



SYRIAN MINISTRY OF ENERGY

PUBLIC ESTABLISHMENT FOR TRANSMISSION AND
DISTRIBUTION OF ELECTRICITY (PETDE)

SYRIA EMERGENCY ELECTRICITY PROJECT (SEEP)

Annex J- Terms of Reference for Preparation of Construction-ESMP for Substations (TOR CESMP-Substations)

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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.
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.
ESCP	Environmental and Social Commitment Plan	Time-bound E&S commitments agreed with the World Bank.

Acronym	Full Term	Brief Definition / Relevance
ESS	Environmental and Social Standard	Standards under the 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 / ARP	Resettlement Plan / Abbreviated RP	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.
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 electrical substations (CESMPs-Substation) 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 ESMP for the construction phase, translating the SEEP 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 substations across several governorates. Works are limited to existing substations (war-affected substations), within an FCV context that includes:

- Localized UXO/ERW risks
- Security and access constraints
- Presence of encroachments (e.g., Bedouin tents, displaced families in substations)
- Sensitive community and worker interfaces

The ESIA (including Chapter 26 – ESMIP), the Substation ESMP and SEEP Annexes (OHS Plan, HM/WMP, TMP, CHMP/CFP, RP/LRP Guidance, etc.) define the project-level mitigation framework. The ESIA also notes legacy contamination at some substations, to be addressed via pre-construction screening and, where needed, CLMP/SRPs implemented through the CESMP.

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 WB ESF and 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 PETDE/PMT and the 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, SEA/SH and security.
- Substations ESMP, 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).

- Contaminated Land Management Plan (CLMP) and any site-specific Soil/Groundwater Remediation Plans (SRPs), where such plans are required based on contamination screening and risk assessment at substations or other high-risk locations.
- SEA/SH Action Plan.
- Security Management Plan (SMP).
- 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).
- substation works (demolition, reconstruction, rehabilitation, gantry and busbar/conductor installation, foundations and civil works).
- Material handling, storage, and transport (conductors, transformers, 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:

- Substation sites and their immediate surroundings.
- 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 substations, 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. For substations and other high-risk pads this shall explicitly include pre-construction screening-level soil assessment and visual verification, and, where red flags are identified, a proportionate contamination risk assessment which may trigger preparation of a Contamination Land Management Plan (CLMP) and site-specific remediation plan (SRP).
- 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 ESMP, 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.
- Management of PCB-containing equipment (if any), oils and contaminated materials.
- Non-hazardous waste segregation, collection, storage, reuse/recycling and disposal.
- Spill prevention and control, including spill kits and response procedures.
- Interface with the CLMP and any site-specific SRPs where contaminated soil, ballast, concrete, sludge or groundwater is handled, ensuring that characterization, packaging, transport and disposal of contaminated materials follow the specific investigation/remediation requirements in those plans.
- 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 substations 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 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 baseline has identified legacy soil contamination at all substations covered by SEEP, primarily associated with historical oil leaks, spills and waste disposal. For substation contracts, the CESMP shall therefore support preparation and implementation of Contaminated Land Management Plans (CLMPs) for all substations, with SRPs developed where required, as follows:

- CLMP Development for Each Substation
 - Compile and summarize all existing information from the ESIA and any subsequent investigations for each substation (contaminant types, observed staining, likely source areas, previous spill records, etc.).
 - Prepare, in coordination with PETDE/PMT, a Contaminated Land Management Plan (CLMP) for each substation. Each CLMP shall:
 - o Develop a hotspot register identifying likely or confirmed source areas (e.g. transformer bays, oil pits, drainage channels, former waste areas), with an indicative map.
 - o Define and implement any additional targeted investigation needed to delineate the lateral and vertical extent of contamination to the degree necessary for safe construction and proportionate management.
 - o Develop a conceptual site model (sources–pathways–receptors) and a contamination risk assessment (for workers, nearby communities and environmental receptors).

- Set management and remediation objectives for each hotspot or group of hotspots.
 - Define the overall strategy for excavation, on-site handling, stockpiling, off-site treatment/disposal or engineered containment of contaminated materials.
 - Specify worker and community protection measures and linkages to the C-HM/WMP and emergency response procedures.
- Triggering and Preparing Site-Specific SRPs
 - Within each CLMP, determine which hotspots require active remediation or engineered management (e.g. excavation and off-site disposal, on-site treatment, capping or containment).
 - For those hotspots, prepare site-specific Soil/Groundwater Remediation Plans (SRPs) (as separate documents or annexes to the CLMP), which shall:
 - Set cleanup or management criteria (e.g. concentration targets, exposure-based criteria, containment specifications).
 - Define the selected remediation/management method(s), phasing and sequencing.
 - Include a Verification Sampling and Validation Plan (VSVP) to confirm achievement of remediation/management objectives.
 - Specify documentation and reporting requirements (records of volumes handled, disposal manifests, validation sampling results).
 - Ensure that no intrusive works (e.g. deep excavation, foundations, dewatering) are carried out within CLMP-identified hotspot areas until the relevant CLMP and SRP provisions and controls have been approved by PETDE/PMT and the OE and are in place on site.
- Operational Controls During Construction
 - Implement the CLMP and any SRPs through the CESMP, including procedures for managing excavated contaminated soil, ballast, concrete, sludge and contaminated water, in close coordination with the C-HM/WMP.
 - Specify worker protection measures for contaminated or potentially contaminated areas (appropriate PPE, hygiene and decontamination facilities, restrictions on eating/drinking in work zones, air monitoring where appropriate).
 - Include measures to avoid spreading contamination during works (control of runoff and dust from contaminated areas, management of contaminated equipment and vehicles, segregation of clean vs contaminated spoil).
 - Set out documentation and reporting requirements (sampling results, waste consignment notes, CLMP/SRP implementation records, verification sampling reports) and how these will be reported to PETDE/PMT and the OE.

The level of effort under each CLMP/SRP shall be proportionate to the contamination risk profile of each substation and the nature of the planned works, but all substations shall have a CLMP that at least consolidates existing knowledge, screens for additional investigation needs and defines minimum management controls for contaminated areas.

- 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 the substations 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 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:

- Erection of substation steel structures, gantries and busbar/conductor works.
- Work at height and on structures.
- Heavy lifting and crane operations.

- Work in energized substations and in proximity to live lines (with clear isolation and lock-out/tag-out requirements).
- 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.). - Ensure that CESMPs for substation contracts adequately cover legacy contaminated land screening and management, CLMP/SRPs and contamination chance-finds, in line with ESIA/ESMIP requirements. - 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.

	<ul style="list-style-type: none"> - 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.