



SYRIAN MINISTRY OF ENERGY

PUBLIC ESTABLISHMENT FOR TRANSMISSION AND
DISTRIBUTION OF ELECTRICITY (PETDE)

SYRIA EMERGENCY ELECTRICITY PROJECT (SEEP)

Annex I- Terms of Reference for Preparation of Construction-ESMP for OHTL (TOR CESMP-OHTL)

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LIST OF ACRONYMS & GLOSSARY

Acronym	Full Term	Brief Definition / Relevance
CESMP	Construction Environmental and Social Management Plan	Contractor's site- and contract-specific ESMP for construction phase.
CHMP/CFP	Cultural Heritage Management and Chance-Finds Procedure	SEEP Annex on cultural heritage and chance-find procedures.
CLMP	Contaminated Land Management Plan	Plan for investigation and management of contaminated land, where applicable.
C-OHSP	Construction Occupational Health and Safety Plan	Contractor's OHS Plan aligned with Annex C.
C-HM/WMP	Construction Hazardous Materials and Waste Management Plan	Contractor's hazardous materials & waste plan aligned with Annex D.
C-TMP	Construction Traffic Management Plan	Contractor's traffic plan aligned with Annex E.
EHS	Environment, Health and Safety	Combined environmental and occupational health & safety aspects.
EOD	Explosive Ordnance Disposal	Accredited specialists authorized to assess, render safe, and dispose of explosive ordnance. Only EOD personnel handle ERW; project staff must never touch or move suspect items.
ERP	Emergency Response Plan	SEEP emergency response framework (See Annex H)
ESF	Environmental and Social Framework	World Bank framework (ESS1–ESS10).
ESIA	Environmental and Social Impact Assessment	SEEP ESIA including Chapter 26 – ESMIP.
ESMP	Environmental and Social Management Plan	Project ESMPs for OHTLs and Substations.
ESMIP	Environmental and Social Management Implementation Plan	ESIA Chapter 26 – consolidated mitigation, KPIs and monitoring.

Acronym	Full Term	Brief Definition / Relevance
ESCP	Environmental and Social Commitment Plan	Time-bound E&S commitments agreed with the World Bank.
ESS	Environmental and Social Standard	Standards under the Environmental and Social Framework (ESF) (ESS1–ESS10).
FCV	Fragility, Conflict and Violence	Context of Syria; relevant for access, security and UXO/ERW risks.
GIIP	Good International Industry Practice	Internationally recognized good practice.
GM	Grievance Redress Mechanism	Mechanism to receive and address complaints from communities and workers.
HM/WMP	Hazardous Materials & Waste Management Plan	SEEP Annex D – framework for hazardous materials and waste.
LMP	Labor Management Procedures	SEEP plan for labor and working conditions.
OE	Owner's Engineer	Supervision/engineering consultant supporting PETDE/PMT.
OHTL	Overhead Transmission Line	400/230 kV lines rehabilitated under SEEP.
OESMP	Operational Environmental and Social Management Plan	ESMP for operations phase.
PETDE	Public Establishment for Transmission and Distribution of Electricity	Implementing Agency and owner of assets.
PMT	Project Management Team	PETDE team managing SEEP.
RP /LRP	Resettlement Plan / Livelihood Restoration Plan	ESS5 instruments where land/livelihood impacts occur.
SEA/SH	Sexual Exploitation and Abuse / Sexual Harassment	Forms of GBV; covered by SEA/SH Action Plan.
SEP	Stakeholder Engagement Plan	SEEP plan for engagement and disclosure.
SMP	Security Management Plan	Project-level plan for security risk management.
SRP	Site-specific Soil/Groundwater Remediation Plan	Plan detailing investigation results, cleanup targets, and remediation/management measures for a specific contaminated area (hotspot), including verification/validation requirements, to be implemented through the CESMP.
TMP	Traffic Management Plan	SEEP Annex E – TMP.
UXO/ERW	Unexploded Ordnance / Explosive Remnants of War	Conflict-related explosive hazards present in parts of Syria.
WB	World Bank	Financier and issuer of ESF and EHS Guidelines.

Acronym	Full Term	Brief Definition / Relevance
WBG EHS	World Bank Group Environmental, Health and Safety Guidelines	General and Sector Guidelines (Electric Power T&D).

1. PURPOSE OF THIS ANNEX

This Annex provides Terms of Reference (ToR) to be included in bidding documents and contracts for SEEP works, setting out the minimum requirements for Construction Environmental and Social Management Plans for OHTL (CESMPs-OHTL) to be prepared by each construction/EPC Contractor. Contractors may propose more advanced or detailed approaches, but may not fall below the standards and scope defined herein.

The CESMP is the Contractor's contract- and site-specific Environmental and Social Management Plan (ESMP) for the construction phase, translating the SEEP Environmental and Social Impact Assessment (ESIA)/ESMIP, ESMPs and annexed management plans into detailed, implementable procedures and controls for all activities under the contract. It is the primary tool through which Contractors demonstrate how they will meet:

- National legal requirements.
- World Bank ESF, notably ESS1, ESS2, ESS3, ESS4, ESS5, ESS8 and ESS10.
- World Bank Group General and Transmission & Distribution EHS Guidelines.
- SEEP ESCP, ESIA/ESMIP, ESMPs and associated Annexes.

2. PROJECT BACKGROUND

The Syria Electricity Emergency Project (SEEP) finances the rehabilitation of existing 400/230 kV OHTLs across several governorates. Works are limited to existing corridors (e.g., damaged towers), within an FCV context that includes:

- Localized Unexploded Ordnance / Explosive Remnants of War (UXO/ERW) risks
- Security and access constraints
- Presence of encroachments (e.g., informal cultivation, Bedouin tents)
- Sensitive community and worker interfaces

The ESIA (including Chapter 26 – ESMIP), the OHTL ESMP and SEEP Annexes (OHS Plan, HM/WMP, Traffic Management Plan (TMP), CHMP/CFP, Resettlement Plan/ Livelihood Restoration Plan (RP/LRP) Guidance, etc.) define the project-level mitigation framework.

The CESMPs prepared by Contractors under this ToR are the main instrument for construction-phase implementation of those requirements.

3. OBJECTIVES OF THE CESMP

The CESMP shall enable the Contractor to:

1. Operationalize ESIA/ESMIP, ESMPs, ESCP and Annex requirements at contract and site level for all construction activities.
2. Identify and control construction-phase environmental, social, health and safety risks, including those related to FCV, UXO/ERW and security.

3. Ensure compliance with national regulations, the WBG ESF and World Bank Group Environmental, Health and Safety (WBG EHS) Guidelines.
4. Integrate and coordinate all relevant sub-plans (OHS, HM/WMP, TMP, community health & safety, chance finds, emergency response, etc.) into a single, coherent management system.
5. Provide a clear implementation manual for Contractor staff and subcontractors, including roles, responsibilities, procedures, monitoring and reporting.
6. Facilitate effective supervision by Public Establishment for Transmission and Distribution of Electricity (PETDE) / Project Management Team (PMT) and the Owner's Engineer (OE) and allow for tracking of performance and corrective actions.

4. APPLICABLE FRAMEWORK AND REFERENCES

The Contractor shall prepare the CESMP in line with, and explicitly cross-reference:

- Syrian laws and regulations relevant to environment, labor, OHS, road traffic, cultural heritage, land and security.
- World Bank ESF, particularly:
 - ESS1 – Assessment and Management of Environmental and Social Risks and Impacts.
 - ESS2 – Labor and Working Conditions.
 - ESS3 – Resource Efficiency and Pollution Prevention and Management.
 - ESS4 – Community Health and Safety.
 - ESS5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (where relevant to encroachments and access restrictions).
 - ESS8 – Cultural Heritage.
 - ESS10 – Stakeholder Engagement and Information Disclosure.
- WBG EHS Guidelines – General and Electric Power Transmission and Distribution.
- SEEP ESIA and Chapter 26 – ESMIP, including control plans, KPIs and monitoring framework.
- ESCP, especially actions related to ESMP implementation, serious incident reporting, labor/working conditions, RP/LRP, Sexual Exploitation and Abuse / Sexual Harassment (SEA/SH) and security.
- OHTL ESMPs, including their thematic ESMP matrices.
- SEEP Annexes, including at minimum:
 - Annex C – Occupational Health and Safety Plan (OHS Plan) – framework for C-OHSP.
 - Annex D – Hazardous Materials & Waste Management Plan (HM/WMP).
 - Annex E – Traffic Management Plan (TMP).
 - Annex F – Cultural Heritage Management Plan / Chance-Finds Procedure (CHMP/CFP).
 - Annex G – Guidance for RP/LRP Preparation (for interface and sequencing where ESS5 impacts occur).
 - Annex H – Emergency Response Plan (ERP).
- SEA/SH Action Plan.

- Security Management Plan (SMP).
- Stakeholder Engagement Plan (SEP) and LMP, including community and worker GMs.

The CESMP must explicitly demonstrate how these documents are taken into account and implemented for the Contract.

5. SCOPE OF THE CONTRACTOR'S CESMP

5.1 ACTIVITIES COVERED

The CESMP shall cover all construction-related activities under the Contract, including but not limited to:

- Site establishment, temporary works, camps (if any) and laydown areas.
- Access roads (existing and any temporary improvements).
- Tower work (demolition, reconstruction, rehabilitation, stringing, gantries, foundations, civil works).
- Material handling, storage, and transport (towers , fuel, chemicals, waste).
- Operation of construction plant and equipment (cranes, trucks, concrete mixers, generators, etc.).
- Electrical works, testing and commissioning.
- Demobilization, site reinstatement and handover.

5.2 SPATIAL SCOPE

The CESMP shall address all locations where Contract activities may have environmental or social impacts, including:

- OHTL rights-of-way, tower locations, and associated access routes.
- Any temporary facilities, camps or storage yards.
- Interfaces with neighboring communities, public roads and shared infrastructure.

6. MINIMUM CONTENT AND STRUCTURE OF THE CESMP

The Contractor is free to use its own corporate templates, but the CESMP must, at a minimum, include the following sections and sub-sections. Where the Contractor's standard format differs, it shall provide a cross-reference matrix.

6.1 EXECUTIVE SUMMARY

- Brief description of the Contract and main works.
- Summary of key environmental and social risks.
- Overview of main mitigation and management measures.
- Summary of institutional arrangements.

6.2 PROJECT AND WORKS DESCRIPTION

- Description of the Contract scope, locations and main works.
- Maps of OHTL segments, with key sensitive receptors.
- Construction methodology and sequence (phasing, major activities).
- Indicative workforce profile (numbers, types of workers, subcontractors).

6.3 LEGAL, STANDARDS AND PROJECT REQUIREMENTS REGISTER

- Summary of applicable national laws and regulations.
- Summary of applicable WB ESF and WBG EHS Guidelines.
- Summary of key ESIA/ESMIP, ESMP and ESCP requirements applicable to the Contract.
- Register/table showing how each requirement is addressed in the CESMP.

6.4 ORGANIZATION, ROLES, RESPONSIBILITIES AND RESOURCES

- Contractor's E&S management organization chart (including OHS, environment, social/GM, security interface).
- Roles and responsibilities for CESMP implementation (site managers, HSE manager, social officer, traffic coordinator, etc.).
- Minimum competencies and experience for key E&S staff.
- Arrangements for subcontractor management and ensuring subcontractor compliance with the CESMP.
- Allocation of resources (people, equipment, budget) for implementation.

6.5 RISK ASSESSMENT AND IMPACT ANALYSIS

The CESMP shall include a systematic E&S risk assessment for all major tasks, drawing on the ESIA/ESMIP and ESMPs, and covering at least:

- Environmental risks: air emissions, dust, noise, vibration, soil and surface/groundwater contamination, waste, hazardous materials, biodiversity/vegetation disturbance, and pre-existing or newly discovered land and groundwater contamination.
- OHS risks: working at height, electrical hazards, lifting operations, confined spaces, hot works, manual handling, fatigue, heat stress, interaction with plant and vehicles.
- Community health and safety risks: traffic and road safety, access and severance, UXO/ERW, security incidents, SEA/SH, noise and dust near communities, working near schools/hospitals.
- Social risks: labor and working conditions, child and forced labor, SH, worker accommodation (if applicable), labor influx, interaction with local communities, impacts on encroachers/informal users.
- Cultural heritage risks: chance finds during excavation or earthworks.

The risk assessment shall use structured methods (e.g., risk matrix, task-based risk assessments, job safety analysis) and shall be kept live, updated as methods, locations or conditions change.

6.6 MANAGEMENT PROGRAMS AND SUB-PLANS

The Contractor shall develop and incorporate, within the CESMP or as annexed sub-plans, the following minimum management programs, all aligned with the ESIA mitigation measures and ESMIP, corresponding SEEP Annexes, and ESMP requirements.

6.6.1 Construction Occupational Health and Safety (C-OHSP)

A C-OHSP aligned with Annex C – OHS Plan, covering at minimum:

- Hazard identification and risk control for all construction tasks.
- OHS rules and procedures (work at height, electrical safety, lifting, hot works, confined spaces, use of tools, etc.).
- Personal Protective Equipment (PPE) standards and enforcement.
- Worker fitness for duty, medical surveillance where relevant.
- Incident/accident reporting and investigation (including near-misses, lost-time injuries and fatalities).
- Emergency response for OHS incidents.
- OHS training programs and toolbox talks.

6.6.2 Hazardous Materials and Waste Management (C-HM/WMP)

A C-HM/WMP aligned with Annex D – HM/WMP, addressing:

- Inventory and classification of hazardous materials and wastes.
- Safe storage, handling and transport of fuels, oils, chemicals and other hazardous materials.
- Non-hazardous waste segregation, collection, storage, reuse/recycling and disposal.
- Spill prevention and control, including spill kits and response procedures.
- Waste tracking, record keeping and reporting.

6.6.3 Construction Traffic Management Plan (C-TMP)

A C-TMP aligned with Annex E – TMP, covering:

- Identification and classification of access roads and haul routes.
- Speed limits and driving rules (including in community areas).
- Requirements for driver licensing, competence and fatigue management.
- Vehicle inspection and roadworthiness.
- Use of banksmen, signage, barriers and traffic control devices.
- Management of abnormal or heavy loads.
- Measures for pedestrians, schools and vulnerable road users.
- Community information and warnings.
- Night-time driving restrictions (where applicable).
- Coordination with local authorities for road works or temporary closures.

6.6.4 Community Health, Safety and Security

A program addressing:

- Public safety around construction sites, and OHTL works (fencing, signage, exclusion zones).
- UXO/ERW risk controls (working only within cleared and handed-over areas, adherence to UNMAS/ national mine action guidance, worker awareness, procedures if suspected items are encountered).
- Controls to prevent and manage SEA/SH risks, in line with the SEA/SH Action Plan (Codes of Conduct, training, grievance mechanism, reporting pathways).
- Coordination with security providers in line with the Security Management Plan (SMP), ensuring that any security personnel follow the Voluntary Principles and avoid excessive force or abuse.
- Measures to avoid or minimize nuisance to communities (noise, dust, traffic, lighting).

6.6.5 Labor and Working Conditions

A program consistent with the LMP, addressing:

- Terms and conditions of employment in line with national law and ESS2.
- Non-discrimination and equal opportunity.
- Prevention of child labor and forced labor.
- Worker accommodation (if any), consistent with – Good International Industry Practice (GIIP).
- Worker organization and freedom of association (as permitted by national law).
- Worker GM, with confidential channels and protection from retaliation.

6.6.6 Cultural Heritage and Chance Finds

Procedures aligned with Annex F – CHMP/CFP, including:

- Pre-construction briefing of workers on cultural heritage sensitivity.
- Chance-finds procedure for physical cultural resources discovered during works (stop-work, securing the site, notification of authorities, expert assessment).
- Documentation and reporting of chance finds.
- Measures to avoid damage to known heritage features.

6.6.7 Biodiversity, Vegetation and Land Management

Measures to:

- Minimize vegetation clearance and soil disturbance.
- Manage tree cutting and pruning (especially in orchards and agricultural areas).
- Avoid unnecessary habitat fragmentation.
- Control invasive species (if relevant).
- Reinstatement and revegetation of disturbed areas, where required by the ESMPs.

6.6.8 Pollution Prevention and Resource Efficiency

Measures to:

- Control dust, noise and vibration (watering, covering, scheduling noisy activities, equipment maintenance).
- Manage stormwater, erosion and sediment.
- Prevent contamination of soil and water resources.
- Promote efficient use of fuel, water and materials.
- Manage any on-site wastewater from camps or site facilities.

6.6.9 Contaminated Land and Legacy Pollution Management

The CESMP shall include a contaminated land delineation and management program consistent with the ESIA Land Contamination chapter and the ESMIP Land Contamination control plan.

The ESIA does not require systematic contaminated land investigations along the OHTLs. However, there remains a possibility of localized legacy contamination at tower sites, access tracks or laydown areas (e.g. historic spills, informal waste disposal). The CESMP shall therefore include a contamination chance-finds procedure applicable to all OHTL works, which shall at minimum:

- Require that if stained soils, suspicious odors, buried wastes, oily sheens or other indicators of contamination are encountered at tower sites, access roads or laydown areas:
 - Work is stopped in the immediate area.
 - The area is cordoned off and made safe.
 - The Contractor notifies PETDE/PMT and the OE.
 - A proportionate inspection and, where necessary, sampling/assessment are carried out before deciding on safe handling, possible removal and disposal of contaminated materials.
- Ensure any contaminated materials discovered are managed through the C-HM/WMP and, where warranted, through a focused, location-specific remediation approach agreed with PETDE/PMT (which may draw on Contaminated Land Management Plan (CLMP) / Site-specific Soil/Groundwater Remediation Plan (SRP) principles if risks are significant).
- Ensure that resumption of work in the affected area only occurs once the necessary safety and management measures (e.g., removal of contaminated material, implementation of local containment measures, worker protection) have been agreed with PETDE/PMT and the OE and implemented.
- Require recording and reporting of contamination chance-find events (location, observations, actions taken, volumes handled, destination of any removed materials) as part of routine CESMP reporting to PETDE/PMT and the OE.
- All workers involved in excavation and handling of soil shall receive basic awareness training on recognizing signs of possible contamination and on the contamination chance-finds protocol.
- Contaminated land controls shall be reflected in relevant method statements, risk assessments and emergency response procedures within the CESMP.

6.6.10 Emergency Preparedness and Response

The CESMP shall include a Contractor Emergency Response Plan (ERP) and associated Medical Emergency Response Plan (MERP) that are fully consistent with Annex H – Emergency Response Plan (ERP) and the project OHS Plan. The Contractor shall structure its ERP/MERP in line with Annex H and adapt it to the specific risks of OHTL work fronts, camps and laydown areas under the Contract.

As a minimum, the ERP/MERP shall cover:

- Identification of credible emergency scenarios (fires, spills, explosions, severe accidents, UXO/ERW incidents, natural hazards, security incidents).
- Alarm, communication, escalation and evacuation procedures, including links to PETDE/PMT and the World Bank serious incident notification requirements under the ESCP.
- Coordination with local authorities and emergency services (civil defense, ambulance, hospitals, police, accredited Explosive Ordnance Disposal (EOD)/ERW organizations) and, where applicable, with UNMAS or other competent entities responsible for UXO/ERW clearance and response.
- Emergency equipment, muster points and training/drills arrangements.
- Specific provisions for UXO/ERW chance-finds, consistent with ESIA/ESMP and UNMAS clearance protocols (e.g. stop-work, cordon, do-not-touch, notify PETDE/PMT and UNMAS/competent authority), and for security-related incidents, consistent with the Security Management Plan and survivor-centered SEA/SH procedures where relevant.

The ERP/MERP shall form a distinct, clearly signposted component of the CESMP, be accessible to all workers, and be kept up to date following drills, incidents or significant changes in the risk profile.

6.6.11 RP/LRP and Land/Access Interface

Where the Contract interacts with Resettlement Plans (RPs), ARPs or LRPs prepared under Annex G and ESCP Action 5.1, the CESMP shall:

- Reference the relevant RP/ARP/LRP.
- Define how the Contractor will sequence works to ensure that no civil works causing ESS5 impacts commence before compensation and assistance have been delivered.
- Define roles in supporting PETDE on communication with PAPs, access control and maintenance of safety cordons.
- Ensure that any additional temporary impacts (e.g., access restrictions) are promptly reported to PETDE for assessment and, where needed, compensatory or remedial measures.

6.7 METHOD STATEMENTS AND SAFE WORK PROCEDURES

For all high-risk activities, the CESMP shall require and reference written method statements and/or safe work procedures, such as:

- Tower erection and stringing.
- Work at height and on structures.
- Heavy lifting and crane operations.

- Work in proximity to live overhead lines and other energized equipment (with clear isolation and lock-out/tag-out requirements, in coordination with PETDE O&M).
- Excavations and foundation works.
- Works in UXO/ERW-cleared areas.

These procedures shall be annexed to or referenced in the CESMP and kept up to date.

6.8 STAKEHOLDER ENGAGEMENT AND GM INTERFACE

The CESMP shall:

- Describe how Contractor will support implementation of the SEP at site level (information sharing with communities, notice of works, managing expectations).
- Describe how Contractor will inform workers and communities about the GMs (community GM, worker GM, SEA/SH-sensitive channels).
- Specify how complaints will be logged, forwarded to PETDE, tracked and resolved.
- Include any Contractor-level internal grievance handling arrangements, ensuring consistency with project-level systems.

6.9 MONITORING, KPIS AND REPORTING

The CESMP shall include:

- Environmental and social monitoring plan, including parameters, methods, frequency and responsibilities (aligned with ESIA/ESMIP and ESMP tables).
- Key Performance Indicators (KPIs) for E&S performance, including for OHS, waste, traffic, community health and safety, GMs, and any contract-specific indicators.
- Incident classification and reporting procedures, including:
- Immediate notification requirements to PETDE/PMT and OE for serious or severe incidents (e.g., fatalities, life-threatening injuries, major spills, significant community disturbances, SEA/SH allegations).
- Timeframes consistent with ESCP and WB requirements.
- Investigation, root-cause analysis and corrective action processes.
- Requirements for weekly and monthly E&S reports from the Contractor to PETDE/PMT and OE.

6.10 TRAINING, AWARENESS AND COMPETENCY

The CESMP shall define:

- Induction training content for all workers (including E&S, OHS, GM, SEA/SH, UXO/ERW awareness, security).
- Job-specific training for supervisors, drivers, equipment operators, banksmen, HSE staff, etc.
- Periodic refresher training and toolbox talks.
- Competency verification for critical roles (e.g., crane operators, line workers, electricians, drivers).

6.11 IMPLEMENTATION SCHEDULE AND CHANGE MANAGEMENT

The CESMP shall:

- Include a Gantt-style schedule of key CESMP implementation measures (e.g., training completion, installation of controls, establishment of GMs, monitoring activities) aligned with the construction schedule.
- Define a change management procedure for revising the CESMP when there are design changes, new risks, incidents, or regulatory changes.
- Ensure that all revisions are communicated to workers and subcontractors, and submitted to PETDE/PMT and OE for review.

7. ROLES AND RESPONSIBILITIES FOR CESMP PREPARATION AND IMPLEMENTATION

Table 7-1 clarifies how responsibilities related to the preparation, approval, implementation, supervision and reporting of the CESMP are shared between PETDE/PMT, the Contractor, subcontractors, the OE and the World Bank. It is intended as guidance for the Contract and for the CESMP text itself, so that all parties understand their respective obligations and no critical E&S management function is overlooked.

Table 7-1.Roles and Responsibilities for CESMP Preparation and Implementation

Entity / Role	Key Responsibilities in Relation to the CESMP
PETDE / PMT	<ul style="list-style-type: none"> - Require each construction/EPC Contractor, through the Contract, to prepare and implement a CESMP consistent with this Annex, the ESIA/ESMIP, ESMPs, ESCP and WBG EHS Guidelines. - Provide Contractors with all relevant project E&S documents (ESIA/ESMIP, ESMPs, annexes, SEP, LMP, SEA/SH Action Plan, SMP, etc.). - Review and approve CESMPs (with OE support) before mobilization and start of any site works, confirming that all material risks and ESMP/ESCP requirements are covered. - Ensure that project schedules and construction milestones are aligned with timely CESMP preparation, approval and implementation. - Monitor CESMP implementation through site inspections, review of Contractor reports and audits, and require corrective and preventive actions where performance is inadequate. - Consolidate CESMP-related monitoring data and incident reports for SEEP-level reporting to the World Bank in line with the ESCP.
Owner's Engineer (OE)	<ul style="list-style-type: none"> - Support PETDE/PMT in technical and E&S review of draft and updated CESMPs, including sub-plans (C-OHSP, C-HM/WMP, C-TMP, community health & safety, UXO/ERW controls, emergency response, etc.). - Verify that CESMPs are consistent with the ESIA/ESMIP, ESMPs and Annexes, and that proposed controls are feasible in the local FCV and UXO/ERW context. - Integrate CESMP requirements into day-to-day supervision, inspection and site meeting agendas. - Verify Contractor monitoring results (measurements, inspections, incident logs, GM data) and recommend improvements. - Advise PETDE/PMT on non-compliance and recommend contractual or managerial actions where needed.

EPC / Construction Contractor	<ul style="list-style-type: none"> - Develop, submit and keep up to date a contract- and site-specific CESMP and associated sub-plans in line with this Annex and the Contract. - Ensure that no construction activities commence in any location until the CESMP (and relevant sub-plans) covering those activities has been approved by PETDE/PMT. - Implement all CESMP measures on site, including ensuring that subcontractors comply with relevant requirements. - Assign and maintain qualified E&S personnel (HSE manager, environment officer, social/GM focal point, traffic coordinator, etc.) and ensure sufficient resources (equipment, budget, training time) for CESMP implementation. - Prepare and implement task-specific method statements and safe work procedures referenced in the CESMP. - Conduct CESMP-related training and toolbox talks for all workers and subcontractors. - Monitor performance against the CESMP, maintain records (inspections, checklists, measurements, incidents, GM cases), and submit regular E&S reports to PETDE/PMT and OE. - Promptly notify PETDE/PMT and OE of serious and severe incidents and cooperate fully with investigations and corrective actions.
Subcontractors	<ul style="list-style-type: none"> - Implement all relevant CESMP requirements as communicated by the main Contractor. - Prepare method statements and work procedures for their own activities where required, consistent with the CESMP. - Ensure their workers are trained and briefed on CESMP rules (OHS, traffic, GM, SEA/SH, UXO/ERW awareness, etc.). - Report incidents and near-misses to the main Contractor and cooperate with any corrective actions.
PETDE Social / E&S Team	<ul style="list-style-type: none"> - Provide project-level guidance to PETDE/PMT and the OE on the application of ESIA/ESMIP, ESMPs and Annexes in the CESMPs. - Ensure alignment between CESMPs and cross-cutting instruments (SEP and GMs, LMP, RP/ARP/LRP where relevant, CHMP/CFP, SEA/SH Action Plan, SMP, ERP). - Analyze CESMP implementation data and trends across Contracts (e.g., incident patterns, recurring non-compliances, grievance themes) and recommend systemic improvements. - Support PETDE/PMT in engagement with local authorities and communities on CESMP-related issues (traffic, access, community safety, encroachments).
World Bank	<ul style="list-style-type: none"> - Review selected CESMPs or CESMP-related arrangements, as agreed with PETDE, in the context of ESF supervision. - Monitor SEEP's overall compliance with ESF and ESCP commitments related to construction-phase E&S management. - Discuss with PETDE/PMT any significant CESMP implementation issues, incidents or trends and agree on appropriate corrective or improvement measures.

8. DELIVERABLES, REVIEW AND APPROVAL PROCESS

8.1 CESMP DELIVERABLES

The Contractor shall submit the following:

1. CESMP – covering all elements set out in this ToR, including sub-plans and key method statements.
2. Updated CESMP versions, as required during construction when circumstances change (e.g., new sites, changed methods, incidents, design modifications).

8.2 TIMING

- The CESMP shall be submitted within 28 days of Contract signature, and in all cases before planned mobilization to site (the exact timeframe will be specified in the Contract).
- No physical works may commence on site until the CESMP (and critical sub-plans such as C-OHSP, C-HM/WMP, C-TMP, community health & safety, UXO/ERW controls and emergency response) have been reviewed and approved by PETDE/PMT (with OE support).
- If mobilization is phased, the Contractor may propose a phased CESMP, but all activities in each phase must be covered by an approved CESMP section before works start.

8.3 REVIEW AND APPROVAL

- PETDE/PMT and OE will review the CESMP for:
 - Consistency with ESIA/ESMIP, ESMPs, ESCP and Annexes.
 - Adequacy of risk assessment and control measures.
 - Clarity of roles and procedures.
 - Feasibility in the FCV and UXO/ERW context.
- PETDE/PMT may approve the CESMP subject to conditions or request revisions. The Contractor shall address comments in a timely manner and resubmit.
- Approval of the CESMP does not relieve the Contractor of its legal obligations nor its responsibility for implementing effective E&S controls.

9. REPORTING AND COMMUNICATION

The CESMP shall define and the Contractor shall implement:

- Routine reporting to PETDE/PMT and OE, including:
 - Weekly E&S updates (key activities, incidents, issues).
 - Monthly E&S reports (KPIs, monitoring results, GM data, training, corrective actions).
- Immediate and serious incident reporting, in line with ESCP requirements, including SEA/SH and security incidents, with confidential handling of sensitive cases.
- Regular coordination meetings with PETDE/PMT, OE and relevant authorities to discuss E&S performance, grievances, upcoming works and interface issues.

10. Language, Format and Accessibility

- The CESMP and its sub-plans shall be prepared in Arabic and English,
- The CESMP shall be submitted in no more than 50 pages, editable electronic format (e.g., MS Word/Excel) and PDF.

- The Contractor shall ensure that relevant parts of the CESMP (e.g., rules, procedures, emergency contacts) are displayed on site and communicated to workers and subcontractors in a language they understand.