainings: Staff take mandatory SEAH training annually, which defines the different types of SEAH, and active bystander strategies, addresses FAQs, and lists reporting options for staff . -Reporting: See note on reporting options as part of grievance redress mechanisms, including anonymous options	Significance: Low	1AF chief legal council	Throughout project	Staff are trained and resourced to safeguard against SEAH, allegations are addressed promptly and appropriately	\$250,000

	<p>-Contracts: We have clauses in our partner contracts related to prevention of SEAH abuse</p> <p>-Investigations: Our legal team maintains robust investigations function (see additions to full proposal)</p> <p>-Victim/survivor support: The Ombuds team often supports named victims to access counseling services as well as any other workplace support they may require or be entitled to according to One Acre Fund policies.</p>					
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***Risk categorization:** To define risk significance, we we utilize three qualitative categories: low, medium, and high. These are evaluated by taking into consideration direct, indirect, cumulative, and transboundary impacts, as well as considering magnitude, extent, duration, and likelihood of impacts. Accordingly, low means minimal or no significant impact, with risks that are easily manageable. Medium means moderate impact requiring some mitigation measures. High means significant impact requiring comprehensive mitigation and management strategies.

No risks in the table above were assessed as being above “low” for this project, partly due to the inherently lower S&E risk of supporting smallholder rural farming communities via services that help them improve their productivity on their own existing farms than other agricultural development projects that might involve land-use change, mechanization, plantation production, or high application rates of agrochemicals.

5. Implementation arrangements

Entity distinctions: One Acre Fund is the Accredited Entity and Sole Executing Entity on this project. One Acre Fund Burundi will implement E&S safeguards, with support from One Acre Fund Global. The Burundi program is a branch of One Acre Fund Global, which is a US 501c(3) nonprofit corporation, meaning the accredited entity and executing entity are the same legal entity.

E&S roles, global and in-country: One Acre Fund has active operations across 10 countries in Sub-Saharan Africa, and has built a robust program infrastructure whereby Global departments support the activities of country programs. ***For the proposed project, below are the key roles and departments involved in upholding the E&S function through both the global level and Burundi level:***

- **One Acre Fund, Global:**
 - **Office of the CEO:** Highest-level organizational leadership, which drives policy and strategy, led by the One Acre Fund CEO and in coordination with the leadership council, a body of 18 senior-most leaders from across the organization, including country directors. They promote organizational-level adherence and buy-in to E&S standards, and will engage with this ESAP at inception and throughout the project period.
 - **Global Impact Division:** Oversees broader climate strategy as well as E&S risk management. Led by the Director of Impact.
 - **E&S specialist:** This is a planned, soon to be hired, specialized coordination role that supports projects across countries on E&S risk screening, monitoring, tracking, and mitigation, with expertise in E&S categories.
 - **Agriculture research team:** Agronomy team that supports environmental impact analyses and research, such as areas related to soil health and agrobiodiversity. It is a key collaborator with the Global Impact Division. Led by the Chief Agronomist.
 - **Legal department:** Oversees global legal policies and investigations. Led by the Chief Legal Council.
 - **Global MEL:** Supports broader MEL agenda, studies, and systems, including measurement that will inform E&S data.
 - **Global HR:** Supports in-country HR teams with policies and procedures, trainings, and advisory on people strategy that support E&S standards and safeguards.
 - **Business Development:** Supports global and country teams in reporting to GCF; i.e. gets data from field and global departments and adapts to the reporting requirements of GCF. Multiple members are involved in the GCF partnership.
 - **Other specialized global functions and staff members:**
 - **Staff welfare lead:** This role sits on the Global HR team, and focuses on health and human safety as well as upholding social safeguards, especially related to

SEAH. They work across country teams to support SEAH safeguards and response, in coordination with other departments like legal and local HR.

- **Ombuds office:** Seven-member team that provides Impartial, confidential conflict-resolution and problem-solving services to staff at all level. They independently review cases of sexual misconduct, harassment, abuse/exploitation and escalate accordingly (see GRM).
- **Global gender lead:** The role (which One Acre Fund just hired for) will supervise the work on the ground in Burundi, drawing also from other global support staff who are responsible for supporting gender work as part of their job description (draft job announcement can be [found here](#)).

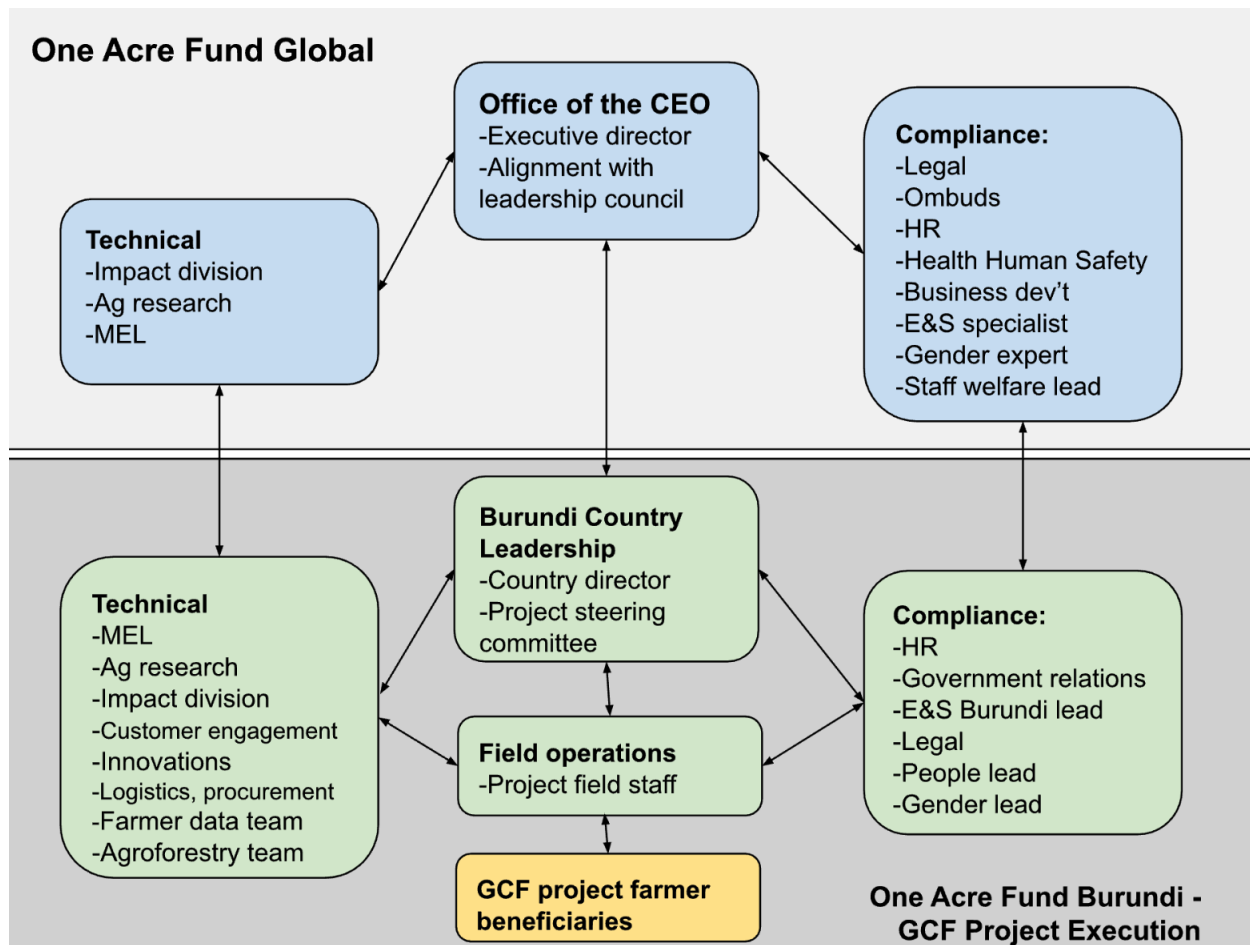
- **One Acre Fund, Burundi:**

- **Country leadership:** Led by the country director but also including the country steering committee (made up by CD, DCD, Field Operations lead, Impact lead, Systems lead, Government Relations lead), this function directs strategy implementation at the country level and ensures alignment with stakeholder needs (i.e. farmer needs but also the broader community needs). They will ensure the project ESAP is prioritized and the E&S function is properly resourced.
- **Field operations:** Division that plans and implements key elements of the project at the field level. Led by director of field operations. They only implement new products that have been ESIA screened and successfully trialed by the innovation team and Impact lead., This team will ensure that training of front-line field staff are properly trained to support E&S compliance, including ensuring feedback from farmers and their communities directly and through publicizing the hotline.
 - **Field staff:** Front-line staff from the communities we serve, including field officers, field managers, and field directors, who train farmers and collect their feedback.
- **Innovations:** This in-country team leads on trials to test new agricultural inputs and practices through both research station trials and small farmer trials. This team also focuses on scale and non-agricultural product innovation; they work closely with MEL to measure impact and with the field team on trials. The staff lead of the Gender Action Plan implementation also sits on this team.
- **Customer engagement:** Operates the hotlines to process stakeholder feedback and direct to the appropriate channel.
- **Monitoring Evaluation and Learning (MEL) Team:** Gather and analyze impact data and surveys that inform programming. Conduct surveys that are discreetly focused on stakeholder feedback like the farmer satisfaction survey.
- **HR team:** Oversees staff policy and compliance training, as well as supporting staff who might have been victims of an E&S violation.
- **Government relations team:** Aligning programming with national priorities, engaging at multiple levels of government (national, ministerial, regional, local)

Key E&S functions: The following are the key E&S function that the implementation arrangements described above achieve: :

- **ESIA product screening:** As described in section 3, the ongoing product-level screening for new products and services that become available as the project advances.
- **Risk management:** Clear oversight of program risks by the Global Impact division, Global E&S expert, and designated in-country E&S authority. Use of Symbiant risk management software system, in which we assign individual owners to manage each discrete risk area. Technical experts spanning many thematic areas to support on the right mitigation strategies (ex: for an erosion risk, the Agricultural Research Team, led by PhD agronomists).
- **Continuous feedback loops:** Ongoing feedback from beneficiaries at the field level via the field team, MEL, and customer engagement, as well as other avenues of stakeholder feedback, including government relations and Business Development. A grievance redress mechanism, that includes anonymous reporting from all concerned stakeholders.
- **Capacity building and communication of E&S norms:** Annual staff trainings and policies that set clear standards for E&S safeguards (for example, annual staff risk and compliance trainings required that include a quiz staff must pass, with themes spanning Fraud and Ethics Violations, Sexual Harassment and Sexual Abuse, Anti-Discrimination, Conflict of Interest, Child Safeguarding and Protection, and Legal Compliance). Language in contracts with suppliers and third parties that also include safeguards. Language in contracts with farmers about the conduct they can expect and what to do in case of issues. Field staff pledges to uphold good conduct, including conforming to key E&S standards.
- **Transparency and accountability:** Clear tracking of E&S performance via record of ESIA screening and log of E&S complaints and cases. Reporting to GCF of key E&S outcomes. Also, see “6. stakeholder engagement plan” immediately below.

E&S visualization: The following is a rough outline of the broader categories of departments and roles that will play into the project E&S function:



6. Stakeholder engagement plan

6A. Purpose and Objectives

Through the proposed GCF project, One Acre Fund aims to improve the livelihoods and resilience of smallholder farmers while upholding key environmental and social (E&S) safeguards. This stakeholder engagement plan seeks to promote ongoing stakeholder engagement and clear feedback loops that support the implementation of E&S safeguards. It primarily focuses on smallholder farmers and their communities, as they are the key stakeholders, but it also considers other affected parties and interested stakeholders like national and local government, as well as value-chain partners.

6B. Guiding Principles

- **Inclusivity and non-discrimination:** Engage all relevant stakeholders, including marginalized and vulnerable groups—above all, Burundi's rural smallholder families, who have low access to agricultural support. This also includes sensitivity to the Twa indigenous people to ensure no negative impact on their rights and that they have access to our program should they seek it.

- **Gender sensitivity:** Project activities that benefit women and are designed with a gender lens, while also maintaining E&S feedback loops that are accessible to women.
- **Transparency and accountability:** Maintain open communication channels and provide regular updates to stakeholders, including to GCF through ongoing project reporting.
- **Cultural appropriateness:** Use culturally relevant methods and local languages to ensure effective communication—for example through our frontline staff, who are from the communities we serve.
- **Participation and feedback:** Engage in a participatory approach to seeking stakeholder feedback and maintaining continuous feedback mechanisms throughout the project to adapt and improve our services and ensure we are upholding key E&S safeguards.
- **“Do no harm”:** Avoiding activities that might inadvertently cause negative consequences, such as through unsustainable practices or neglecting community engagement. The E&S safeguards, screening, and monitoring support this.
- **Autonomy, voluntary involvement, and personal rights:** The nature of One Acre Fund’s work is to offer services that smallholder farmers can choose to participate in on their own small farms. There is no obligation for individuals or broader communities to participate in the program or to dedicate communal lands to it.

6C. Commitments to Stakeholders and Success Indicators

- **Maximize farmer impact:** A key social obligation under the project is to deliver clear economic and resilience benefits to smallholder farmers via high-quality agricultural inputs, training, and post-harvest support. (*Project success indicators:* Farmer incremental income, families reached, as per Project Logframe).
- **Safeguard against E&S violations:** Ensure that the funded activities adhere to One Acre Fund’s E&S standards (*Project success indicators:* number of products screened through the ESIA screener, zero instances of funding activities from exclusion list, number investigations by legal that deem there was an SEAH violations).
- **Ensure continuous stakeholder engagement:** Maintain communication channels, including a grievance redress mechanism, that allows for smallholder farmers and other stakeholders to provide continuous feedback, especially on E&S concerns or violations. This also involves farmer insights from surveys, focus groups, and program participation. [*Project success indicators:* A) log of grievances raised within the reporting period (category and number), as well as the status of cases (resolved or pending); B) implementation of annual farmer satisfaction surveys].

6D. Roles and implementation

Below is the broad implementation strategy, with corresponding roles and responsibilities. Note that across all of these areas, the Burundi E&S lead and the global E&S specialist will help oversee these areas of stakeholder engagement around E&S standards.

	Burundi	Global
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<p>Communicate E&S standards</p>	<p>Burundi People Lead</p> <ul style="list-style-type: none"> Communicates code of conduct to staff, oversees annual staff policy and compliance training, follows up to ensure all staff take training and quiz. <p>Field Operations Director</p> <ul style="list-style-type: none"> Ensures Field Operations department 1) continues communication of E&S expectations to farmers during enrollment and printed farmer materials 2) maintains IP policies, and 3) implements a gender lens to customer engagement. <p>Government Relations Lead</p> <ul style="list-style-type: none"> Maintains communication with government stakeholders on E&S standards. <p>Impact Division Lead</p> <ul style="list-style-type: none"> Ensures ESIA standards are included in annual product review meeting and maintains farmer satisfaction surveys. <p>Customer Engagement Lead</p> <ul style="list-style-type: none"> Ensures hotline team maintains farmer satisfaction surveys 	<p>Chief Legal Council</p> <ul style="list-style-type: none"> Oversees policies related to E&S Ensures Procurement department maintains strict E&S language in agreements with suppliers and takes action when standards are not met <p>Global Gender Lead</p> <ul style="list-style-type: none"> Oversees and regularly reviews policies and practices to ensure gender-sensitive customer engagement Ensures Field Operations Team is implementing Gender Action Plan
<p>Maintain transparency and feedback channels</p>	<p>All managers</p> <ul style="list-style-type: none"> Ensure that grievances reported from staff or farmers are reported to in-country HR, logged, and resolved <p>Heads of the following departments: Field Operations, Recruitment, Procurement, and HR:</p>	<p>Chief Legal Council:</p> <ul style="list-style-type: none"> Logging and resolving grievances directed to them and clearly engaging stakeholders to achieve a resolution. <p>Global Gender Lead</p> <ul style="list-style-type: none"> Reviews feedback

	<ul style="list-style-type: none"> Publicize reporting options to the stakeholders they engage with: hotline, email, anonymous reporting (this reaches smallholders, community members, employees, and suppliers). <p>Local hotline team</p> <ul style="list-style-type: none"> Logging grievances that come in through the local toll-free number and ensuring those are directed to the proper channels for resolution Conducts monthly phone surveys with random sample of farmers, including vulnerable groups, to ask questions about satisfaction and whether farmers have any grievances <p>Impact Division Lead</p> <ul style="list-style-type: none"> Ensures annual in-person farmer satisfaction survey is conducted and includes vulnerable groups, analyzed, and any grievances reported to the proper channels for resolution <p>Government Relations</p> <ul style="list-style-type: none"> Local GR staff conduct regular meetings with regional stakeholders to among other things collect any grievances that have been reported from farmers, and reporting those to the proper channels for resolution National GR staff conduct regular meetings with national stakeholders to among other things collect any grievances that have been reported from farmers, 	<p>mechanisms to provide input on how to make them more gender sensitive.</p>
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	<p>and reporting those to the proper channels for resolution</p> <p>Gender Lead</p> <ul style="list-style-type: none"> Leads on focus groups and surveys required to carry out Gender Action Plan 	
Manage and track stakeholder feedback	<p>HR Lead</p> <ul style="list-style-type: none"> Logs grievances not already captured in other systems Ensures proper functioning of GRM <p>Local hotline team</p> <ul style="list-style-type: none"> Logs grievances captured from toll free phone calls or through phone surveys Creates monthly reports on findings <p>Impact Lead</p> <ul style="list-style-type: none"> Ensures customer satisfaction data are logged in MEL database <p>MEL</p> <ul style="list-style-type: none"> Ensures MEL surveys capture key beneficiary data related to potential E&S vulnerabilities, including gender, income, and hunger. <p>Country Director</p> <ul style="list-style-type: none"> Supported by Deputy Country Director and HR Lead, fulfill requirements related to GCF E&S reporting 	<p>Chief Legal Council</p> <ul style="list-style-type: none"> Maintains confidential investigations log <p>Impact division</p> <ul style="list-style-type: none"> Leads on Symbiant risk tracking, to ensure that risk “owners” update data, including from stakeholder feedback <p>Business development</p> <ul style="list-style-type: none"> Coordinates with Burundi team and other global divisions to accurately report E&S findings to GCF

6E. Stakeholder Mapping

Primary Stakeholder, Smallholder Farmers: Smallholder families are the primary beneficiaries and stakeholders for the proposed project.

- **Background:** One Acre Fund serves Burundi's smallholder farmers, who constitute the majority of those living in extreme poverty in the country. They live in rural, often remote areas, with small land holders. We have served them in Burundi since 2012.
- **Expectations in the project:** They expect to get quality agricultural and agroforestry inputs with flexible payment plans, distribution to their rural locations, extension support, and post-harvest support such as tools to safely store their products. They expect One Acre Fund to provide consistent, transparent, uninterrupted support to support their agricultural livelihoods.
- **Interest in project:** They are the main beneficiaries, and the project has major repercussions for their livelihoods and resilience.
- **Relative influence in project:** They help shape the product offerings and services based on their feedback and program preferences. One Acre Fund's service delivery is designed to put farmer wants and needs at the center.

Other stakeholders: While smallholders are the primary beneficiaries, it is important to note the other stakeholders who will also be involved in or affected by this project. Stakeholders are categorized in the table below as High, Medium, or Low according to their level of influence in the project—i.e. direct influence on project activities, project outcomes, or other project stakeholders.

Influence level	Description	Stakeholders
High	The stakeholders in this category have significant influence. It is crucial to collaborate with them to secure their support throughout the project. They are capable of altering or potentially halting the project through their actions. Their involvement at every stage of the project's execution is imperative.	<p>Smallholder farmers, including vulnerable groups (indigenous people, women, and the poor)</p> <p>1AF staff</p> <p>National Advisory Council (government and private sector representation)</p> <p>Green Climate Fund</p> <p>Government NDA MINEAGRIE ONCCS (seed certification) MINEAGRIE OPBE (tree seed supplier) MINEAGRIE leadership: Minister, DGA, DGAEVMA, PS</p> <p>Private sector: Suppliers for farm inputs/products</p>

Medium	The stakeholders in this category prioritize the project's success and thus seek regular updates on its progress. They have the potential to influence the project's implementation and sway other stakeholders' perspectives. While they lack the authority to halt the project, they can cause delays or slowdowns. It is crucial to closely collaborate with these stakeholders to ensure their support for the project's execution. They should be informed and engaged throughout all stages of the project's implementation.	Government MINEAGRIE UDGP/EA (planning and monitoring) Private sector: Banks/MFIs NGOs (ex: CABI, IFDC)
Low	These are stakeholders who wield minimal influence over the project's implementation. They have a close association with the project but place little importance on its success and do not significantly impact its objectives. The strategy involves monitoring these stakeholders in case their power or interest levels increase in the future.	Government MINEAGRIE DGE (livestock)

- Consultation (before and during project):** One Acre Fund's approach to pre-project consultation is centered around deep and meaningful engagement with the farmers we serve. We have established a robust system for gathering and incorporating farmer feedback to ensure that our programs are responsive to their needs and preferences. It is important to note that the proposed GCF project is part of an on-going program in Burundi, rather than a completely new program where an initial pre-consultation is the first touchpoint with the target communities. Thus, ***project pre-consultation is derived from the following, ongoing feedback loops that the One Acre Fund Burundi program maintains to better serve beneficiaries:***
 - Focus groups:** We organize focus group discussions with farmers to gather qualitative insights into their experiences, challenges, and aspirations. These are facilitated by our field officers who are well-versed in the local language and cultural context, ensuring that farmers feel comfortable and are able to express their views openly. In addition to regular focus groups, we conduct specialized focus groups to explore specific topics in depth, such as the adoption of new products or climate-smart practices. These sessions provide detailed insights that inform our training and support strategies. Some examples of program shifts based on farmer feedback include: teaching natural methods for grain storage, extending reimbursement periods to make it easier for farmers, offering maize varieties with heartier stalks that do not blow over in high winds, and discontinuing unpopular tree varieties.
 - Farmer surveys:** Regular surveys are conducted to collect quantitative data on various aspects of our service delivery. These include farmer satisfaction surveys, which gauge the overall satisfaction with our services, and specific surveys that focus on new

products or training programs (ex: farmer preference surveys, targeting certain products). The data collected from these surveys help us understand the efficacy of our interventions and identify areas for improvement.

- **Program enrollment data:** Enrollment data provides us with insights into the preferences and priorities of the farmers. By analyzing trends in program enrollment and re-enrollment, we can identify which services are most valued by the farmers and tailor our offerings accordingly.
- **Input order data:** The demand data from farmer input orders is another critical source of feedback. By monitoring the types and quantities of inputs ordered, we can adjust our inventory and product offerings to better meet the needs of the farmers.
- **Feedback gathered by front-line Field Officers:** Our field officers are the primary point of contact between One Acre Fund and the farmers. They collect feedback directly from the farmers during regular visits and training sessions. This feedback is then passed up to the office for analysis and action.
- **Hotline calls:** We operate a hotline that allows farmers and other stakeholders to provide feedback, ask questions, and report issues. This direct line of communication ensures that farmers have a voice in the ongoing development and refinement of our programs.
- **Impact Data from MEL Team:** Our MEL team collects and analyzes impact data to assess the effectiveness of our interventions. This data is crucial for making evidence-based adjustments to our programs and for demonstrating impact to stakeholders.
- **Expansion into new districts:** As the program expands within Burundi, from one district into a neighboring one, we conduct consultation with farmers, government officials, and other stakeholders part of the farming ecosystem in the area to understand a) smallholder farming conditions: the primary crops, farmer poverty, and experience in modern agriculture (inputs, techniques, and planting dates), b) potential E&S risks: this includes any potential impacts on water, biodiversity, and indigenous people, and c) existing services from other stakeholders in the area: this includes the presence of co-ops, NGOs, and value-chain actors, to help us assess the degree of market gaps. This helps inform the decision to expand in that geography, what tailored services to deliver, and what planting dates to follow.

7. Grievance redress mechanism

7A. Overview of GRM

In addition to GCF's [independent redress mechanism](#), for this project, One Acre Fund has in place a comprehensive system for reporting complaints around a range of possible allegations of wrongdoing, including fraud and sexual harassment. The following is how it works:

Escalation: Cases are generally escalated to our Legal or the Ombuds Team via several reporting channels, with the goal of responding to all complaints within 2-3 working days to drive the process forward. These channels include:

- Direct Reporting through managers or to in country HR
 - This can include local HR Reporting lines
- Global hotline email that is publicized and manned by Global Legal
- Reporting to Global Ombuds via reporting form or email
- Anonymous Reporting Form that also goes to Global Legal
- Contacting a Global Legal Staff member directly
 - Legal normally reviews the cases to determine whether they are more appropriately handled by Ombuds or itself (usually whether the conduct alleged could result in termination or not)
- Farmers contact a toll free local hotline to report any grievances. Hotline staff direct those cases to field operations, HR, Ombuds, or legal depending on the type and severity of the case. Farmers also have the contact of field managers and field directors (the two levels of field staff management above the field officer for lodging complaints or sharing feedback). Field managers circulate around field officers, so farmers can also address them in person.
 - Example [hotline report excerpt](#)

Legal: If Legal undertakes the investigation:

- In Burundi, a staff member will be assigned and overseen by a senior team member, except in instances where allegations are deemed serious enough to send a senior staffer from Rwanda or Kenya to manage it directly.
- Report is issued after an investigation where due process is followed and a recommendation provided
- If the report validates allegations, disciplinary action is taken
- If the victim agrees and the report validates the allegation, legal action can be taken after termination with which OAF will support.
- Timely resolution of investigations is a priority. For example, the senior legal team in Kenya aims to complete investigations within 45 working days (i.e. from receipt of complaint to investigation report submission) and to provide updates along the way including any delays that may occur due to changes in the investigation or other matters that may be higher priority.
- ****Legal case Prioritization:** The following outlines how One Acre Fund legal prioritizes complaints that escalate to their department—who the case is assigned to, resources allocated, its position in the queue:
 - Key factors in alleged violation: The priority of a case is largely dictated by severity of impact, number of people affected, likelihood of recurrence, legal and regulatory compliance, and reputational risk. But below, we note that some types of cases are automatically given higher priority.
 - Type of complaint:
 - Sexual harassment/misconduct is considered the most serious allegation, and given top priority.

- Human rights abuses: Likewise this is given top priority.
- Fraud, corruption, bribery: Special attention is placed on the total amount, seniority, and number of staff involved.
- Health and safety violations: This includes unsafe working conditions, hazardous practices, and exposure to harmful substances.
- Environmental degradation: Harm or non-compliance with environmental regulations, including degradation of natural resources and ecosystems.
- Conflict of interest: Personal interests that influence professional decisions, with seniority and scope of work of the alleged violator a major factor.
- Customer service violations: Complaints affecting the service delivery of the program that escalate to legal (ex: mistreatment of farmers, harassment).

Ombuds: If the Ombuds Office is approached first:

- The Global Ombuds is immediately notified. (Only 3 of the 7-member Ombuds team are experienced or senior enough to independently review sexual harassment reports: the 2 female Kenya Ombuds team members and the Global Ombuds).
- The Ombuds Office triages sexual harassment reports in 3 main categories:
 1. Sexual Misconduct (*Ex. Suggestive comments, jokes, innuendo, leering*)
 2. Sexual Harassment (*Ex. Unwanted sexual advances, forced physical contact, touching, groping, verbal abuse, gender-based harassment*)
 3. Sexual Abuse/Exploitation (*Ex. Paying for sexual contact, requesting/demanding sexual favours, sexual contact with minors, sexual coercion, rape, gender-based violence*)
- Reports are reviewed confidentially and impartially to minimize bias, with a view to collecting as much helpful information as possible for the Legal team to pursue an investigation.
 - Any report which falls within the criteria of sexual misconduct, harassment or abuse/exploitation is escalated to the Legal team, along with all notes and/or statements collected by the Ombuds team. (*Sexual harassment falls within the purview of criminal behaviour and is therefore, outside of the scope of the Ombuds Office. For this reason, all reports which meet the criteria described above are escalated to the Legal team.*)
 - The Ombuds team often works with the relevant HR team to help the reporting party and/or the named victims access counseling services as well as any other workplace support they may require or be entitled to according to One Acre Fund policies.
- Cases which do not rise to the level of either sexual misconduct, harassment or abuse/exploitation are managed as workplace grievances, and fall within the mandate of the Ombuds Office. All Ombuds team members handle a wide range of grievance reports, from performance management, to bias & discrimination and working culture. More significant workplace conflict can be mediated by any of the 3 professionally trained and certified mediators within the team.

SEAH victim/survivor support: One Acre Fund's HR department currently leads on victim support, in collaboration with the staff welfare lead. Follow-up can include arrangements for counseling or other

compensation. At project inception, we commit to reviewing country-level practices, in alignment with all relevant project staff, to ensure the following:

- **Survivor-centered approach** that prioritizes the safety, confidentiality, and well-being of survivors. We will also ensure that staff who directly support survivors have additional training on gender-sensitive handling of SEAH cases, which goes beyond the existing SEAH training that staff already take. Systems will ensure that all procedures respect the dignity and choices of survivors.
- Clear guidelines for support: Reviewing the procedures in the GRM above to ensure that all staff involved have clarity on the steps to support victims at all stages, starting with the initial reporting, so that there are timely outcomes.
- Timely support for victims: Ensuring that the existing support tools are comprehensive and timely deployed for victims.

Whistleblower Policy: One Acre Fund also maintains a robust Whistleblower Policy (see [linked here](#)) for all reports done in good faith. We promise to prevent retaliation and ensure whistleblowers feel comfortable coming forward to report wrongdoing. Certain country programs can also receive additional rewards for cases reported that result in validation and disciplinary action.

7B. Key values for GRM

The following are key priorities in our approach to grievance redress:

- Accessibility: Please see the stakeholder engagement plan above, which outlines how we create ongoing feedback loops from across many stakeholders, including access to anonymous reporting.
- Inclusivity: The GRM is available to all stakeholders, and, as mentioned in the stakeholder engagement plan, special attention is paid to vulnerable groups such as women and indigenous people.
- Documentation of case handling: As noted in the implementation arrangements section, we keep logs of grievances and on-going cases related to potential E&S violations. Methodical record is essential to handling cases and tracking progress over time.

Annex 1: ESAP SCREENING QUESTIONS

1. General E&S screener, taken from “GCF Guidelines for the Environmental and Social Screening of Activities Proposed under the Simplified Approval Process 10 January 2018”

Associated Facilities and Cumulative Impacts:

- Will the activities involve associated facilities or generate cumulative impacts that would require further detailed due diligence and management planning? (Examples of associated facilities include roads, captive power plants, transmission lines, pipelines, utilities, and warehouses, Examples of cumulative impacts include reductions in water flows, increases in sedimentation, interference with wildlife movement, or increased traffic congestion.) **No, the project does not**

involve associated facilities and will not generate additional cumulative impacts (sedimentation from smallholder agriculture will decrease under One Acre Fund farm management AND there will be little incremental traffic involved in the input distribution we contract logistics for.

Transboundary Impacts:

- Will the activities involve transboundary impacts that would require further due diligence and notification to affected states? (This is relevant for activities in shared international waters or river basins), **No, there are no transboundary effects from the project**

Worker Health and Safety:

- Will the activities adversely affect the working conditions and health and safety of workers, or potentially employ vulnerable categories of workers including women and children? **Yes, there are some worker health and safety areas that we will monitor for, even as the risk significance remains low**

Hazardous Waste and Pollutants:

- Will the activities potentially generate hazardous waste and pollutants, including pesticides, and contaminate lands that would require further studies on management, minimization, and compliance with environmental quality standards? **No. No pesticides are planned for the project (not being distributed through the Burundi program), and the fertilizer application rates are so low compared to industrial farming where fertilizer is broadcast applied via tractors at very high rates. One Acre Fund's nutrient management approach utilizes spoon-size quantities of fertilizer applied directly to each plant, at the smallholder level, so there is a very low risk of ground and surface water eutrophication from nutrient run-off.**

Critical Infrastructure:

- Will the activities involve the construction, maintenance, and rehabilitation of critical infrastructure like dams, water impoundments, and coastal and river bank infrastructure that would require further technical assessment and safety studies? **No**

Resettlement and Dispossession:

- Will the proposed activities potentially involve resettlement and dispossession, land acquisition, and economic displacement of persons and communities? Examples include infrastructure construction requiring land occupied by people or establishment of protected zones restricting access to resources. **No, this project will not lead to economic displacement or restrictions of access. Activities are at the smallholder farm level, helping existing farmers be more productive on their small land-holdings (in this sense, it reduced pressure to expand land to meet basic food and income needs, as farmers yield more from their small plots)**

Protected Areas and Ecological Significance:

- Will the activities be located in protected areas and areas of ecological significance including critical habitats, key biodiversity areas, and internationally recognized conservation sites? **While One Acre Fund Burundi serves many areas of the country, the project will not take place near any protected or ecologically sensitive areas. None of the areas covered by this project will be near Kibira forest (not in those communes / provinces).**

Impact on Indigenous Peoples:

- 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. We recognize the poor state of land rights for Twa communities, but do not foresee this project as negatively impacting Twa, given the project engages smallholder farmers to become more productive and sustainable on their own small plots, and the Twa tend not to be agriculturalists. But for Twa who might happen to have adopted farming, they will be free to join the program; during enrollment periods, we will attempt to contact any Twa living in our operational areas to invite them to join the program, given that they are often socially excluded from non-Twa communities. Furthermore, we will liaise with a Twa right's organization such as UNIPROBA to understand how to do this well.**

Cultural and Historical Values:

- Will the activities be located in areas that are considered to have archaeological, paleontological, historical, cultural, artistic, and religious values or contain features considered as critical cultural heritage? **No. This is partly because the activities tend to be in remote rural areas and production is at the household, smallholder farm-level (i.e. farmers voluntarily join to plant on their small farms, not large-scale agriculture that entails large land plots and land consolidation). There is a higher concentration of cultural sites in cities (ex: the old seat of the king in Muramvya town), but we do not operate in towns. Our program will flag if any activities encroach on areas of critical cultural significance. We also consult local village leadership, so will also become aware of area of cultural and religious significance.**

2. SEAH. sexual exploitation, abuse, and harassment taken from GCF's "Sexual Exploitation, Abuse and Harassment (SEAH) risk assessment guideline (starting page 17)"

1. Does the AE have a SEAH Policy (or SEAH provisions in another policy)?
 - a. **Yes**
2. If the AE has contracted out stakeholder consultations, does that entity have a SEAH Policy (or are they contractually bound to apply the AE's)?
 - a. **N/A One Acre Fund does direct stakeholder consultation**
3. Does the AE have an employee Code of Conduct?

- a. **Yes**
- 4. If the AE has contracted out stakeholder consultations, does that entity have an employee Code of Conduct (or are they contractually bound to apply the AE's)?
 - a. **N/A One Acre Fund does direct stakeholder consultation**
- 5. Have AE employees and consultants conducting stakeholder consultations been trained on preventing SEAH and the Code of Conduct?
 - a. **Yes**
- 6. Does the AE have a grievance mechanism in place in case of early SEAH complaints from stakeholder engagement?
 - a. **Yes**
- 7. Does the AE have a specialist on staff who can undertake the more advanced assessment in Stage 4 as well as deal with early SEAH complaints if they arise; and if not, does the AE require budget and/or assistance with this?=
 - a. **Yes, we have specialized staff involved with stage 4 of the GCF process. And for early SEAH complaints, One Acre Fund already has the staff and system to deal with SEAH complaints (see grievance redress mechanism text above).**
- 8. Does the country have laws prohibiting sexual harassment/stalking generally?
 - a. **As of 2023, the law prohibited sexual harassment, including the use of threats of physical violence or psychological pressure to obtain sexual favors.¹ Stalking, specifically, is not mentioned.**
- 9. Do labor laws prohibit sexual harassment in the workplace?
 - a. **See previous question**
- 10. Does the country have laws prohibiting intimate partner violence (IPV)?
 - a. **As of 2023, the law prohibited rape against women and men, including spousal rape, with penalties of up to 30 years' imprisonment. The law prohibited domestic abuse of a spouse, with punishment ranging from fines to three to five years' imprisonment.²**
 - b. **At the provincial and municipal levels, the Ministry of National Solidarity, Social Affairs, Human Rights, and Gender runs family and community development centers (CDFCs), now known as the Provincial Directorate of Family and Social Development (PDFSD), to provide support services to GBV survivors.**

¹ 2023 Country Reports on Human Rights Practices: [Burundi](#)

² 2023 Country Reports on Human Rights Practices: [Burundi](#)

- c. **The Law on the Protection of Victims and the Prevention and Punishment of Sexual and GBV provides protection and support services for victims, including legal aid and compensation.**
11. What is the prevalence of GBV in the country?
- a. **46.7% of women face some type of GBV in their lifetime.³**
12. What is the legal age a person can marry?
- a. **As of 2023, the legal age for marriage was 18 for girls and 21 for boys.⁴**
13. Despite any laws, what is the prevalence of child marriage in the country?
- a. **9.9% of the population marries early.⁵**
14. What is the income level of the country?
- a. **Gross national income per capita (PPP international \$, 2013) is \$820.⁶**
- b. **64.9% of population earns income below the national poverty line⁷**
15. Where does the country rank on global gender indices? **According to the World Economic Forum (2023) Global Gender Gap index, Burundi ranks 35th out of 146 countries globally and fifth among 36 sub-Saharan African countries. Burundi ranks 8th on the Economic Participation and Opportunity sub-index. It ranks 120th on the Educational Attainment sub-index. It ranks 27th on the Health and Survival sub-index. It ranks 41st on the Political Empowerment sub-index.⁸**
16. Is there a national action plan on GBV and/or sexual harassment?
- a. **No. The Ministry of National Solidarity, Social Affairs, Human Rights, and Gender established and currently implements the National Gender Policy (2012–2025). This policy aims to effectively address inequalities and discrimination between men and women, to advance gender equality throughout Burundi, and provides a substantial gender-responsive budget to do so.⁹**
- b. **The government of Burundi adopted the Law on the Protection of Victims and the Prevention and Punishment of Sexual and GBV in 2016. The law provides a**

³ [World Economic Forum Report](#)

⁴ 2023 Country Reports on Human Rights Practices: [Burundi](#)

⁵ [World Economic Forum Report](#)

⁶ [WHO](#)

⁷ [CIA](#)

⁸ [World Economic Forum Report](#)

⁹ [UNDP](#)

comprehensive definition of GBV along with an approach to address the investigation, prosecution, and punishment of perpetrators.¹⁰

17. Does the country have specialized services for survivors of GBV (at both the national and local level) including women's shelters, adequate medical facilities and facilities which provide psycho-social support?

- a. **At the provincial and municipal levels, the Ministry of National Solidarity, Social Affairs, Human Rights, and Gender runs family and community development centers (CDFCs), now known as the Provincial Directorate of Family and Social Development (PDFSD), to provide support services to GBV survivors and to mobilize, train, and support savings groups.**
- b. **The Law on the Protection of Victims and the Prevention and Punishment of Sexual and GBV provides protection and support services for victims, including legal aid and compensation.**

18. Is the country currently experiencing war, internal conflict or humanitarian disaster?

- a. **The internationally brokered Arusha Agreement, signed in 2000, and subsequent cease-fire agreements with armed movements ended the 1993-2005 civil war. Burundi's second democratic elections were held in 2005, resulting in the election of Pierre Nkurunziza as president. He was reelected in 2010 and again in 2015. President Evariste Ndayishimiye, from Nkurunziza's ruling party, was elected in 2020.¹¹**

19. Are women concentrated in lower paid roles and mostly line-managed and supervised by men?

- a. **According to the World Economic Forum, Burundi ranks 2nd in the world for wage equality for similar work. However only 9.3% of firms have female majority ownership and 16.3% of firms have female top managers.¹²**
- b. **Over 55 percent of Burundi's agricultural workforce is women, which is the 8th highest percentage worldwide.¹³**

20. Are piece-rate systems or other performance-related pay structures used where individuals are in control of how much other workers get paid?

- a. No, we do not use piece-based compensation or other pay structures where individuals directly control others pay. We use annual 360 performance reviews, coupled with many other data points, to assess performance, so it distributes it beyond the control of a few individuals.

¹⁰ [Amnesty International](#)

¹¹ [CIA](#)

¹² [World Economic Forum Report](#)

¹³ [FAO](#)

21. Will project workers have control over life-changing resources such as the allocation of compensation for displacement or access to basic or highly sought-after resources?
- a. No
22. Will security personnel be used? Will they be armed?
- a. **There will be security personnel in some offices or property, but they are not armed**
23. Will there be an influx of male workers into the project area (as opposed to only using local labor)?
- a. **No**
24. Are local communities poor and lacking basic resources?
- a. **Yes**
25. Will migrant workers be employed by the project, especially those who may not speak the local language?
- a. **No**
26. Will they be employed on a temporary or daily basis?
- a. **No**
27. Will project workers all have formal contracts?
- a. **Yes**
28. Will goods frequently be transported over long distances, especially through poor and/or remote communities?
- a. **No, the input distribution that is contracted with logistics companies occurs in specific times of the year that correspond with the growing season.**
29. Are worksites or project activities based in remote locations? Will worksites be spread out, with isolated spaces?
- a. **Somewhat. The project takes place in rural communities. Frontline staff typically come directly from these communities (i.e. they work in their own communities).**
30. Will project workers live in the community or in worker housing? If in worker housing, is it mixed sex?
- a. **No**
31. Will workers be required to travel long and potentially unsafe distances, and at times of day when transport options may be limited?
- a. **No**

32. Will the project operate in highly pressurized work environments, with tight seasonal deadlines?
- a. **No. There is a seasonality to the year, but it is not highly pressurized**
33. Is the project located within a male-dominated sector where female workers will be employed?
- a. **No. Women account for the bulk of smallholder farmers, and will be over half of the beneficiary base.**
34. Have communities, especially low income/vulnerable communities, voluntarily raised concerns in relation to SEAH/GBV during consultations?
- a. **No, we have not had reports of this.**
35. Have any changes been made to project design or adaptive management undertaken due to concerns of stakeholders and communities? If yes, work through this checklist again.
- a. **No**

ANNEX 2: ESIA SCREENING QUESTIONS

Below is the list of screening questions that are part of the Environmental and Social Risk Mitigation Innovations Assessment, which is applied at the product level (i.e. new products or services being considered for future scale-up).

Section 1: Sustainable use of natural resources		
Answer each of the questions below according to the scale indicated. This should take ~10 minutes.		
Client-facing risks		
1.1	How does this project impact local water resource quality?	ex. Would it lower the water table substantially? Would it support the community to clean out algae blooms? etc.
1.2	How does this project impact air quality in the community?	ex. Would this project create smog? Would it create a strong smell during processing? etc,
1.3	How does this project impact soil quality and health?	ex. Would this project lead to easier soil runoff? Are we confident in fertilizer dosing? etc.
1.4	How does this project impact biodiversity?	ex. Does this project pull non-agricultural land into agricultural production? etc.
1.5	How does this project use non-renewable natural resources? (i.e. petrol)	ex. Would this project create higher trucking needs, bringing up

		consumption of petrol during ID?
1.6	How does this project use renewable natural resources? (i.e. timber)	ex. Would this project require widespread construction?
1.7	How does this project contribute to greenhouse gas (GHG) emissions?	ex. Would this project require components shipped from abroad/via air? Would this project improve local fertilizer practice/efficiency?
1.8	How does this project contribute to community waste creation/management?	ex. Would this project, executed as planned, create more waste than a community is accustomed to? Would this project provide opportunity to recycle in a way new to the community?

OAF procurement, logistics, and distribution risks

1.9	Will procurement of inputs necessary for this project be possible through Global Inputs/Procurement?
1.10	For this project, will the Systems Division need to make changes to existing or create new controls for the storage of necessary inputs and materials?
1.11	Will there be a contingency plan needed for mitigating environmental risk associated with the leak/unplanned distribution of chemicals while stored at OAF warehouse?
1.12	For this project, will the Systems Division need to make changes to or create new controls for the proper disposal of necessary inputs and materials?
1.13	Are all OAF and third-party warehouses compliant with local and national OSHA regulations ahead of the procurement, storage, and distribution of inputs and materials associated with this project?

Section 2: Equitable accessibility of environmental, social, and labor resources

Answer each of the questions below according to the scale indicated. This should take ~15 minutes.

Individual and communal needs	
2.1	Does this project contribute to accessibility of affordable, potable water?
2.2	Does this project contribute to accessibility of affordable, nutritious, fulfilling food?
2.3	Does this project contribute to accessibility of safe, affordable housing?
2.4	Does this project contribute to accessibility of modern, affordable energy options for homes and community spaces?
2.5	Does this project contribute to accessibility of health and sanitation?
2.6	Does this project contribute to accessibility of equitable education for all?
2.7	Does this project support or detract from the community's access to and participation in

	cultural events that relate to their communal heritage?
2.8	Does this project contribute to community access to equitable, inclusive, dependable justice?
2.9	Does this project contribute to the community's ability to access equitable institutions that promote overall political and economic stability?
2.10	Does this project risk the rent or purchase of land that may be involuntarily surrendered or improperly zoned for agricultural use?
Ensuring labor rights	
2.11	Does this project compensate staff fairly and at a locally competitive salary rate?
2.12	Does this project offer safe, accessible, affordable transport options for staff?
2.13	Does this project offer safe, accessible, affordable ICT options for staff?
2.14	Is there a plan in place to ensure data privacy and protection for staff and clients?
2.15	Is there a plan in place to mitigate the risk of child labor among staff and clients?
2.16	Is there a plan in place to mitigate the risk of enslaved labor among staff and clients?
2.17	Is there a plan in place to hold third-party suppliers and partners accountable to OAF's high standards for labor rights and employment?

Section 3: Support for economic value creation

Answer each of the questions below according to the scale indicated. This should take ~5 minutes.

3.1	Does this project dependably raise incomes for clients? Staff?
3.2	Does this project introduce direct competition for local vendors in a way that could drive them out of business?
3.3	Does this project contribute to equitable, accessible opportunity for economic advancement across the community?

Section 4: Emergency Response and Preparedness

Think about the worst case scenarios during execution of this project. What are they, and would any of them warrant a contingency plan for staff, clients, or entire communities that we have not already covered above? Include a few lines below.