



Republic of North Macedonia - Public
Enterprise for State Roads

A2 MOTORWAY: BUKOJCHANI - KICHEVO SECTION

Environmental and Social Action Plan

Republic of North Macedonia - Public Enterprise for
State Roads

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Environmental and Social Action Plan

TYPE OF DOCUMENT (VERSION) PUBLIC

PROJECT NO. 70061173

DATE: NOVEMBER 2020

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QUALITY CONTROL

Issue/revision	First issue	Revision 1	Revision 2	Revision 3
Remarks	Disclosure			
Date	November 2020			
Prepared by	Matthew Shepherd			
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Authorised by	Rachael Bailey			
Signature				
Project number	70061173			
Report number	Disclosure			
File reference	November 2020			

No.	Action	Environmental & Social Risks (Liability / Benefits)	Requirement (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status / Comments
PR1 Assessment and Management of Environmental and Social Impacts and Issues							
1.1	<p>Prepare and submit reports to the Bank on the status of this Environmental and Social Action Plan (ESAP) and the environmental and social (E&S – social includes health and safety and labour) performance of the Project, including management of grievances associated with the Project.</p> <p>Lenders Technical Adviser to verify the information reported, and corrective actions plans agreed with: PIU, Supervising Engineer; and Contractors, to address any non-conformances with the EBRDs Performance Requirements (PRs).</p>	<p>Progress of ESAP implementation and E&S performance evaluation</p> <p>Compliance with EBRD PRs.</p>	<ul style="list-style-type: none"> EBRD PR1 to PR10 (excluding PR7 and PR9). 	<p>PIURR Contractors</p> <ul style="list-style-type: none"> Supervising Engineer 	<p>Quarterly reporting in Quarterly Environmental and Social Report (QESR) during project development and construction</p> <p>Annual Environmental and Social Reporting (AESR) during operation (or as per individual management/ monitoring plans).</p>	<ul style="list-style-type: none"> Quarterly and annual submission of reports on progress with implementation of ESAP and E&S performance. 	
1.2	<p>Public Enterprise for State Roads (PESR) will ensure that there are adequate resources and capacity provided at all times to ensure the management of the Environmental, Health, Safety and Social (EHSS) risks of the Project. PESR senior management will appoint a PIU and EHSS specialists familiar with the EBRDs PRs in respect to:</p> <ul style="list-style-type: none"> Environmental Management Health and Safety Management; Social Aspects (including Resettlement and Labour Management) Gender Community Liaison and Stakeholder Engagement <p>Responsible personnel will communicate to PESR (and EBRD via reporting) and monitor implementation of this ESAP requirements across all Project component.</p>	<p>Minimise E&S impact of the Project.</p> <p>Ensure the EBRD E&S Policy requirements are efficiently implemented on the Project.</p> <p>Progress of ESAP implementation and E&S performance evaluation.</p> <p>Compliance with EBRD PRs.</p>	<ul style="list-style-type: none"> EBRD PR1, PR2, PR4 and PR10 	<ul style="list-style-type: none"> PESR and (when appointed) / PIU and CLO 	<p>Prior to the appointment of the Contractor</p>	<ul style="list-style-type: none"> PIU and EHSS specialists are appointed with clear roles and responsibilities, as set out in their job descriptions. PIU submission of the AESR and QESR ,on progress with implementation of ESAP. QESR KPIs to align with requirements of management-plans and ESMP monitoring requirements. 	
1.3	<p>Prepare and implement an Environmental and Social Management System (ESMS) for the project, aligned to the principles of ISO 14001:2015 and EBRD PRs.</p> <p>Continually review and update, as a minimum annually and with Project and / or legislative changes.</p> <p>The ESMS must be compliant with EBRD PRs, the ESIA and the ESMP, and specifically must contain all of the CESMP sub plans listed in the ESMP (Section 5, Item C2).</p>	<p>Optimisation of environmental and social management through a formalised document and associated system.</p>	<ul style="list-style-type: none"> EBRD PR1; and Best practice. 	<ul style="list-style-type: none"> PESR/ PIU External Consultants (as required) 	<p>During project implementation.</p> <p>Monitoring reports and tools to be established prior to construction.</p>	<ul style="list-style-type: none"> ESMS has been developed and implemented. 	

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1.4	<p>Implement the Environmental and Social Management Plan (ESMP) for the Project. This will require the PESR to ensure that the Contractor develops all the sub plans listed in the ESMP, in line with national legislation and the EBRD's PRs for all phases of the Project.</p> <p>PESR to ensure that tenders and works contracts require Contractors to develop and implement a Construction Environmental and Social Management Plan (CESMP) for the Project, based on the ESMP, and in line with the ESMS, ESMP and EBRD's PRs.</p> <p>Supervising Engineer / Lenders Technical Advisor to review and approve the CESMP and all sub plans in advance of works and confirm compliance with the EBRDs PRs.</p> <p>The Supervising Engineer will undertake monthly reviews of the implementation of the CESMP. Non-conformances to be tracked by the Supervising Engineer and resolved in a timely manner by the Contractor.</p> <p>PESR to elaborate and implement the Operational Environmental and Social Management Plan, and sub plans, specified in the ESMP</p>	Minimise the E&S impact of the Project activities and encourage continual improvement.	<ul style="list-style-type: none"> EBRD PR1; and Best practice. 	<ul style="list-style-type: none"> PESR/ PIU; Contractor. <p>Reviewed by:</p> <ul style="list-style-type: none"> Supervising Engineer Lenders Technical Advisor 	Prior to construction.	<p>ESMP and sub plans prepared and implemented.</p> <p>Lenders Technical Advisor approval of ESMP and sub plans and compliance with national legislation and the EBRD's PRs.</p> <p>Supervising Engineer's Quality Assurance records, and monthly monitoring reports on performance in accordance with the CESMP and records of non-compliance, including the Contractor's report on measures taken to resolve these.</p>	
1.5	Develop and implement, a Design Change Management Procedure (DCMP) for the design finalisation and any design changes, as per the ESMP (Section 5: C1). Where relevant, DCMP to include the methodology for the assessment and identification of any additionally required mitigation measures for E&S impacts. Undertake consultation on the design finalisation, and any design changes that have the potential to result in impacts on the local communities.	Management of E&S impacts of the Project.	<ul style="list-style-type: none"> EBRD PR1 	<ul style="list-style-type: none"> Contractors; and Supervising Engineer. 	Prior to and during construction.	<ul style="list-style-type: none"> DCMP is prepared. The process, criteria and approval rights with regards to introducing any changes in DCMP is agreed with the Lenders Technical Advisor. 	
1.6	Develop and implement a monitoring and reporting programme as detailed in the ESMP. See ESMP – Monitoring (Section 7)	Management of environmental risks and monitoring of environmental performance.	<ul style="list-style-type: none"> EBRD PR1; and EBRD PR3. 	<ul style="list-style-type: none"> PESR / PIU; and Contractors (with external consultants). 	Throughout (pre-construction, construction and during operation).	<ul style="list-style-type: none"> Monitoring program is developed prior to construction. All monitoring is recorded, and any activities triggered by monitoring results, will be reported immediately to the Supervising Engineer / PESR. The activity and corrective 	

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						actions will be reported in the Quarterly Environmental and Social Report (QESR)	
1.7	If additional borrow pits are required for the Project, the Contractor will prepare Environmental Protection Elaborates for additional borrow pits, for the PESRs to submit for approval by the MoEPP/Ministry of Economy. The impacts will be assessed and mitigated in accordance with national legislation and EBRD PRs. EBRD will be advised of the need for additional borrow pits and the Lenders TA will be invited to review the Environmental Protection Elaborates before submission.	Mitigate potential environmental and social impacts of borrow pits.	<ul style="list-style-type: none"> National Legislation (Law on Mineral Resources) EBRD PR1; and EBRD PR3. 	<ul style="list-style-type: none"> Contractor PESR / PIU; Reviewed by: <ul style="list-style-type: none"> Lenders Technical Advisor Approval by the: <ul style="list-style-type: none"> MoEPP Ministry of Economy. 	Throughout construction phase.	<ul style="list-style-type: none"> Approval of Environmental Protection Elaborates by the Lenders Technical Advisor and MoEPP/Ministry of Economy. Rehabilitation of borrow pits on completion of use (vegetation returned to previous state). 	
1.8	If any new waste facilities / deposit areas are required for the Project, the Contractor will prepare Environmental Protection Elaborates, for submission by the PIU to the municipality of Kichevo. Waste procedures will align to national legislation, EU regulations and EBRD PRs.	Mitigate environmental and social impacts from waste generated / materials dumped at deposit areas.	<ul style="list-style-type: none"> National Legislation EBRD PR1; and EBRD PR3. 	<ul style="list-style-type: none"> Contractor PESR / PIU; Reviewed by: <ul style="list-style-type: none"> Technical Advisor. Approval by: <ul style="list-style-type: none"> Municipality of Kichevo or MoEPP 	Throughout construction phase.	<ul style="list-style-type: none"> Approval of the Environmental Protection Elaborates by the Lenders Technical Advisor and Ministry 	
1.9	The PESR will require the design team to reduce the volume of materials and waste generated by the Project, through efficiencies in the design. <ul style="list-style-type: none"> Design for resource optimisation: simplifying layout and form, using standard sizes, balancing cut and fill, and setting net importation as a Project goal and identifying opportunities to minimise the export and import of material resources. Design for off-site construction: Maximise the use of pre-fabricated structures and components, encouraging a process of assembly rather than construction. Design for recovery and reuse: identifying, securing and using material resources at their highest value, whether they already exist on site, or are sourced from other schemes. Design for the future: Consider how materials can be designed to be more easily adapted over an asset lifetime, and how de-constructability and de-mountability of elements can be maximised at end-of-first-life. 	Reduced materials required and waste generated	<ul style="list-style-type: none"> EBRD PR1; and EBRD PR3. 	<ul style="list-style-type: none"> Designers preparing the detailed design PESR / PIU 	Detailed Design	<ul style="list-style-type: none"> Reduced material use and waste generated during construction. Reduction reported in the Quarterly Environmental and Social Report (QESR) 	

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	<ul style="list-style-type: none"> Manage engineering plan configurations and layouts to ensure the most effective use of materials and arisings can be achieved. Engage early with contractors to identify possible enhancement and mitigation measures and identify opportunities to reduce waste through collaboration and regional synergies. Identify areas for stockpiling and storing wastes that will minimise quality degradation and leachate, and will minimise damage and loss. 						
1.10	<p>PESR/ PIU to ensure all the design stage mitigation measures outlined in the ESIA and ESMP are designed into the Project where required and included in the BoQ. Measures include:</p> <ul style="list-style-type: none"> Landscaping/ biodiversity/ vegetation requirements Wildlife crossing/ passes Drainage and oil interceptors Sediment traps and basins Slope stability and erosion avoidance measures. Noise barriers Climate Resilience (see 3.2 for details) 	To ensure that the Project design includes the design measures in the ESIA.	<ul style="list-style-type: none"> EBRD PR1; and EBRD PR3. 	<ul style="list-style-type: none"> PESR / PIU Approval by: Lenders Technical Advisor 	Detailed Design	<ul style="list-style-type: none"> All design based mitigation included in the BoQ and Detailed Design. Reported in the Quarterly Environmental and Social Report (QESR) 	
1.11	A Framework Biodiversity Management Plan (FBMP) must be prepared and submitted to EBRD for review and approval, and the approved copy disclosed in the public domain. The FBMP must summarise the overall content of the BMP and set forth details of actions that will be completed as part of preparing the final BMP. The FBMP must set forth the concept of the offsets to be implemented and present logistics of the implementation procedures (including locations, arrangements for land access, long term management/care of the land, etc to illustrate proof of concept for the offsets). This FBMP must demonstrate that adequate resources are available for the offsets and must establish technical feasibility for such and present a detailed work plan for preparing the BMP with schedule.	As the project impacts CH/PBF offsets are required to ensure No Net Loss of certain sensitive biodiversity features to avoid critical biodiversity impacts.	<ul style="list-style-type: none"> EBRD PR6. 	<ul style="list-style-type: none"> PESR / PIU and Biodiversity expert 	<p>Prior to appointing the Contractor</p> <p>The FBMP must be approved by EBRD prior to disbursement of the loan.</p>	Framework Biodiversity Management Plan (FBMP)	
1.12	Prepare a Biodiversity Management Plan, as set out in the ESMP to be compliant with EBRD PR 6. This BMP needs to include all biodiversity-related commitments, mitigation and monitoring measures required to achieve the objectives of the reinstatement, offsets and additional	To inform the Bill of Quantities and for inclusion in the Contractor's tender documents.	<ul style="list-style-type: none"> EBRD PR6. 	<ul style="list-style-type: none"> PESR / PIU and Biodiversity expert 	<p>Prior to appointing the Contractor</p> <p>The BMP must be approved by EBRD prior</p>	<ul style="list-style-type: none"> Detailed habitat replacement, and design mitigation (e.g. wildlife crossings etc), included in the BoQ and Detailed Design. Confirmation from an independent qualified person that the objectives of NNL/NG have 	

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	<p>conservation measures. The BMP must be auditable and integrated into the ESMS/ESMP. The BMP must define actions to be implemented, desired outcomes for each action, identify responsible party for each action, present the monitoring and verification actions required and detail the implementation schedule for each action. The BMP must also include a presentation of the accounting used to calculate the offsets and demonstrate how this accounting will be monitored through time. This plan must also include a discussion of the adaptive management approach that will be applied to ensure objectives are satisfied and that unforeseen circumstances will be managed while promoting achieving overall results. The BMP must be prepared in draft form and reviewed and approved by EBRD.</p> <p>Periodical updates must be made to the BMP (two year intervals) and these must be approved by EBRD prior to being considered as changes to the original document.</p>	As the project impacts CH/PBF offsets are required to ensure No Net Loss of certain sensitive biodiversity features to avoid critical biodiversity impacts.			to disbursement of the loan.	been achieved and it is reasonable to assume that these will be sustainable.	
PR2	Labour and Working Conditions						
2.1	See PR4 – No. 4.1 Regarding safety when working adjacent to and over the existing railway.						
2.2	<p>PESR to update their overarching Human Resources (HR) / Labour Standards Policy as required.</p> <p>HR procedures, as part of their ESMS (1.3), to manage EBRD PR2 requirements.</p>	Ensure appropriate management of workforce, including contractors, and their sub-contractors, in line with EBRD PRs and in compliance with the applicable Macedonian Law. Provide a channel for raising workers' concerns and a transparent, consistent mechanism for resolution.	<ul style="list-style-type: none"> EBRD PR2; and Labour Code of North Macedonia. 	<ul style="list-style-type: none"> PESR / PIU; and Contractors. 	Prior to construction.	<ul style="list-style-type: none"> Overarching Human Resources (HR) / Labour Standards Policy and HR procedures (including Grievance Mechanism) Equal Opportunities policy, Anti-harassment and gender based violence policies, are prepared and implemented These procedures and policies are provided to the contractor at the bidding stage. Relevant HR Policies and procedures that relate to contractors activities to be shared with contractors as part of the bidding documentation. e.g. overarching HR policy requirements, grievance management procedures, equal opportunities and anti harassment policies and procedures, code of conduct etc. 	
2.3	The requirements for management of environmental, Health & Safety (H&S), social and labour standards / Human Resources policies in line with EBRD PRs must be adequately	Contractor E&S management.	<ul style="list-style-type: none"> EBRD PR1; EBRD PR2; EBRD PR 4 and Best practice. 	<ul style="list-style-type: none"> PESR / PIU; and Contractors. 	Prior to release of tenders and appointment of contractors.	<ul style="list-style-type: none"> PESR / Supervising Engineer to undertake quarterly audits of the Contractors' implementation of all relevant contract clauses, for 	

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	<p>incorporated in tenders and works contracts for the Project components.</p> <p>PESR to ensure contractual clauses setting out requirements for Environmental, H&S, labour and HR performance and routine reporting on the implementation of these requirements are developed and included in the tender documentation and contracts for the Contactor.</p>					<p>submission to the Lenders Technical Advisor.</p> <ul style="list-style-type: none"> Routine contractor Environment Health Safety and Labour (EHSL) reports. 	
PR3 Resource Efficiency and Pollution Prevention and Control							
3.1	<p>Develop and implement all monitoring and reporting programs required by the ESMP and sub-plans in line with EBRD PRs.</p>	<p>Management of environmental risks and monitoring of environmental performance</p>	<p>EBRD PR1, PR3 Permit requirements</p>	<ul style="list-style-type: none"> PESR / PIU Contractors (with external consultants) Supervising Engineer to review all plans to confirm compliance with national and EBRD PRs. 	<p>Monitoring program prior to commencement of construction</p> <p>Monitoring throughout construction and during operational phase as required</p>	<p>Monitoring program developed</p> <p>Monitoring records and data</p> <p>Reported in the Quarterly Environmental and Social Report (QESR)</p>	
3.2	<p>Climate change resilience measures to be taken into account in the design:</p> <p>Take the latest projections of future rainfall into account when specifying:</p> <ul style="list-style-type: none"> Pavement material and designing drainage. Vegetation for slopes. Ensure native drought-resistant species are chosen. Pavement material. Ensure thermal tolerance of specified materials is above projected average temperature. Specifying foundation depth. Specifying tunnel construction materials. <p>Take projections of future average and extreme temperature into account when:</p> <ul style="list-style-type: none"> Designing expansion joints. Designing foundations. Specifying cooling and ventilation systems. <p>Take projections of future wind speed into account when</p> <ul style="list-style-type: none"> Calculating wind loading. Designing wind barriers. 	<p>To ensure changes in the climate are taken into account in the detailed design.</p>	<ul style="list-style-type: none"> PR3 PESR - Technical Assistance Preparation of Climate Resilience. 	<ul style="list-style-type: none"> PIU / Detailed design team Supervising Engineer to review all plans to confirm compliance with national and EBRD PRs. 	<p>Monitoring throughout design, construction and during operational phase as required</p>	<p>No failures of infrastructure as a result of climate change (erosion, landslides, drainage system flooding etc)</p> <p>Monitoring program developed</p> <p>Monitoring records and data reported in the Quarterly Environmental and Social Report (QESR)</p>	
PR4 Community Health and Safety							

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4.1	<p>The PIU will ensure that the approach to the temporary railway crossing forms part of the Contractor's tender documents.</p> <p>The Contractor will appoint a safety specialist to consult with local community and railway operator to agree the approach to a temporary railway crossing at Dolno Strogmishte. A Method Statement will be prepared and approved by an independent safety consultant.</p> <p>The safety specialist will also advise on measure to ensure safe working adjacent to and over the existing railway line.</p>	<p>Safety concerns associated with the community crossing the existing railway line during construction activities.</p> <p>Safety concerns associated with construction workers, working on, over and adjacent to the existing railway line.</p>	<ul style="list-style-type: none"> EBRD PR2; EBRD PR4; EU Directive on Road Infrastructure Safety Management (2008/96/EC). 	<ul style="list-style-type: none"> PESR/ PIU; Independent safety consultants; and Contractor <p>Approval by:</p> <ul style="list-style-type: none"> Independent safety consultants Lenders Technical Advisor Rail Operator 	Prior to construction	<ul style="list-style-type: none"> Method statement for the construction of the Temporary Rail Crossing approved by the Safety Consultant, Rail Operator and Lenders Technical Advisor. No accidents associated with railway line. Reported in the Quarterly Environmental and Social Report (QESR) 	
4.2	<p>PESR to undertake a Road Safety Audit (RSA) in line with EU Directive 2008/906/EC (and relevant aspects of Macedonian legislation and standards) and that all recommendations have been incorporated into the Project design and that these design recommendations are implemented and installed during construction of the road.</p> <p>A Road Safety Inspection (RSI) shall be carried out on road once operational, and if appropriate, action plans developed for low cost remedial road safety measures.</p>	To minimise accidents and incidents with road users and maintain access for local communities.	<ul style="list-style-type: none"> EBRD PR2; EBRD PR4; EU Directive on Road Infrastructure Safety Management (2008/96/EC). 	<ul style="list-style-type: none"> PESR/ PIU; Designers; and Independent Consultants. 	<p>During design , as required under the EU Directive 2008/96/EC.</p> <p>Prior to EBRD Board consideration.</p>	<ul style="list-style-type: none"> Documented Road Safety Audit is reported in Annual Environmental and Social Report (AESR). Updated detailed design and Tender Documents include all relevant recommendations 	
4.3	PESR to develop and implement an inspection and maintenance programme for the road, bridges, tunnel and all safety features during the operational phase as per the OESMP. PESR to ensure that a sufficient resource of qualified and competent personnel is available to plan, conduct, supervise and interpret the results of these inspection and maintenance programs.	Improved community health and safety performance.	<ul style="list-style-type: none"> EBRD PR4; and Best practice. 	PESR, including their maintenance department (with external consultants / ,).	Prior to and during operation.	<ul style="list-style-type: none"> Programme developed. Competent staff appointed. Inspection and maintenance records kept and reported through the AESR. 	
4.4	PESR to conduct checks of the contractor's security personnel to make sure they have appropriate licensing (as mandated by the Law on Security 1999, as amended 2007), experience and training.	<p>Prevent conflict between security personnel and local communities.</p> <p>Prevent potential human rights violations by security personnel.</p>	<ul style="list-style-type: none"> EBRD PR4; Best practice. 	<ul style="list-style-type: none"> PESR/ PIU; and Contractors. 	Prior to and during construction.	<ul style="list-style-type: none"> Checks carried out and documented. Include in tender and works contracts for Contractors requirements that only licensed security personnel in line with national legislation may be involved in the Project. Report in the AESR on any incidents involving security personnel. 	
PR5	Land Acquisition, Involuntary Resettlement and Economic Displacement						

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5.1	PESR to develop and implement a Land Acquisition Plan (LAP), that is consistent with the Land Acquisition Framework (LAF) and PR 5 Census of local community/ project affected persons.	Minimisation of impacts of land acquisition and to ensure that adequate compensation is provided for lost income and land.	<ul style="list-style-type: none"> National legislation on land expropriation EBRD PR5. 	<ul style="list-style-type: none"> PESR (with a key role for the CLO(s); and Contractors. 	Prior to construction	<ul style="list-style-type: none"> Availability of LAP that is consistent with LAF Evidence of LAP implementation in line with the Project LAF. Evidence of implementation reported through the AESR. 	
5.2	PESR to arrange for an independent audit of land acquisition and compensation, following the implementation of the LAP.	Ensure land acquisition process is in compliance with EBRD PR5 requirements.	EBRD PR5.	External consultant on behalf of PESR.	Post construction	<ul style="list-style-type: none"> Summary of the Land Acquisition audit results provided within AESR. 	
PR6	Biodiversity and Living Natural Resources						
6.1	PESR to prepare the Land Restoration Plan, specified in the ESMP. PESR to review the detailed design to ensure adherence to the Land Restoration Plan and other biodiversity measures in the ESMP. PESR to ensure designers seek opportunities to reduce habitat loss in the detailed design.	Minimise potential ecological impacts.	EBRD PR 6.	PESR The designers preparing the detailed design, PESR/Revision Body to review and approve design	Prior to construction.	Evidence of biodiversity consideration in Detailed Design reported in AESR to EBRD.	
6.2	As specified in the ESMP, the Land Restoration Plan prepared by the PESR will include the calculation of Habitat replacement requirements (areas and species) based on the final designed design. These will form part of the BoQ and tender documentation for the Contractors. Based on the existing design and alignment. The following areas of replacement habitat are required: <ul style="list-style-type: none"> 3.59 ha of Italian and Turkey oak forests. 7.94 ha of riparian black alder belts and woodland. 1.46 ha of riparian willow belts. If any additional habitat is required for the Project, the area of replacement habitat will need to be recalculated using the same replacement ratios used in the ESIA, namely at least like-for-like replacement for PBF habitat losses and a net gain for CH (ratio 2:1).	Ensure Contractor undertakes habitat replacement.	EBRD PR 6.	PESR / PIU	Prior to instruction of Contractor.	Evidence of biodiversity consideration in Detailed Design reported in AESR to EBRD.	
PR8	Cultural Heritage						
8.1	The detailed design should aim to avoid constructing viaduct piers within the graveyard at Dolno Strogomishte, to avoid having to relocate	Minimisation of impacts on local communities' beliefs and traditions, minimisation of	<ul style="list-style-type: none"> EBRD PR8; and 	<ul style="list-style-type: none"> PESR/ PIU; and Social specialist on behalf of the PESR. 	Prior and during construction works.	<ul style="list-style-type: none"> A Grave Relocation Plan (GRP), that has been informed by community consultation, is prepared 	

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	<p>graves. The selection of the option / variant should happen in discussion with the local community.</p> <p>If this is not possible, the PESR will prepare and implement a Grave Relocation Plan. This will be based on consultations with local communities, regional cultural heritage experts and relevant local authorities / bodies.</p>	impacts on local cemeteries and cultural heritage assets.	<ul style="list-style-type: none"> Republic of North Macedonia heritage laws. 			<ul style="list-style-type: none"> Minutes of Meetings with local communities are available. Summary of GRP implementation provided within AESR. 	
PR10	Information Disclosure and Stakeholder Engagement						
10.1	<p>PESR will implement the stakeholder engagement plan (SEP) and strengthen its existing Grievance Mechanism (GM)</p> <p>The PESR will prepare and disclose their schedule of planned consultation and stakeholder engagement activities to EBRD</p> <p>The PESR will undertake public disclosure of the NTS, SEP and LAP in Macedonian and English. In accordance with EBRD requirements these documents will also be disclosed in Albanian. The ESIA (including the ESMP) will be disclosed in Macedonian and English.</p>	Information dissemination and continuous engagement with affected stakeholders, improvement of stakeholder awareness and compliance with EBRD PRs.	<ul style="list-style-type: none"> EBRD PR1; EBRD PR4 ; EBRD PR5 ; and EBRD PR10. 	<ul style="list-style-type: none"> PESR (with a key role for the CLO(s); and Contractors. 	Prior to construction and throughout the lifecycle of the project	<ul style="list-style-type: none"> The draft ESIA is updated in response to comments obtained during the disclosure period. PESR reports in AESR on their consultation and stakeholder engagement activities and the number of grievances received, closed and yet to be closed. 	



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