

A.3.4. Template of the ESMP mandatorily annexed to the Financing Agreement (FA)

General considerations

1. Persistent Energy Capital LLC (*Persistent*) is planning to implement the Persistent Africa Climate Venture Builder Fund, a \$70 million (\$100m hard cap) Mauritius Fund that will invest in early stage climate impact ventures in Sub-Saharan Africa (the *Project*). The Bank has agreed to provide financing, implementation support and monitoring for the Project.
2. Persistent will implement measures and actions of this Environmental and Social Management Plan¹ (*ESMP*) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (*OS*) and the National policy and legal requirements.
3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.
4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. Persistent is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the Project Implementation Unit (PIU).
5. Implementation of the material measures and actions set out in this ESMP will be monitored and reported to the Bank by Persistent as required by the ESMP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.
6. As agreed by the Bank and Persistent, this ESMP may be revised from time to time during Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, Persistent will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

¹ The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (*Section III.2.3 of Bank's ESP and section D of OSI*)

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
Periodic E&S implementation report to the Bank		Bank's ESP and OS1	Reports submitted in time, in good standard	Two weeks after the due period
1	Recruitment of E and S specialist as part of the Project implementation unit	Disclosed ESIA, OS1	Seasoned E&S specialist in the PIU	By Project effectiveness date
2	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to Public	OS1, OS10 and National requirements	A well-established and operational GRM, that satisfactorily meets both the client and Bank requirements.	By Project effectiveness date
3	Payment of compensation and reinstallation of affected people	SO10	N/A	N/A
4	Incorporation of site-specific E&S measures in the request for proposals	SO1 & national requirements	NA	NA
5	Submission of high-risk activity's Contractor ESMP (C-ESMP) to Bank clearance	Bank's ESP and OS1	N/A	N/A
6	Establishment of the Contractor's Grievance Mechanism (GM) and information of workers	OS1, OS2, SO10 and Bank's Disclosure and Access to Information Policy	As applicable, an established grievance mechanism provided and accessible for all subproject/investee workers to raise workplace concerns.	As applicable, prior to the time of recruitment of subproject/investee workers.
7	Obtaining nationally required licenses prior commencement of subjected activities (excavations, tree-cutting, working at height, working in confined spaces, etc.)	OS1, OS2 and national labor laws	As applicable, nationally required relevant licenses obtained	As applicable, prior to commencement of the relevant activities.

² Please add any relevant key actions and/or indicate "Not applicable" in the third column ("Basis for requirement") for actions that are not applicable to the project.

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
8	Preparation, approval, and disclosure of specific E&S documents during Project implementation, including prior review of Category 1 terms of reference by the Bank	Bank's ESP, OS1 and national requirements	The site-specific E&S documents prepared (by investees), approved, and disclosed during project implementation.	As applicable, after the identification of potential investee operations, as part of the E&S due diligence process, and prior to approval. implementation sites but before starting the activities.
9	Engagement with concerned stakeholders of each relevant specific E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	Minutes, documentation of the stakeholder engagement events undertaken.	As applicable before the start of subproject activities and continuously throughout project implementation
10	Establishment of Emergency Preparedness and Response mechanism	OS1 & OS4, national legislation on contingencies et	NA	NA
11	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Operational Project-Grievance Redress Mechanism (GRM) with grievance logs in place.	Right after issues, complaints, or grievances are reported.
12	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, applicable International Treaty/Convention ratified	N/A	N/A
13	Capacity building of key project implementers	OS1	Reports of the capacity building sessions conducted or undertaken.	In accordance with the reporting periods outlined in the capacity building implementation plan.

Material Actions² to Manage the Project's E&S Risks and Impacts		Basis for Requirement	Key Performance Indicator	Indicative Timing/Deadline
14	Implementation of ESMS/ESAP ³	OS1 and OS9, national requirements		
14.1	<i>Approval of any required E&S management procedure</i>	Ditto		
14.2	<i>Establishment of the E&S unit</i>	Ditto	Institutional capacity, demonstrated by a clear E&S unit/function in the company's organogram that includes: (i) skilled and appropriate staffing proportional to the E&S challenges; and (ii) adequate sustainable financing (a permanent budget line) for the operation of the E&S unit/function, acceptable by the Bank	By Project effectiveness date
14.3	<i>Capacity Building of the E&S Unit</i>	Ditto	Percentage or number of E&S staff who have completed relevant training programs within a year. Number of E&S training sessions conducted for the E&S unit	As per the schedule in E&S unit training programme or action plan.
14.4	<i>Processing the Value Chain E&S due diligence</i>	Ditto	Number of E&S due diligence reports prepared resulting from the investee screening process.	At the end of the investee screening and approval process.
15	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	As applicable, timely notification served to the Bank	Immediately and no later than 72 hours after the occurrence

³ Applies to non-sovereign operations and public sector projects implemented by permanent autonomous Agencies/Institutions.

<i>Material Actions² to Manage the Project's E&S Risks and Impacts</i>		<i>Basis for Requirement</i>	<i>Key Performance Indicator</i>	<i>Indicative Timing/Deadline</i>
16	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	A root-cause analysis (RCA) of any fatal EOHS incident, conducted, and a Corrective Action Plan (CAP) implemented	As applicable, within 2 weeks of the occurrence of the incident
17	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Disclosed E&S reports	After approval of the E&S reports by the designated National agencies.