GOVERNMENT OF GHANA

BEREKUM EAST MUNICIPAL ASSEMBLY

CONSTRUCTION ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (C-ESMP)

WORLD BANK-FUNDED PROJECT

EXECUTIVE SUMMARY

This Construction Environmental and Social Management Plan (C-ESMP) has been prepared for the World Bank-funded [Insert Project Name] located in [Insert Community, District/Municipality, Region, Ghana]. The plan sets out the procedures, mitigation measures, institutional responsibilities, monitoring arrangements and reporting requirements necessary to manage environmental and social risks during the construction phase.

The C-ESMP supports compliance with the World Bank Environmental and Social Framework (particularly ESS1, ESS2, ESS3, ESS4 and ESS10), the project Environmental and Social Management Plan (ESMP) and Environmental and Social Commitment Plan (ESCP), the Environmental Protection Act, 2025 (Act 1124), the Environmental Protection (Environmental Assessment) Regulations, 2025 (L.I. 2504), the Labour Act, 2003 (Act 651), and other applicable Ghanaian legislation.

Key environmental and social risks associated with construction typically include dust and air emissions, noise and vibration, soil erosion and sedimentation, water pollution, solid and hazardous waste, occupational accidents, traffic and pedestrian safety, community disturbance, labour-related risks (including child labour, forced labour and discrimination), and potential sexual exploitation and abuse / sexual harassment (SEA/SH) risks. Site-specific risks shall be confirmed through baseline surveys and risk assessment.

The plan assigns clear responsibilities to the Contractor, Supervising Consultant, Project Implementation Unit (PIU), Environmental Protection Authority (EPA), Municipal/District Assembly and other stakeholders. It establishes monitoring indicators, inspection procedures, incident reporting, a grievance redress mechanism, training requirements and an indicative implementation budget. All placeholders marked [Insert …] must be completed, and outstanding information verified, before the C-ESMP is finalised and works commence.

INTRODUCTION AND PROJECT BACKGROUND

Purpose of the C-ESMP

The purpose of this C-ESMP is to provide the Contractor and all project parties with a practical, site-implementable framework for identifying, assessing, mitigating, monitoring and reporting environmental and social risks and impacts arising from construction activities. It translates the higher-level commitments of the project ESMP and ESCP into day-to-day operational controls.

Relationship to Other Project Instruments

This C-ESMP is subordinate to, and must be consistent with:

- The project Environmental and Social Management Plan (ESMP);
- The Environmental and Social Commitment Plan (ESCP);
- Any Environmental Permit and conditions issued by the Environmental Protection Authority;
- Labour Management Procedures (LMP), where prepared;

- The Traffic Management Plan (TMP), where prepared;
- Stakeholder Engagement Plan (SEP) and Grievance Redress Mechanism (GRM);
- Contractual environmental and social clauses.

Where conflicts arise, the more stringent requirement shall apply, subject to confirmation by the PIU and Supervising Engineer.

Assumptions and Information Gaps

At the time of preparation the following information was not available and is marked with placeholders: exact project name and location details; confirmed Environmental Permit status and conditions; detailed baseline surveys; contractor method statements; specific borrow-pit and waste-disposal locations; and verified consultation records. A site visit, baseline confirmation, review of permit conditions and stakeholder consultations are required before final approval and mobilisation.

Scope of Construction Activities

The principal construction activities expected to generate environmental and social risks include (to be confirmed against detailed design and method statements):

- Site clearance, vegetation removal and topsoil stripping;
- Earthworks, excavation, filling and grading;
- Drainage, culvert and structure construction;
- Pavement or building works;
- Material haulage, stockpiling and borrow-pit operations (if any);
- Utility relocation or protection;
- Temporary facilities (site camp, workshops, storage areas, worker welfare facilities);
- Demobilisation and site restoration.

The Contractor shall prepare detailed method statements consistent with this C-ESMP for each major activity.

LEGAL, REGULATORY AND INSTITUTIONAL FRAMEWORK

Ghanaian Legal Framework

The following instruments are particularly relevant (current as of preparation; the Contractor and PIU shall verify any subsequent amendments):

- Environmental Protection Act, 2025 (Act 1124) – establishes the Environmental Protection Authority and the primary framework for environmental protection, hazardous waste, and related matters;
- Environmental Protection (Environmental Assessment) Regulations, 2025 (L.I. 2504) – environmental assessment and permitting requirements;

- Labour Act, 2003 (Act 651) – employment conditions, occupational safety, non-discrimination and related worker rights;
- Factories, Offices and Shops Act, 1970 (Act 328) and subsequent instruments, where applicable to workplaces;
- Road Traffic Act, 2004 (Act 683) and Road Traffic Regulations, 2026 (L.I. 2519);
- Public Health Act and related sanitation and waste regulations;
- Water Resources Commission Act and water-use regulations;
- Local Governance Act, 2016 (Act 936);
- Any project-specific Environmental Permit conditions issued by the EPA.

Institutional Responsibilities

Key institutions include:

- Environmental Protection Authority (EPA) – environmental permitting, monitoring and enforcement;
- Project Implementation Unit / Implementing Agency – overall E&S responsibility and ESCP compliance;
- Municipal / District Assembly – local coordination, bye-laws and community interface;
- Relevant road authorities (GHA, DUR, DFR) where road works are involved;
- Labour Department / Occupational Safety institutions – labour and workplace safety oversight;
- Ghana Police Service (including MTTD) – traffic and public order support.

WORLD BANK ENVIRONMENTAL AND SOCIAL FRAMEWORK

The project is subject to the World Bank Environmental and Social Framework (ESF). Applicability of individual Environmental and Social Standards (ESSs) is determined by the project's risk classification, financing documents, ESMP and ESCP. The following ESSs are commonly relevant to construction projects and shall be applied as confirmed for this project:

- ESS1 – Assessment and Management of Environmental and Social Risks and Impacts: requires systematic identification, assessment and management of risks, including through this C-ESMP and monitoring.
- ESS2 – Labour and Working Conditions: requires fair treatment, non-discrimination, safe working conditions, prevention of child and forced labour, and accessible worker grievance mechanisms.
- ESS3 – Resource Efficiency and Pollution Prevention and Management: requires measures to avoid or minimise pollution of air, water and soil, and sound waste management.

- ESS4 – Community Health and Safety: requires management of risks to communities from project activities, including traffic, dust, noise, hazardous materials and emergency events.
- ESS5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement: applies where the project involves land acquisition or restrictions; measures must follow the project resettlement instruments if triggered.
- ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources: applies where natural habitats or biodiversity values may be affected.
- ESS8 – Cultural Heritage: requires procedures for chance finds and protection of cultural heritage.
- ESS10 – Stakeholder Engagement and Information Disclosure: requires meaningful consultation, information disclosure and a functional grievance mechanism.

Project-specific mandatory obligations are set out in the ESCP and ESMP. This C-ESMP supports compliance with those obligations. Where the project is governed by an earlier safeguard framework, the applicable framework shall be followed as stated in the financing documents.

ENVIRONMENTAL AND SOCIAL BASELINE CONDITIONS

[To be completed following site investigation and review of existing studies.] The baseline description shall cover:

- Physical environment – topography, soils, geology, drainage and water resources;
- Climate, rainfall patterns and flood susceptibility;
- Air quality, existing dust and noise levels;
- Land use, settlements, businesses, schools, health facilities and public infrastructure;
- Vegetation, habitats and any sensitive ecological features;
- Demographic characteristics and presence of vulnerable groups;
- Existing road network, pedestrian routes and traffic conditions;
- Cultural, religious and heritage sites within or near the project area;
- Existing waste management and sanitation arrangements.

Information requiring field verification, specialist survey or consultation is clearly flagged. No fabricated baseline data are presented.

ENVIRONMENTAL AND SOCIAL IMPACT AND RISK ASSESSMENT

Risk Assessment Methodology

Risks are assessed using a likelihood–severity matrix. Likelihood: Rare (1), Unlikely (2), Possible (3), Likely (4), Almost Certain (5). Severity: Insignificant (1), Minor (2), Moderate (3), Major (4), Catastrophic (5). Risk rating = Likelihood × Severity: 1–4 Low; 5–9 Medium; 10–16 High; 17–25 Extreme. Residual risk is assessed after application of the mitigation measures in Chapter 8.

Key Construction-Phase Risks

Typical risks (to be confirmed and rated site-specifically) include:

- Dust generation and air quality deterioration;
- Noise and vibration affecting workers and nearby receptors;
- Soil erosion, sedimentation of drains and watercourses;
- Water pollution from runoff, spills or improper disposal;
- Generation of solid, construction and hazardous waste;
- Occupational accidents (falls, struck-by, excavation collapse, electrical, etc.);
- Traffic accidents and risks to pedestrians;
- Restricted access to properties and disruption of businesses or services;
- Labour risks including child labour, forced labour, discrimination and unfair treatment;
- SEA/SH risks associated with workforce presence and community interaction;
- Chance finds of cultural heritage;
- Inadequate worker welfare, sanitation and accommodation (where provided).

A detailed risk register shall be maintained and updated (see Appendix A). Extreme residual risks are not acceptable; additional controls must be applied until residual risk is reduced to Medium or lower.

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

The following mitigation matrix provides the core operational controls. Measures shall be incorporated into method statements and daily site supervision.

Aspect	Potential Impact / Risk	Mitigation Measures	Location / Activity	Responsible	Indicator	Method	Frequency	Reporting
ir quality / Dust	Respiratory irritation; reduced visibility; nuisance	Water spraying of unpaved surfaces; cover loads; speed limits; avoid works in high winds where practicable	Haul roads, stockpiles, earthworks	Contractor	Visible dust; complaints	Visual; complaint log	Daily; continuous	Daily checklist; monthly report
Noise & vibration	Disturbance to communities; hearing risk to workers	Maintain plant; restrict noisy works to daytime; use silencers where available; PPE for workers; advance notice to sensitive receptors	All work areas near receptors	Contractor	Noise complaints; PPE use	Observation; complaints	Daily	Monthly report
Soil & water	Erosion; sedimentation; water pollution	Erosion control (silt fences, bunds); protect drains; stabilise exposed soil; no discharge of untreated wastewater	Earthworks, stockpiles, drainage	Contractor	Visible runoff; drain blockage	Visual inspection	Daily / after rain	Daily checklist
Waste	Pollution; public health risk; illegal dumping	Segregate waste; use designated skips; licensed disposal; no open burning; hazardous waste handled separately	Site-wide	Contractor	Waste register; disposal records	Records check	Weekly	Monthly report
OHS – general	Injury or fatality to workers	Induction; toolbox talks; PPE; safe work procedures for high-risk	All work areas	Contractor OHS Officer	Incident rate; PPE compliance	Inspection; incident log	Daily	Immediate incident; monthly

		tasks; competent supervision						
Traffic & community safety	Road crashes; pedestrian injury; access restriction	Implement TMP; barriers; signage; flaggers; maintain local access; emergency corridor	Public roads & interfaces	Contractor; coordinate with TMP	Incidents; complaints; device compliance	Inspection; logs	Daily	Immediate; monthly
Labour conditions	Unfair treatment; child/forced labour; disputes	Written contracts; age verification; no child/forced labour; non-discrimination; worker GRM; Code of Conduct	Recruitment & site	Contractor HR / E&S	Contracts; age records; grievances	Document review	On recruitment; monthly	Monthly report
SEA/SH	Sexual exploitation, abuse or harassment	Code of Conduct; induction & training; confidential reporting channels; referral pathways; zero tolerance	Workforce & community interface	Contractor; PIU E&S	Training records; GRM cases (anonymised)	Records; GRM	Continuous	As per protocol; monthly summary
Cultural heritage	Damage to unknown heritage	Chance-find procedure: stop work, secure, notify authority, obtain clearance before resumption	Earthworks & excavations	Contractor; notify PIU/EPA	Chance finds logged	Site observation	Continuous during ground works	Immediate notification

Note: Cost / budget references are addressed in Chapter 19. The matrix shall be expanded with site-specific rows once baseline and method statements are available.

POLLUTION PREVENTION AND WASTE MANAGEMENT PLAN

Dust and Emissions

Unpaved surfaces and stockpiles shall be watered as necessary to suppress dust. Vehicle speeds on unpaved haul routes shall be limited. Loads of fine materials shall be covered. Plant shall be maintained to minimise exhaust emissions. Open burning of waste is prohibited.

Noise and Vibration

Noisy activities shall be scheduled to minimise disturbance to sensitive receptors (schools, health facilities, residences). Plant shall be fitted with silencers where available and maintained. Workers in high-noise areas shall wear appropriate hearing protection.

Fuel, Oils and Chemicals

Fuels and oils shall be stored in designated, bunded areas with impermeable bases and adequate capacity to contain spills. Spill kits shall be available at storage and refuelling points. Refuelling shall be supervised. Any spill shall be contained, cleaned up immediately and reported.

Construction and Hazardous Waste

Waste shall be segregated at source (recyclables, general construction waste, hazardous). Designated skips or storage areas shall be provided. Hazardous waste (used oil, batteries, contaminated materials, medical waste if any) shall be stored securely and disposed of through licensed facilities. Indiscriminate dumping is prohibited. A waste register shall be maintained (Appendix E).

Wastewater and Sanitation

Adequate toilet and washing facilities shall be provided for workers and kept clean. Wastewater shall not be discharged untreated into drains or watercourses. Septic systems or approved disposal arrangements shall be used.

Drainage and Watercourses

Existing drains shall be kept clear of construction materials and sediment. Temporary works shall not obstruct natural drainage. Silt control measures shall be installed where earthworks could generate runoff into watercourses.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN

General Requirements

The Contractor shall appoint a competent Occupational Health and Safety (OHS) Officer. All workers shall receive site induction before starting work and regular toolbox talks. High-risk activities require task-specific risk assessments and safe work procedures before commencement.

Personal Protective Equipment

Appropriate PPE (hard hat, safety footwear, high-visibility clothing, and task-specific items such as gloves, eye protection, hearing protection, fall-arrest equipment) shall be provided free of charge and worn as required. PPE compliance shall be checked daily.

Specific High-Risk Activities

Excavation and trenching: edge protection, shoring or battering as required, safe access, atmosphere testing if confined, and exclusion zones.

Working at height: certified scaffolding or platforms, fall-arrest systems, exclusion of work below, and competent supervision.

Lifting operations: competent operators, certified equipment, exclusion zones, and banksmen.

Electrical work: competent persons only, isolation and lock-out procedures, and protection of cables.

First Aid and Medical Access

Adequate first-aid equipment and trained first-aiders shall be available on site. Arrangements for emergency medical evacuation and treatment at the nearest appropriate facility shall be established and communicated.

Worker Welfare

Potable drinking water, sanitation facilities, rest areas and (where accommodation is provided) adequate housing shall meet minimum standards. Working hours shall comply with the Labour Act and contract requirements.

Accident Reporting and Investigation

All accidents, near-misses and dangerous occurrences shall be reported immediately, investigated, and corrective actions implemented. Serious incidents shall be notified to the Supervising Engineer, PIU and relevant authorities within the timelines specified in the contract and applicable law.

COMMUNITY HEALTH, SAFETY AND SECURITY

Community health and safety measures shall be coordinated with the project Traffic Management Plan. Key controls include:

- Physical barriers and warning signs around excavations and hazardous areas;
- Safe pedestrian routes and maintained access to properties and essential services;
- Control of construction vehicle movements and public interface points;
- Dust, noise and vibration management as described above;
- Advance community notification of disruptive activities;
- Maintenance of emergency access corridors;
- Clear rules for security personnel (if engaged) consistent with ESS4 guidance on security personnel;
- Measures to minimise risks arising from worker–community interaction, including communicable disease awareness.

Children and other vulnerable persons shall receive particular protection; work areas shall be secured against unauthorised entry.

LABOUR MANAGEMENT AND WORKING CONDITIONS

Recruitment shall be transparent and non-discriminatory. All workers shall receive written contracts specifying terms and conditions. Wages, working hours, overtime and leave shall comply with the Labour Act, 2003 (Act 651) and the contract. Child labour (below the legal minimum age) and forced labour are strictly prohibited; age verification shall be conducted at recruitment.

A Worker Grievance Mechanism shall be established, confidential, and free from retaliation. Workers shall be informed of the mechanism during induction.

A Worker Code of Conduct (Appendix H) shall be signed by all workers and subcontractors. It shall address professional behaviour, respect for communities, prohibition of harassment, exploitation and abuse, child protection, and compliance with site rules.

GENDER-BASED VIOLENCE AND SEA/SH RISK MANAGEMENT

The relevance and level of SEA/SH risk shall be confirmed against the project risk assessment and ESCP. Where required, the following measures shall be implemented:

- Mandatory Code of Conduct signed by all workers and subcontractors;
- Induction and periodic awareness training on SEA/SH prevention and reporting;
- Confidential, survivor-centred complaint channels (integrated with or parallel to the project GRM);
- Clear referral pathways to medical, psychosocial and legal support services;
- Prohibition of retaliation and protection of confidentiality;
- Prompt, fair investigation and disciplinary procedures consistent with applicable protocols;
- Contractual flow-down of SEA/SH requirements to subcontractors.

Survivor identities and sensitive personal information shall not be disclosed in routine project reports. Only anonymised, aggregated data may be reported as required by the ESCP.

STAKEHOLDER ENGAGEMENT AND GRIEVANCE REDRESS MECHANISM

Stakeholder Engagement

Relevant stakeholders include affected communities, local authorities, traditional authorities, businesses, transport operators, women, persons with disabilities, schools and health facilities. Engagement activities shall include:

- Disclosure of project information and construction schedules;
- Advance notification of activities that may cause disruption;
- Public consultations and documentation of feedback;
- Targeted engagement with vulnerable groups.

Grievance Redress Mechanism

A functional GRM shall receive, record, investigate and resolve complaints related to environmental, social, labour, access, safety and SEA/SH issues. The mechanism shall be accessible, transparent, culturally appropriate and responsive. Unresolved grievances shall be escalated according to the project GRM procedures. A grievance register template is provided in Appendix J.

Sensitive complaints (including SEA/SH) shall be handled confidentially and in accordance with the survivor-centred protocols of the project.

EMERGENCY PREPAREDNESS AND RESPONSE PLAN

The Contractor shall designate an Emergency Coordinator and maintain an up-to-date emergency contact list (Appendix L – placeholders only; actual numbers to be verified). Response procedures shall cover:

- Fire and explosions;
- Fuel and chemical spills;
- Serious workplace injuries and fatalities;
- Traffic accidents;
- Flooding and severe weather;
- Excavation collapse or structural failure;
- Environmental pollution incidents;
- Community safety emergencies.

Evacuation routes, assembly points, first-aid provisions and communication channels shall be established and communicated to workers. Emergency drills shall be conducted periodically. Incident reporting shall follow the timelines in the contract, ESCP and applicable law. Actual emergency telephone numbers and tested arrangements shall be confirmed on site and inserted into the contact sheet.

CULTURAL HERITAGE AND CHANCE FINDS

If any archaeological, cultural, historical or other protected material is discovered during construction:

1. Stop work immediately in the vicinity of the find;
2. Secure and protect the area from further disturbance;
3. Notify the Supervising Engineer, PIU and the designated cultural heritage authority without delay;
4. Document the find (location, description, photographs) without removing materials unless instructed by the authority;
5. Obtain written clearance from the competent authority before work resumes in the affected area.

This procedure applies wherever ground-disturbing activities occur and in accordance with applicable Ghanaian law and project requirements.

ENVIRONMENTAL AND SOCIAL MONITORING PLAN

Parameter / Risk	Location	Indicator / Standard	Method	Frequency	Responsible	Corrective Trigger
Dust / air quality	Work areas, sensitive receptors	No visible excessive dust; complaints minimised	Visual; complaint log	Daily	Contractor E&S	Visible dust clouds or repeated complaints
Noise	Near receptors	Daytime restriction; PPE in high-noise zones	Observation; complaints	Daily	Contractor	Night works without approval; hearing complaints
Waste management	Site storage & disposal	Segregation; licensed disposal; no open burning	Records; visual	Weekly	Contractor	Illegal dumping or open burning observed
PPE compliance	All work areas	≥ 95% compliance	Spot checks	Daily	OHS Officer	Non-compliance > 5%
Incidents / accidents	Site-wide	Zero serious; all investigated	Incident reports	Immediate + monthly	Contractor / Engineer	Any serious incident or fatality
Community complaints	GRM	All logged; timely resolution	GRM register	Continuous; monthly summary	E&S / PIU	Unresolved > agreed timeframe
Worker grievances	Worker GRM	Accessible; no retaliation	GRM records	Monthly	Contractor HR / E&S	Pattern of unresolved issues
Traffic / pedestrian safety	Public interfaces	TMP compliance; zero serious incidents	Inspection; incident log	Daily	Contractor	Any traffic or pedestrian incident

ROLES AND RESPONSIBILITIES

Implementing Agency / PIU: Overall accountability for ESCP and C-ESMP implementation; review and approval of the C-ESMP; oversight of Contractor performance; reporting to the World Bank.

Contractor / Project Manager: Day-to-day implementation of all C-ESMP measures; provision of competent E&S and OHS personnel; training; inspections; incident management; reporting.

Contractor E&S Officer and OHS Officer: Technical implementation, monitoring, training delivery and record-keeping.

Supervising Consultant / Engineer: Review of method statements; site supervision; verification of compliance; non-conformance reporting; certification of payments linked to E&S performance where applicable.

Municipal / District Assembly: Local coordination, community interface support and enforcement of relevant bye-laws.

Environmental Protection Authority: Regulatory oversight, permit conditions monitoring and enforcement.

Subcontractors and workers: Compliance with the C-ESMP, Code of Conduct, safe work procedures and site rules.

RACI Matrix (Summary)

Activity	PIU	Contractor	Engineer	EPA	Assembly	E&S Team
Approve C-ESMP	A	R	R	C	I	C
Daily E&S / OHS implementation	I	R/A	C	I	I	R
Incident notification & investigation	A	R	R	C	I	R
GRM operation	A	R	C	I	C	R
Monthly E&S reporting	A	R	R	I	I	R

R = Responsible; A = Accountable; C = Consulted; I = Informed.

IMPLEMENTATION SCHEDULE AND BUDGET

Indicative Implementation Schedule

Key activities and indicative timing (to be aligned with the Contractor's programme):

- Pre-construction: finalise C-ESMP, obtain/confirm Environmental Permit conditions, baseline confirmation, training, stakeholder notification;
- Mobilisation: establish site facilities, welfare, waste systems, emergency arrangements, induction of workforce;
- Construction: continuous implementation of mitigation, daily inspections, toolbox talks, monitoring, GRM operation;
- Demobilisation: remove temporary works, restore disturbed areas, final waste clearance, close outstanding grievances, final inspection and handover.

Indicative Budget

The Contractor shall prepare a detailed, priced E&S budget. The following categories shall be covered (quantities and rates to be confirmed):

Item / Category	Unit	Indicative Qty	Amount (GHS)
E&S and OHS personnel	Person-month	[To be quantified]	[Amount]
Personal protective equipment	Lump / sets	[As required]	[Amount]
Traffic safety devices (coordinate with TMP)	Lump	1	[Amount]
Dust suppression (water, equipment)	Lump / month	[As required]	[Amount]
Waste collection, storage and licensed disposal	Lump / month	[As required]	[Amount]
Spill response materials and kits	Lump	1	[Amount]
Environmental monitoring	Lump	1	[Amount]
Worker and community training / awareness	Lump	1	[Amount]
Stakeholder engagement and GRM operation	Lump	1	[Amount]
Emergency preparedness	Lump	1	[Amount]
Site restoration and demobilisation	Lump	1	[Amount]
TOTAL (Indicative)			**[To be completed by Contractor]**

REPORTING, AUDITING AND CORRECTIVE ACTIONS

Daily: site environmental and OHS inspections using checklists; immediate reporting of incidents.

Weekly: summary of non-conformances and corrective actions; toolbox talk records.

Monthly: Environmental and Social Monitoring Report covering indicators in Chapter 17, incidents, grievances, training and corrective actions.

Incident notification: serious incidents and fatalities shall be reported to the Supervising Engineer and PIU within the timelines specified in the contract and ESCP (typically within 24–48 hours for serious events), and to relevant authorities as required by law.

Non-compliance shall be documented, corrective actions assigned with deadlines, verified for closure, and escalated if unresolved. Periodic internal or external audits may be required under the ESCP.

TRAINING AND CAPACITY BUILDING

Training shall cover:

- Environmental and social awareness and this C-ESMP;
- Occupational health and safety and safe work procedures;
- Emergency preparedness and response;
- Waste management and pollution prevention;
- Traffic and pedestrian safety;
- Worker Code of Conduct;
- SEA/SH prevention and reporting channels;
- Community engagement and respectful conduct;
- Incident reporting and chance-find procedures.

Target audiences include all workers, supervisors, subcontractors and relevant site staff. Induction is mandatory before work starts; toolbox talks shall be held regularly. Attendance shall be recorded and effectiveness evaluated through observation and feedback.

SITE RESTORATION AND DEMOBILISATION

On completion of works or of each discrete section:

- Remove all temporary structures, plant, materials and waste;
- Dispose of remaining waste through licensed facilities;
- Reinstate disturbed areas, drainage and access routes;
- Stabilise exposed soil against erosion;
- Close all outstanding environmental and social grievances to the extent practicable;
- Conduct a final joint inspection and complete the handover checklist (Appendix N).

The Supervising Engineer shall confirm that restoration is satisfactory before final acceptance.

CONCLUSION AND RECOMMENDATIONS

This C-ESMP provides a comprehensive framework for managing environmental and social risks during construction of the [Insert Project Name]. Effective implementation depends on:

- Completion of outstanding information (baseline, permit conditions, method statements, stakeholder records);
- Formal approval of the C-ESMP by the PIU and incorporation into the contract;
- Adequate resourcing of E&S and OHS personnel, equipment and training by the Contractor;
- Continuous supervision by the Engineer and oversight by the PIU;
- Functional GRM and transparent reporting.

Pre-construction actions that must be completed before works commence include confirmation of Environmental Permit status and conditions, finalisation of this C-ESMP with site-specific data, induction of the workforce, establishment of welfare and waste facilities, and community notification.

It is recommended that the C-ESMP be treated as a living document and updated whenever significant changes in scope, methods or risk profile occur.

LIST OF ABBREVIATIONS AND DEFINITIONS

Abbreviation	Full Form / Definition
C-ESMP	Construction Environmental and Social Management Plan
EPA	Environmental Protection Authority (Ghana)
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework (World Bank)
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
GBV	Gender-Based Violence
GRM	Grievance Redress Mechanism
LMP	Labour Management Procedures
OHS	Occupational Health and Safety
PIU	Project Implementation Unit
SEA/SH	Sexual Exploitation and Abuse / Sexual Harassment
SEP	Stakeholder Engagement Plan
TMP	Traffic Management Plan