



**INVESTING IN FORESTS AND PROTECTED AREAS
FOR CLIMATE-SMART DEVELOPMENT (IFPA-CD
P170466)**

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

**FOR THE PROPOSED MAINTAINANCE OF FOREST
MURRAM ROADS IN**

**KALINZU CFR, (KAYEMEBE AND RWAMPANGA VILLAGE, KIBINGO
AND KIBAZI PARISH, KYAMUHUNGA SUB COUNTY, BUSHENYI
DISTRICT)**

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ACRONYMS

CFR:	Central Forest Reserve
CoC:	Code of Conduct
DWRM:	Directorate of Water Resources Management
ESHS:	Environment, Social, Health and Safety
ESIA:	Environmental and Social Impact Assessment
ESIRT:	Environmental and Social Incident Reporting Toolkit
ESMF:	Environmental and Social Management Framework
ESMP:	Environmental and Social Management Plan
ESSs:	Environmental and Social Standards
GBV:	Gender Based Violence
GHG:	Green Houde Gas
GRM:	Grievance Redress Mechanism
MGNP:	Mgahinga Gorilla National Park
MTWA:	Ministry of Tourism, Wildlife and Antiquities
MWE:	Ministry of Water and Environment
NP:	National Park
OPM:	Office of the Prime Minister
OSH:	Occupational Safety and Health
PPE:	Personal Protective Equipment
PWDs:	Persons with Disabilities
SEA:	Sexual Exploitation and Abuse
UWA:	Uganda Wildlife Authority
VAC:	Violence Against Children
VGMP:	Vulnerable Groups Management Plan
WR:	Wildlife Reserve

1.0 INTRODUCTION

1.1 Background

Ministry of Water and Environment (MWE), Uganda Wildlife Authority (UWA) and National Forestry Authority (NFA), with support from the World Bank, are implementing the Investing in Forests and Protected Areas for Climate-Smart Development (IFPA-CD) Project. The project is also implemented in close collaboration with the Ministry of Tourism, Wildlife and Antiquities (MTWA) and the office of the Prime Minister (OPM).

The development objective of IFPA-CD is to improve sustainable management of forests and protected areas and increase benefits to communities from forests in target landscapes. The project supports Government of Uganda agenda of increasing forest cover through afforestation and reforestation and slowing down the loss and degradation of the nation's forests.

The project is implemented under 4 components, namely:

- *Component 1: Improved management of forest protected areas.* This focusses on improving management of government-managed forest and wildlife protected areas (PAs) to ensure they can continue to generate revenues and provide important environmental services.
- *Component 2: Increased revenues and jobs from forests and wildlife protected areas.* This focusses on increasing revenues and jobs from forest and wildlife protected areas (PAs) through targeted investments in tourism and productive forests.
- *Component 3: Improved landscape management in refugee hosting areas.* This encourages establishment of greater tree cover in refugee-hosting landscapes on host community land outside PAs, supporting sustainable forest management and landscape resilience on private and customary land.
- *Component 4: Project Management and Monitoring.*

The project is being implemented in selected sites in the Albertine Rift and the refugee hosting areas of West Nile region and Lamwo District with focus on targeted PAs including 7 National

Parks (NP), 4 Wildlife Reserves (WR), 27 Central Forest Reserves (CFR) and 18 refugee host districts.

1.2 Project Description (Maintenance of forest roads)

The first existing murrum Road to be maintained is about 4KMs long with a width of 4 meters. It starts from Kyamuhunga Tea estate (Ishaka-Kasese Road and connects to Kalinzu Forest Research, Ecotourism and Education Programs (KAFREEP) station. The second already existing road to be maintained is about 4KMs long with a width of 4 meters and starts from Mitoma-Nyarugote Road and connects to the Kalinzu old saw mill station. Currently, the roads are bushy with some patches covered by the canopy making it impassable especially during the rainy seasons due to prolonged wetness. The expected physical extent of the works in terms of road maintenance will be site specific (i.e. along the existing murrum road) with limited vegetation clearance.

The road maintenance works will be carried out by NFA using own machinery and five (05) staff machinery operators. Machinery to be used shall include one (1) of each of the road equipment including bulldozer, grader, roller, excavator and tipper truck. Road rehabilitation/maintenance will involve clearing/grubbing of the vegetation growth along the existing road path, top soil removal, grading, compacting, clearing of drainage channels, murrum soil application and installation of culverts will be done where necessary.

1.3. Analysis of Project AlternativesA screening exercise was undertaken to identify and describe the project alternatives. Three project alternatives were considered, and these include:

- (i) The use of manual labour exclusively to maintain the severely degraded roads.
- (ii) The use of approved mechanical road equipment supported by limited manual labour from the communities and
- (iii) No action option.

The first two considered alternatives comprise the different means of meeting the general purpose requirements for the maintenance of the forest roads in the selected CFRs in the most effective and efficient ways for the long-term sustainability of the roads at affordable costs as below:

a) The option of exclusively employing manual labour from the communities using hand tools (like spades, shovels, hoes, pick axes, wheelbarrows) has the advantage of providing jobs/ incomes

to the communities hence improving NFA community relations with low negative environmental impacts on the road area.

b) The second alternative is to employ approved mechanical road equipment like bulldozers, graders, excavators, rollers and tipper truck which is the most relevant because the roads have not been maintained well for over 20 years, and therefore require major upgrade works which require machines to shape the roads, open up drainage channels and improve the road surface. The use of machinery is therefore necessary with some limited labour for activities that the machines cannot perform.

Given the nature of the sub project, the use of machinery is the most ideal alternative given the level of road degradation and the quality of work to be achieved to ensure the road structure that can be used for a longer time. The manual labour option will not achieve the required design of the road maintenance and the required surface and drainage structures for a durable road. These roads are located inside the CFRs, and therefore there will be no land take or/and displacement of people to give room for the project activity implementation.

The maintenance of these roads with machinery will have minimal ecological /environmental impacts and there are very clear mitigation measures for those negative impacts . It will enhance the structural/physical planning of the districts because these roads are linked to the previously developed roads and its maintenance will improve connectivity with the natural resources for tourism and conservation benefits. This sub project involves affordable costs and yet it will enhance the social-economic potential of the areas through employment creation, improved income, and improved standard of living.

1.3.2 No Project Alternative

The no project alternative, refers to not implementing the proposed project at all. This alternative would imply that the current degraded road status quo would continue. The no- project option will not register any of the impacts (both positive and negative) associated with any specific alternative or the development proposal. The No-action option will entail continued poor road conditions perpetuating poor road accessibility common in the existing access roads, frequent repairs of vehicles and clogged drainage and flooding whenever it rains. This would negatively impact on forest management and development of tourism activities which the roads are planned to facilitate.

1.4 Objectives of the ESMP

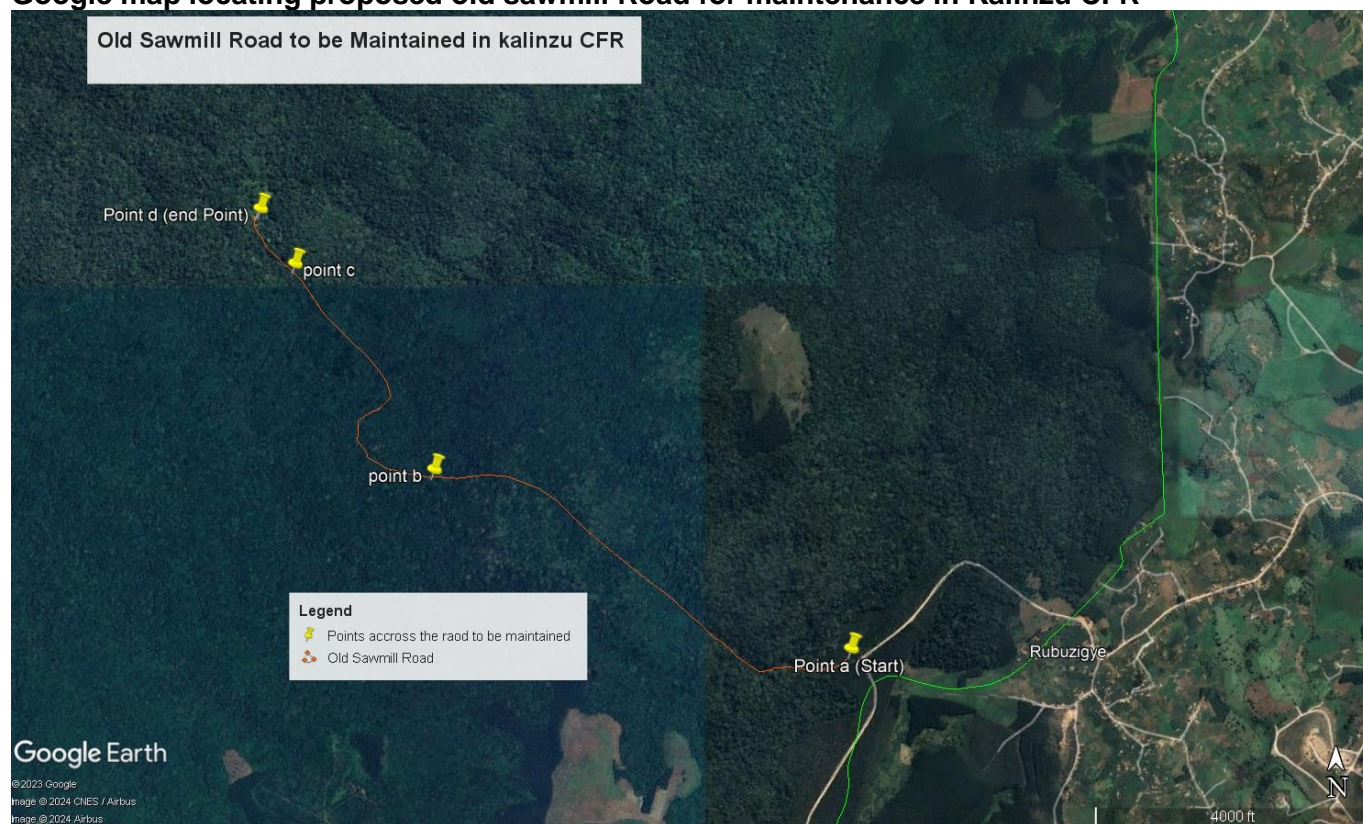
- 1 To comply with the World Bank Environmental and Social Standards (ESSs) as well as applicable national legislation in the implementation of the sub project activities by the contractor.
- 2 To provide adequate measures and controls that shall be used to minimise and mitigate the environmental and social risks and impacts resulting from the activities of the proposed maintenance of the forest roads in the CFRs exercise.
- 3 To guide the National Forestry Authority in the preparation of the bidding documents and works contract.

1.5 Project Location and Map

Google map locating proposed Kalinzu Forest Research, Ecotourism and Education Programs (KAFREEP) station Road for maintenance in Kalinzu CFR



Google map locating proposed old sawmill Road for maintenance in Kalinzu CFR



1.6 Salient Environmental Characteristics and Baseline Conditions of the project site.

Kalinzu CFR is a Tropical High Forest (THF) gazetted with area of 14,126 ha for conservation of ecological functions, biodiversity and supply of forest products to the population. The CFR is zoned into conservation, production, ecotourism and community use areas in line with multi-purpose management objectives. Kalinzu CFR lies on the edge of the Western Rift Valley. The CFR has altitude Range of 1400-1830 m a.s.l with Keitampungu Hill being the highest point. The underlying rocks of Kalinzu forest belong to the Toro and Karagwe-Ankolean system It occupies the basins of a number of rivers, which drain westwards of the edge of the escarpment into Lake Edward. These rivers include Nchwera, Sherere (forms part of the boundary), Rwampunu and Nyamweru among others.

The rocks consist of foliated gneiss, quartzite and felificic (clayey) seluist. Kaitampungu, Nyamihabyo, Katonya and other hills in the south-east corner are formed of quartzite. The

prominent ridge running from Rubare to Kishunju is also quartzite, which belongs to the Karagwe-Ankolean system. The soils are of uniform acidity, base-deficient soils except for potash in topsoil. Soils are quite rich in nitrogen and organic matter on account of their elevation and are normal in available phosphate content. Soils in Kalinzu forest are deep red loams suitable for purposes of tea growing.

There are two rainfall peak periods, the September-December and the March-May, the former being the most reliable. The total annual rainfall range is 1500-2000 mm. Kalinzu is core biodiversity forest rich in both flora and fauna which supports Ecotourism especially chimpanzee tracking and nature walks requiring development of trails. It is also source of variety of medium value timber species like *Funtumia*, *Parinari*, *Newtonia*, *Carapa*. The forest is also source of Non-timber forest products which support communities' livelihoods. The communities participate in the promotion of tourism activities in the Kalinzu CFR landscape.

The roads maintained are the two major authorized access routes that lead to ecotourism and research sites but also for other management areas for restoration, protection and other planned activities. The vegetation along the sides of roads is primarily Tropical high forest with mixture of species including predominately *Musanga*, *Funtumia*, *Parinari*, *Newtonia*, *Carapa*, *Cordia africana*, *Fagara sps*, *Ficus sur* and *Strombosia* which are not IUCN listed threatened or endangered species. However, the IUCN listed vulnerable *Prunus Africana* species also exists in the offsite vegetation. This being road for maintenance the road surface comprises grass and other herbaceous vegetation with some shrubs on the road sides. The roads cross some small streams that require culverts to be installed. Animals within the area include baboons, red-tailed monkeys, Vervet monkeys, black and white Colobus monkeys, bush babies, chimpanzees, among others. The chimpanzees are listed as endangered under IUCN. The project area also has varieties of birds, butterflies/month, reptiles such as snake, amphibians among others. Some of the likely impacts to these animals include; habitat/foilage destruction, kills, noise from project workers and sounds from road maintenance machines, poaching and the risk of animal attacks to workers. Appropriate mitigation measures to counteract these impacts have been explicitly addressed in the this ESMP.



Sections of the roads to be maintained

2.0 POLICY, LEGAL AND REGULATORY FRAMEWORK

This section provides a brief overview of the policy, legal and regulatory framework for environmental and social risks management in Uganda relevant to the invasive species removal sub project of the CFR

2.1 National Policies

S/No	Legislation	Key provisions/requirements	Relevance
1	The National Environment Management Policy, 1994	The key objective of the policy (NEMP), is to enhance the health, quality of life and promotion of long-term, sustainable socio-economic development through sound environmental and natural resource management and use and optimizing resource use	The provisions of this policy instrument have guided the preparation of this ESMP to ensure that adequate measures to mitigate the possible impacts of the road maintenance sub project activities are suggested.
3	The Child Labour Policy, 2006	This policy prohibits employment of children. Section 7.12 of this policy recognizes the urgency of eliminating child labour in its worst forms. Every effort should be made to remove children from the worst forms of child labour (WFCL) and enforce all relevant protective measures to ensure children do not become engaged in WFCL and those who exploit children's labour are punished in accordance with the law.	NFA should ensure strictly no employment of children at the sub project in accordance with this policy.
4	The National Employment Policy, 2010	Employment creation is central to the national, socio-economic development process. The goal of this policy under section 5.3 is to promote productive and decent employment for all women and men in conditions of freedom, equity, security and human dignity.	NFA shall ensure the provisions of this policy are adhered to since the sub project offers some employment opportunities
5	The National Gender Policy, 1997	The Policy aims to guide and direct at all levels, the planning, resource allocation and	NFA to ensure that gender considerations will be integrated into the

		implementation of development programmes with a gender perspective. Under section 5.2, the policy addresses priority issues including gender inequality in access to justice, socio-cultural discrimination against girls and women, gender based violence, limited awareness about rights among women and men, high maternal and child mortality and morbidity, low literacy especially among women, and high levels of fertility	recruitment, payment and treatment of workers in line with the policy
7	The National Culture Policy, 2006	The National Culture Policy emphasises the need to promote and strengthen Uganda's diverse cultural identities and to conserve, protect, and promote Uganda's tangible and intangible cultural heritage. Section 4.2 emphasizes the promotion of culture and enhancement of its contribution to community empowerment	NFA to ensure that there is an enabling environment created to ensure protection and conservation of any PCRs that will be encountered during sub project implementation
8	The National HIV/AIDS Policy, 2004	The policy provides the principles and a framework for a multi-sectoral response to HIV/AIDS in Uganda's world of work. The policy applies to all current and prospective employees and workers, including applicants for work, within the public and private sectors. It also applies to all aspects of work, both formal and informal. The Policy also promotes a human rights-based, gender-sensitive legal and policy environment to address HIV and AIDS in Uganda.	The policy is key in guiding the mainstreaming of HIV/AIDS activities to reduce the prevalence of HIV infection, provide care and support to infected and affected persons and to stop the spread of HIV/AIDS. In this regard, NFA will ensure that all the workers and the community members in the sub project areas shall be informed and trained about HIV/AIDS. They will be cautioned and advised to use the ABC approach and

			distribute condoms to the community.
9	The Wildlife Policy, 1999	Ownership of wildlife (plant and animal) existing in its wild habitat is vested in Government on behalf of, and for the benefit of, the people of Uganda (Sec. 3(1) - this is consistent with the constitutional position in article 237(2b).	NFA should restrict earth works within the existing roads so as to minimize on the impacts on wildlife resources.
10	Land Use Policy 2007	The overall goal for the national land use policy is to achieve sustainable and equitable socio-economic development through optimal land management and utilization. Section 1,3 of the policy provides general guidance on optimal and sustainable utilization of land, and is based on the analysis of soil types, topographic features, and agro-ecological considerations, as well as social and demographic factors. Importantly, the Land Use Policy must address the various use categories and the conflicts that arise from competing demands.	Considering that the neighbouring communities may misunderstand the removal of invasive to forests destruction, NFA should ensure adequate consultations and involvement of the community about the sub project and abide by other clauses in this policy.
11	The Uganda Forestry Policy, 2001	The Vision of the policy addresses sustainable management of forests, woodlands and trees to provide ecological, social services and economic goods contributing to poverty reduction and macro-economic development. Section 2.2 of the policy states that Uganda's forests should be managed to meet the needs of this generation without compromising the rights of future generations	The road maintenance will ensure improved access to forest resources and biodiversity conservation of the CFRs. The forest will provide the necessary environmental services and goods and contribute to direct incomes to the local communities in short and long term through participating in the sustainable management of the CFRs.

The Legal Frameworks			
12	The Constitution of Uganda, 1995	The right to a clean and healthy environment is enshrined in Article 39 of the Constitution of Uganda, 1995. The Constitution guarantees a range of basic human rights to the people of Uganda which include: Integration of people in the development process. Gender balance and fair representation of marginalized groups in development process; protection of the aged; the right to development; access to clean and healthy Environment to mention a few.	NFA to ensure that the working condition and the general work environment is kept environmentally clean and healthy and that the constitutional provisions are adhered to during sub project implementation
13	The National Environment Act No.5 of 2019	The National Environment Act enacted in 2019 spells out principles of environmental management and the rights to a decent environment. Section 3 (1) states that every person in Uganda has a right to a clean and healthy environment in accordance with the Constitution and the principles of sustainable development. 3(2) Every person has a duty to create, maintain and enhance the environment, including the duty to prevent pollution.	NFA to ensure that the road maintenance activities are conducted in ways that will ensure continuous improvement on environmental, social, health and safety management and appropriate measures to mitigate any adverse impacts to the environment and the surrounding communities
14	The Children's Act, Cap 59	The Act puts into effect the Constitutional provisions on children and emphasizes the protection of the child by upholding the rights, protection, duties and responsibilities as contained in the Convention on Rights of the Child. Section 8 prohibits employment of children. It states that no child shall be employed or engaged in any activity that may be harmful to	NFA to ensure that the provisions in this act are adhered to and most importantly, children should not be employed

		his or her health, education or mental, physical or moral development.	
15	The Water Act, Cap 152	The Water Act, Cap 152 of 1995 provides for the management of water in Uganda under the mandate of the Directorate of Water Resources Management (DWRM) in the Ministry of Water and Environment. Section 31, subsection (1) of the Water Act deals with prohibition of pollution to water.	NFA to ensure that appropriate measures to prevent pollution of underground and surface water sources in the forests and neighbourhood are implemented in line with this act
16	The Occupational Safety and Health Act, 2006	The Occupational Safety and Health Act of 2006 consolidates, harmonises and updates the law relating to occupational safety and health and repeals the Factories Act of 1964. Section 13 states that it is the responsibility of an employer to take, as far as is reasonably practicable, all measures for the protection of his or her workers and the general public from the dangerous aspects of the employer's undertaking at his or her own cost. It makes provisions for the health, safety, welfare and appropriate training of persons employed in work places. The Act provides for safe access to the workplaces and safe work practices which applies to this project as well.	The Act is applicable in relation to protection of the workers against secondary injuries and hazards during execution of their duties. NFA will ensure adequate protection of workers by provision of PPE to all workers, a clean and healthy work environment, sanitary conveniences, first Aid facilities and safe drinking water and meals. This act should be used as a guideline to guarantee the health and safety of workers
17	The Employment Act, 2006	This Act is the principal legislation that seeks to harmonize relationships between employees and employers, protect workers' interests and welfare. Section 5 (1) states that no person shall use or assist any other person, in using forced or compulsory labour. Section 6 (3) states that discrimination in	The Act will govern and or guide in recruitment of workers, labour management and ensure that workers interests are adequately addressed including prohibition of child labour during sub project implementation.

		employment shall be unlawful and for the purposes of this Act, discrimination includes any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, the HIV status or disability which has the effect of nullifying or impairing the treatment of a person in employment or occupation, or of preventing an employee from obtaining any benefit under a contract of service.	
18	The Workers Compensation Act, Cap 225	This act emphasizes the need for adequate compensation of workers involved in work related injuries. Section 3 (1) states that if personal injury by accident arises out of and in the course of a worker's employment, the injured worker's employer shall be liable to pay compensation in accordance with this Act	All workers at the road maintenance project that will be affected by work related injuries should be compensated in line with this act.
19	Land Act, Cap 227	The Land Act provides for tenure, ownership and management of land. Section 43 states that a person who owns or occupies land shall manage and utilise the land in accordance with the Forests Act, the Mining Act, the National Environment Act, the Water Act, the Uganda Wildlife Act and any other law. Section 44 states that the Government or a local government shall hold in trust for the people and protect natural lakes, rivers, ground water, natural ponds, natural streams, wetlands, forest reserves, national parks and any other land reserved for ecological and touristic purposes for the common good of the citizens of Uganda.	All the sub project activities shall be conducted in reference to this policy and NFA should ensure the implementation of measures to protect environmentally and socially sensitive areas, as required under this Act.

20	The National Forestry and Tree planting Act (2003)	The Act provides the government shall hold in trust for the people and protect forest reserves for ecological, forestry and tourism purposes for the common good of people of Uganda. Section states that the purpose of the act is to create an integrated forest sector that will facilitate the achievement of sustainable increases in economics, social and ecological benefits from forests and trees by all the people of Uganda. Section 14 states that no person shall, in a forest reserve, cut, disturb, damage, burn or destroy any forest produce or remove or receive any forest produce except in accordance to the regulations made for the proper management of the forest reserve	The road maintenance in the selected CFRs is a key requirement in ensuring increased afforestation, biodiversity for ecological, forestry and tourism purposes for the common good of people of Uganda. NFA should ensure that the road maintenance project is done within the CFRs land and or existing roads for the legal and physical integrity of the forests.
Regulatory Framework			
21	The National Environment (Environmental and Social Impact Assessment) Regulations, 2020	The regulations state in Part II, Section 6 (1) A developer of a project in section 112 of the Act and set out in Schedule 4 of the Act shall assess the likely environmental, health and socio-economic impacts of the project.	This ESMP has been prepared in consideration of the mentioned requirement of these regulations and NFA should use it as a guide in the implementation of sub project activities.
22	The National Environment (Waste Management) Regulations, 2020	These regulations provide for sustainable management of wastes Section 5 (1a) requires that waste is managed appropriately and securely in accordance with the Act, these Regulations, any other applicable law, environmental standards and conditions of the licence; (b) waste is managed in a manner that does not cause harm to human health or the environment.	NFA will ensure that waste generated during the maintenance works are managed and disposed of in an environmentally friendly manner to avoid environmental pollution and public health impact.
23	The National Forestry Regulations, 2016	Provide for all activities in support of restoration and protection of forest reserves and procedures for gazettement.	NFA will ensure compliance with the processes for ensuring that the

			road maintenance involves the local stakeholders.
World Bank Environmental and Social Standards (ESSs)			
	ESS1: Assessment and Management of Environmental and Social Risks and Impacts	ESS1 provides for carrying out an environmental and social assessment of the project to assess the environmental and social risks and impacts of the sub project throughout the project life cycle. ESS1 is applicable to the project	The preparation of the screening report which recommended the development of this ESMP for the maintenance of forest roads in the Kalinzu CFR is in conformity with ESS1 and in line with the IFPA-CD project ESMF and LMP.
	ESS2: Labor and Working Conditions	ESS2 promotes the fair treatment, non-discrimination, provision of equal opportunities and safe working conditions for workers engaged on the sub project. It strongly encourages protection of all sub project workers, including vulnerable groups such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers and primary supply workers, as appropriate. It provides certain requirements that the project must meet in terms of working conditions, protection of the work force (especially the prevention of all forms of forced and child labour) and provision of a grievance mechanism that addresses concerns on the sub project promptly and uses a transparent process that provides timely feedback to those concerned.	ESS2 is applicable to the sub project and that is why the project prepared the Labour Management Procedures and Occupational Health and Safety Measures which shall be used to guide the road maintenance works within the Kalinzu CFR in accordance with ESS2.
	ESS3: Resource Efficiency and Pollution Prevention and Management	The ESS3 provides requirements for projects to achieve the sustainable use of resources, including energy, water and raw materials, as well as implement measures that avoid or reduce pollution resulting from the sub project activities. The standard places	ESS3 is applicable to the sub projects it will guide the implementation of measures to ensure proper management and disposal of human waste from sub project workers to avoid environmental pollution and public

		specific consideration on hazardous wastes or materials and air emissions (climate pollutants) given that the current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of present and future lives.	health impact in line with the National Environment Waste Management Regulations, 2020
	ESS4: Community Health and Safety	This standard recognizes that project activities, project equipment and infrastructure increases the exposure of project stakeholder communities to various health, safety and security risks and impacts and thus recommends that projects implement measures that avoid or limit the occurrence of such risks. It provides further requirements or guidelines on managing safety, including the need for projects to undertake safety assessment for each phase of the project, monitor incidents and accidents and preparing regular reports on such monitoring. ESS4 also provides guidance on emergency preparedness and response.	ESS4 is applicable to the sub project and the Occupation Safety and Health Protocols prepared under the project will guide in addressing the issues related to community health and safety in accordance with ESS4.
	ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	This standard seeks to avoid involuntary resettlement and promotes consideration of feasible alternative project designs to avoid or minimize land acquisition or restrictions on land use, especially where this would result in physical or economic displacement, while balancing environmental, social, and financial costs and benefits, and paying particular attention to gender impacts and impacts on the poor and vulnerable. ESS5 promotes engagement with affected communities (those bordering the CFRs and host communities,	ESS5 is applicable to the sub project since the sub project is intended to posse restrictions on the use of the CFRs by the communities for their livelihood and the stakeholder engagement plan has been developed to provide guidance on addressing the concerns of the neighboring communities in a participatory manner.

		through the process of stakeholder engagement described in ESS10	
	ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	ESS6 promotes the conservation of biodiversity or natural habitats and supports the protection and maintenance of the core ecological functions of natural habitats and the biodiversity they support. It also encourages projects to incorporate into their development, environmental and social strategies that address any major natural habitat issues, including identification of important natural habitat sites, the ecological functions they perform, the degree of threat to the sites, and priorities for conservation	ESS6 is applicable to the sub project since the sub project is intended for Sustainable Management of Living Natural Resources and some of the mitigation measures mentioned in this ESMP are aimed at addressing issues of sustainable management of forests.
	ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	This standard seeks to ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of indigenous peoples. ESS7 promotes sustainable development benefits and opportunities for Indigenous Peoples in a manner that is accessible, culturally appropriate and inclusive.	ESS7 is applicable to this project although there are no known group of Indigenous Peoples in the CFRs. However, a Chance Find Procedure may apply if discovered.
	ESS8: Cultural Heritage	This standard sets out general provisions on cultural heritage preservation and recommends protecting cultural heritage from the adverse impacts of project activities.	ESS8 is applicable to the sub project although there are no known cultural heritage sites within the CFRs, a Chance Find Procedure has been included since the implementation of the sub-project will involve some form of excavations.
	ESS10: Stakeholder Engagement and Information Disclosure	ESS10 seeks to encourage open and transparent engagement with project-affected parties throughout the project life cycle. The standard establishes a systematic approach to stakeholder	ESS10 is applicable to this sub project and various stakeholders were consulted as part of the overall project design, and a stakeholder engagement plan developed

	<p>engagement and helps to identify stakeholders, builds and maintain a constructive relationship with them, as well as disclose information on the environmental and social risks and impacts to stakeholders in a timely, understandable, accessible and appropriate manner and format. It recommends that stakeholder engagements are commenced as early as possible in the project development process and continued throughout the lifecycle of the Project. This allows for stakeholders' views to be considered in the project design and environmental and social performance. ESS10 also provides for establishment and implementation of a grievance mechanism to receive and facilitate resolution of concerns and grievances.</p>	<p>Grievance Redress Mechanism (GRM) established. Additionally, the ESMP of the restoration planting will be publicly disclosed to the stakeholders in line with ESS10</p>
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3.0 METHODOLOGY

This section highlights the methods that were used in the development of this ESMP.

3.1 Environmental & Social Screening

Screening was carried out to determine if an ESMP would be adequate to mitigate the likely environmental and social impacts and risks. The sub-project was subjected to the project screening checklist and it was determined that the potential adverse risks and impacts on human populations and/or the environment are not likely to be significant. The likely impacts are mostly predictable and expected to be low in magnitude, temporary and/or reversible, site-specific, without likelihood of impacts beyond the actual footprint of the project.

3.2 Document Review

Documents readily available relating to the sub-project and the project as a whole were reviewed during the development of the ESMP and they included the following:

- i. The project Environmental and Social Management Framework (ESMF)
- ii. Labour Management Procedures (LMP)
- iii. Occupational Health and Safety Measures
- iv. VGMP for MGNP
- v. IFPA-CD Stakeholder Engagement Plan

3.3 Site visit

The area of the proposed sub-project was examined during a site visit. During the site visit, an assessment of the physical characteristics of the proposed sub-project site, the immediate surrounding areas and other environmental and social attributes likely to affect or be affected by the implementation of the sub-project was undertaken.

The site visit assisted in identifying and assessing the likely impacts as a result of the sub-project implementation. The site visits also assisted in establishing benchmarks that will be used in monitoring compliance of the sub-project to mitigation measures.

3.4 Stakeholder Consultations

Consultations were carried out with key staff of the National Forestry Authority (NFA) and neighbouring local community members to obtain their comments on the proposed sub-project with respect to the potential environmental and socio-economic issues and impacts. The stakeholder consultations were mainly aimed at identifying environmental, social and health impacts and inform the process of developing appropriate mitigation and management options.

Stakeholders Consulted

CFR	Stakeholders Consulted	No Consulted	Summary of issues Raised	How Community Concerns will be addressed	Dates
Kalinzu CFR	Local communities of Rwampanga Village, Patrol men and staff at Kalinzu Forest Research, Ecotourism and Education Programs (KAFREEP) station	8 (6males and 2 females)	<ul style="list-style-type: none"> -Road Maintenance should be restricted to the existing old roads to avoid forest destruction. -Regardless of the activity going to be carried out by NFA staff, local communities should be employed too where applicable -Activities should be undertaken during dry season to allow usage during maintenance. -Workers should be provided with appropriate PPE -The roads will improve the movement of researchers and tourists. 	<ul style="list-style-type: none"> -The road maintenance works will be restricted to the existing old roads -where applicable local community will be considered for employment -All workers will be provided with appropriate PPE 	February 2024

4.0 IMPACT IDENTIFICATION AND MITIGATION

Anticipated maintenance Impacts and appropriate mitigation measures

S/N	Positive Impacts	Enhancement Mitigation Measures
1	Creation of employment opportunities	Give preferences to local communities in awarding road maintenance labour based contracts
2	Reduction in vandalism of road structure	Give preferences to local communities in awarding road maintenance labour based contracts
3	Development of construction skills	Give preferences to local communities in awarding road maintenance labour based contracts
4	Increase in household incomes	Give preferences to local communities in awarding road maintenance labour based contracts
5	Sense of ownership of the road	Give preferences to local communities in awarding road maintenance labour based contracts
6	Prompt road maintenance	Give preferences to local communities in awarding road maintenance labour based contracts

S/N	Negative Impacts	Impact Description	Mitigation Measures
1	Flooding of business premises and homesteads	<ul style="list-style-type: none"> Homes surrounding the CFRs may be flooded from the start and end points of the roads due to modification of points or direction of discharge ditches 	<ul style="list-style-type: none"> Form offshoots to split flow in the drain. Construct infiltration ditches, soak pits to prevent water being discharged towards structures
2	Misunderstandings and conflicts	<ul style="list-style-type: none"> Conflicts may develop between NFA, local community members and other stakeholders especially if adequate consultations are not carried out about the proposed sub-project 	<ul style="list-style-type: none"> Adequate consultations should be undertaken
3	Discrimination in recruitment	<ul style="list-style-type: none"> The Contractor may recruit sub-project workers without giving due attention to women and Persons with Disabilities (PWDs) 	<ul style="list-style-type: none"> The Contractor should hold sensitization meetings with local community leaders before recruitment of project workers to let the community know what sort of work is available for women and PWDs so that they can be considered for employment. The Contractor should employ willingly the disadvantaged persons and give them appropriate jobs/tasks.
4	Rare tree species may be cut down	<ul style="list-style-type: none"> The road maintenance may involve cutting down of rare tree species and thus affecting the integrity of 	<ul style="list-style-type: none"> Care should be taken to maintain the natural hydrology of the area important to wildlife.

		ecosystems and/or endanger rare or endangered species.	
5	Soil disturbance and soil erosion may take place.	<ul style="list-style-type: none"> Since the maintenance will involve removal of some vegetation cover in some sections, soil disturbance and soil erosion may take place 	<ul style="list-style-type: none"> Hand tools will be used to undertake the required clearance. Unnecessary vegetation clearance along the line of the roads will be avoided.
6	Trampling on vegetation	<ul style="list-style-type: none"> Project workers especially potters, may trample on vegetation 	<ul style="list-style-type: none"> Orientation of potters and other project workers prior to start of the maintenance exercise. Workers will be required to keep on the designated routes/existing walkways. Designation of specific areas to deliver materials
7	Increase in turbidity of water	<ul style="list-style-type: none"> Increase in turbidity of water due to excavated materials being washed into the affected water sources 	<ul style="list-style-type: none"> Excavated materials should be suitably stockpiled and covered so that they will not be washed into water sources
8	Under 18 years may seek employment	<ul style="list-style-type: none"> Workers under the age of 18 may wish to seek employment opportunities 	<ul style="list-style-type: none"> Screening and age verification during the employment process, checking national IDs or other relevant documents, to ensure that only persons over the age of 18 are employed
9	Spread of HIV and other STIs	<ul style="list-style-type: none"> Spread of HIV and STI may escalate among project workers 	<ul style="list-style-type: none"> Sensitize workers on HIV/AIDS Provision of Condoms to workers Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.
10	Noise from project workers and sounds from road maintenance machines	<ul style="list-style-type: none"> Since the establishment will take place within the forests areas, project workers may produce noise thus becoming a nuisance and upsetting animals. Additionally, noise may consist of sounds from road maintenance machines 	<ul style="list-style-type: none"> Supervision and enforcement to be undertaken by NFA staff to make sure project workers do not make unnecessary noise All establishment work must be carried out during day time to minimize nuisance and disturbances caused to nocturnal fauna that uses auditory communication. Thus, works will be limited to day time
11	Indiscriminate waste disposal	<ul style="list-style-type: none"> Project workers may carry out indiscriminate waste disposal along the line of the road works. Additionally, lack of sanitary facilities for use by project workers can lead to ad hoc defecation in secluded areas around the forest, thus creating of unsanitary conditions and sources of fly infestation. 	<ul style="list-style-type: none"> Provision of adequate waste bins. Remove all waste generated from the forest on a weekly basis or as will be determined by amounts generated and disposal to an authorized landfill site. workers will use nearby sanitary facilities at the research center where applicable, this is in addition to temporary pit latrines that will be well covered/restored upon work completion.
12	Poaching	<ul style="list-style-type: none"> Poaching may take place due to the fact that project workers may have easy access to animals living in the forests 	<ul style="list-style-type: none"> Sensitization and supervision of workers by NFA staff. Ensure that a code of conduct (CoC) is in place for Contractor and site workers, who should be

			sensitized on the contents of the CoC and agree to abide by the requirements therein.
13	Induced domestic violence as a result of empowering women through employment	<ul style="list-style-type: none"> The Project may induce domestic violence as a result of empowering women through employment as some men don't like their wives to work. Additionally, increased liquidity among local male project workers who may resort to alcohol abuse and get involved in extramarital activities including marrying second wives; and abandoning their families etc. 	<ul style="list-style-type: none"> Sensitization of both women and men on the project. Prioritizing employment to women where they qualify Balancing gender, in culturally sensitive manner, when employing community members
14	Increase of migrant workers in the community	<ul style="list-style-type: none"> Like any other project with works, the roads works may attract different people both from within and outside the local community for employment opportunities. Although this is expected to be minimal (this number is estimated to be about 10 external people) for each CFR. These migrant workers may engage in criminal activities, cause conflicts with the local people. Hence, the community should be made aware 	<ul style="list-style-type: none"> Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.
15	Attack by animals	<ul style="list-style-type: none"> Project workers may be attacked by animals causing injuries or even death. 	<ul style="list-style-type: none"> NFA staff will be used for escorting and guarding Project workers. The contractor to undertake daily tool box talks with workers and sensitize them on how to keep themselves safe from animal attacks while working in Kalinzu CFR.
16	Non or delayed payment of workers	<ul style="list-style-type: none"> The Contractor may fail and/or delay to pay the workers thus causing agitation among the workers. 	<ul style="list-style-type: none"> Provide and establish a Project GRM and advise workers on where to report grievances. Develop and implement a Grievance Redress Mechanism for project workers before engaging them and maintained throughout project implementation. All workers must sign contracts that indicate payment conditions and enforce to ensure contractors adhere to this. Verification should first be undertaken to confirm that workers have been paid by the Contractor before payment is made to the contractor.
17	Impacts on health and safety of workers	<ul style="list-style-type: none"> As with any work activities, there is potential for impacts on health and safety likely to occur as a 	<ul style="list-style-type: none"> All workers will be provided with adequate PPE like helmets, gumboots, gloves, overalls etc. and it

		<p>result of accidents and unplanned events that may occur during the trail establishment process.</p> <ul style="list-style-type: none"> • Additionally, workers may contract water borne diseases. 	<p>will be mandatory for workers to wear protective clothing while on duty.</p> <ul style="list-style-type: none"> • The PPE shall be inspected regularly and maintained or replaced as necessary. There shall be a safety awareness/induction training for workers before commencement of works. • Continuous safety training will be carried out in form of toolbox safety talks. Fully equipped first aid kits will be provided on site. • Orient the contractor on the Project Environment and Social Incident Reporting Toolkit (ESIRT) procedures especially in case of major/serious incidents that may occur at the project site.
Operational			
18	Re-growth of cut vegetation	<ul style="list-style-type: none"> • Likelihood of growth of cut vegetation and trees to cover up/close the road when still needed 	<ul style="list-style-type: none"> • The roads to be maintained along original land and or open space to avoid cutting trees and destroying vegetation that may grow and cover up the roads • Regular supervision and maintenance of the roads by NFA staff
19	Littering of the roads with waste.	<ul style="list-style-type: none"> • Visitors using the roads may litter the route along the trails with waste. • 	<ul style="list-style-type: none"> • Litter containers should be provided at convenient locations to reduce littering. • All waste generated shall be collected and disposed off in an authorized landfill site.
20	Blockage of drainage channels	<ul style="list-style-type: none"> • This could be as a result of poor maintenance regime leading to road deterioration 	<ul style="list-style-type: none"> • Regular road maintenance by NFA
21	Risks of accidents	<ul style="list-style-type: none"> • This could be as a result of over speeding 	<ul style="list-style-type: none"> • Speed reducing humps will be established. • installation of speed limit signage.

5.0 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

No	Potential Impact	Proposed Mitigation Measure	Location	Implementation Period	Measurements	Frequency of Measurement	Respon
PRE ESTABLISHMENT							
1	Misunderstandings and conflicts	Adequate consultations should be undertaken.	Project area	Before commencement and throughout the maintenance process as needed	Review of records	Quarterly	NFA
2	Discrimination in recruitment	The Contractor should hold sensitization meetings with local community leaders before recruitment of project workers to let the community know what sort of work is available for women and PWDs so that they can be considered for employment. The Contractor should employ willingly the disadvantaged persons and give them appropriate jobs/tasks.	Project area	Before commencement of works	Review of records/documentation	Monthly	NFA/F
3	Rare tree species may be cut down	Care should be taken to maintain the natural hydrology of the area important to wildlife.	Project area		Observation during field monitoring	Monthly	NFA
4	Soil disturbance and soil erosion may take place.	Hand tools will be used to undertake the required clearance.	Project site		Visual observation during field monitoring	Monthly	NFA
		Unnecessary vegetation clearance along the line of the roads will be avoided.	Project site		Visual observation during field visits	Monthly	NFA

¹ Costs of monitoring overlap as during one field monitoring, several parameters of different mitigation measures can be monitored

No	Potential Impact	Proposed Mitigation Measure	Location	Implementation Period	Measurements	Frequency of Measurement	Respon
5	Flooding of business premises and homesteads	Form offshoots to split flow in the drain. Construct infiltration ditches, soak pits to prevent water being discharged towards structures	Project site		Visual observation during field visits	Monthly	NFA
6	Trampling on vegetation as they move along the roads	Orientation of potters and other project workers prior to start of the maintenance exercise.	Project working areas		Review of documentation	Before start of works	NFA
		Workers will be required to keep on the designated routes/existing walkways.	Project working areas		Visual observation during field monitoring	Monthly	NFA
		Designation of specific areas to deliver materials.	Project area		Observation during field monitoring	Weekly	NFA
7	Increase in turbidity of water	Excavated materials should be suitably stockpiled and covered so that they will not be washed into water sources	Project area		Observation during field monitoring	Quarterly	contract
8	Under 18 years may seek employment	Screening and age verification during the employment process, checking national IDs or other relevant documents, to ensure that only persons over the age of 18 are employed	Project area	Throughout project implementation			Contract
9	Spread of HIV and other STIs	Sensitise workers on HIV/AIDS.	Project area	Throughout project implementation	Review of records	Monthly	Contract
		Provision of Condoms to workers.	Project area	Throughout project implementation	Visual observation Review of records	Monthly	contract

No	Potential Impact	Proposed Mitigation Measure	Location	Implementation Period	Measurements	Frequency of Measurement	Respon
		Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.	Project area	Throughout project implementation	Review of codes	Quarterly	NFA
10	Noise from project workers and sounds from road maintenance machines	Supervision and enforcement to be undertaken by NFA staff to make sure project workers do not make unnecessary noise.	Project working areas	Throughout project implementation	Noise level measurements Observation during field monitoring	Weekly	NFA
		All establishment work must be carried out during day time to minimize nuisance and disturbances caused to nocturnal fauna that uses auditory communication. Thus, works will be limited to day time between 7:00 Hours to 17:00 Hours.	Project working areas	Throughout project implementation	Review of logs	Weekly	NFA
11	Indiscriminate waste disposal	Provision of adequate waste bins.	Project working areas		Observation during field monitoring	Monthly	NFA/E
		Remove all waste generated from the forest on a weekly basis or as will be determined by amounts generated and disposal to an authorized landfill site.	Project working areas	Throughout project implementation	Review of logs Review of contract	Weekly	NFA /
		The contractor will provide mobile toilets for the workers.	Project working area	Throughout project implementation	Visual observation	Monthly	NFA
12	Poaching	Sensitization and supervision of workers by NFA staff.	Project working areas	Throughout project implementation	Review of incident logs	Monthly	NFA

No	Potential Impact	Proposed Mitigation Measure	Location	Implementation Period	Measurements	Frequency of Measurement	Respon
		Ensure that a code of conduct (CoC) is in place for Contractor and site workers, who should be sensitized on the contents of the CoC and agree to abide by the requirements therein.	Project working areas	Throughout project implementation	Review of codes	Quarterly	NFA/P
13	Induced domestic violence as a result of empowering women through employment	Sensitization of both women and men on the project.	project workers	Throughout project implementation	Review of documentation	Quarterly	NFA/P
		Prioritizing employment to women where they qualify.	Project working areas	Throughout project implementation	Review of employee records	Quarterly	NFA/P
		Balancing gender, in culturally sensitive manner, when employing community members.	Project working areas	Throughout project implementation	Review of employee records	Monthly	NFA
14	Increase of migrant workers in the community	Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.	Project working areas	Throughout project implementation	Review of codes of conduct	Quarterly	NFA/P
15	Attack by animals	NFA staff will be used for escorting and guarding Project workers.	Project working areas	Throughout project implementation	Visual observation during field monitoring	Monthly	NFA P
	Traffic accidents	The contractor to undertake daily tool box talks with workers and sensitize them on how to keep themselves safe from animal attacks while working in Kalinzu CFR. Excavated potholes should be covered with crushed stones and					

No	Potential Impact	Proposed Mitigation Measure	Location	Implementation Period	Measurements	Frequency of Measurement	Respon
		<p>and if they are going to be left open overnight</p> <p>Erect road signs warning road users about ongoing road maintenance works</p> <p>Warn the public about planned and ongoing roadworks and advise an alternative route to avoid delays due to roadworks</p>		Throughout project implementation	Visual observation during field monitoring	Monthly	NFA P
16	Non or delayed payment of workers	<p>Provide and establish a Project GRM and advise workers on where to report grievances.</p> <p>Develop and implement a Grievance Redress Mechanism for project workers before engaging them and maintained throughout project implementation.</p> <p>All workers must sign contracts that indicate payment conditions and enforce to ensure contractors adhere to this.</p> <p>Verification should first be undertaken to confirm that workers have been paid by the Contractor before payment is made to the contractor.</p>	Project working areas	<p>Throughout project implementation</p> <p>Throughout project implementation</p>	Review of grievance logs and payment records	Monthly	NFA
17	Impacts on health and safety of workers	All workers will be provided with adequate PPE like helmets, gumboots, gloves, overalls etc. and it will	Project working areas	Throughout project implementation	Visual observation during field visits	Continuous	contractor Contractor

No	Potential Impact	Proposed Mitigation Measure	Location	Implementation Period	Measurements	Frequency of Measurement	Respon
		be mandatory for workers to wear protective clothing while on duty. The PPE shall be inspected regularly and maintained or replaced as necessary.					
		There shall be a safety awareness/induction training for workers before commencement of works.	Project working areas	Throughout project implementation	Review of training records	Quarterly	NFA/c
		Continuous safety training will be carried out in form of toolbox safety talks.	Project working areas		Review of records	Weekly	NFA
		Fully equipped first aid kits will be provided on site.	Project working areas	Throughout project implementation	Visual observation during field visits	Continuous	Contra
		Orient the contractor on the Project Environment and Social Incident Reporting Toolkit (ESIRT) procedures especially in case of major/serious incidents that may occur at the project site.	Project working areas		Review of documentation Review of logs of incidents/accidents	At the start of assignment / Quarterly	NFA/P
		OPERATION AND MAINTAINANCE					
18	Re-growth of cut vegetation cover	The roads to be maintained along original land and or open space to avoid cutting trees and destroying vegetation that may grow and cover up the roads	Project site	Throughout project implementation	Review of records	Monthly	Superv Consul
		Regular supervision and maintenance of trails by NFA staff	Project site		Review of records	Monthly	Superv Consul

No	Potential Impact	Proposed Mitigation Measure	Location	Implementation Period	Measurements	Frequency of Measurement	Respon
19	Littering of the roads with waste.	Litter containers should be provided at convenient locations to reduce littering.	Project area	Throughout project operation	Observation during field monitoring	Monthly	NFA
		All waste generated shall be collected and disposed off in an authorized landfill site.	Designated landfill	Throughout project operation	signed register	Monthly	NFA

6.0 ENVIRONMENTAL AND SOCIAL MONITORING PLAN

No	Potential Impact	Proposed Mitigation Measure	Location	Parameters to be Monitored	Measurements	Frequency of Measurement	Resp
PRE ESTABLISHMENT							
1	Misunderstandings and conflicts	Adequate consultations should be undertaken.	Project area	Records of consultative meetings	Review of records	Quarterly	NFA
2	Discrimination in recruitment	The Contractor should hold sensitization meetings with local community leaders before recruitment of project workers to let the community know what sort of work is available for women and PWDs so that they can be considered for employment. The Contractor should employ willingly the disadvantaged persons and give them appropriate jobs/tasks.	Project area	Documentation/records of sensitization meetings	Review of records/documentation	Monthly	NFA
ESTABLISHMENT							
3	Rare tree species may be cut down	Care should be taken to maintain the natural hydrology of the area important to wildlife.	Project area	Location of the roads	Observation during field monitoring	Monthly	NFA
4	Soil disturbance and soil erosion may take place.	Hand tools will be used to undertake the required clearance.	Project site	Presence and use of handheld tools	Visual observation during field monitoring	Monthly	NFA
		Unnecessary vegetation clearance along the line of the roads will be avoided.	Project site	Extent of vegetation clearance	Visual observation during field visits	Monthly	NFA
5	Flooding of business premises and homesteads	Form offshoots to split flow in the drain. Construct infiltration ditches, soak pits to prevent water being	Project site	Extent of modification of points or direction of discharge ditches	Visual observation during field visits	Monthly	NFA

² Costs of monitoring overlap as during one field monitoring, several parameters of different mitigation measures can be monitored

No	Potential Impact	Proposed Mitigation Measure	Location	Parameters to be Monitored	Measurements	Frequency of Measurement	Resp
		discharged towards structures					
6	Trampling on vegetation as they move along the roads	Orientation of potters and other project workers prior to start of the maintenance exercise.	Project working areas	Records of orientation meetings	Review of documentation	Before start of works	NFA
		Workers will be required to keep on the designated routes/existing walkways.	Project working areas	No newly created walkways	Visual observation during field monitoring	Monthly	NFA
		Designation of specific areas to deliver materials.	Project area	Presence of designated areas	Observation during field monitoring	Weekly	NFA
7	Increase in turbidity of water	Excavated materials should be suitably stockpiled and covered so that they will not be washed into water sources	Project area	Stock piles of excavated materials within the project area	Observation during field monitoring	Quarterly	cont
8	Under 18 years may seek employment	Screening and age verification during the employment process, checking national IDs or other relevant documents, to ensure that only persons over the age of 18 are employed	Project area				Cont
9	Spread of HIV and other STIs	Sensitise workers on HIV/AIDS.	Project area	Records of sensitization meetings	Review of records	Monthly	Cont
		Provision of Condoms to workers.	Project area	Presence of condom booths or records of distribution	Visual observation Review of records	Monthly	cont
		Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.	Project area	Signed codes	Review of codes	Quarterly	NFA

No	Potential Impact	Proposed Mitigation Measure	Location	Parameters to be Monitored	Measurements	Frequency of Measurement	Resp
10	Noise from project workers and sounds from road maintenance machines	Supervision and enforcement to be undertaken by NFA staff to make sure project workers do not make unnecessary noise.	Project working areas	Noise levels	Noise level measurements Observation during field monitoring	Weekly	NFA
		All establishment work must be carried out during day time to minimize nuisance and disturbances caused to nocturnal fauna that uses auditory communication. Thus, works will be limited to day time between 7:00 Hours to 17:00 Hours.	Project working areas	Log of daily work hours	Review of logs	Weekly	NFA
11	Indiscriminate waste disposal	Provision of adequate waste bins.	Project working areas	Number of waste bins on site Littering of waste on site	Observation during field monitoring	Monthly	NFA
		Remove all waste generated from the forest on a weekly basis or as will be determined by amounts generated and disposal to an authorized landfill site.	Project working areas	Removal Logs Contract with a registered waste handler	Review of logs Review of contract	Weekly	NFA
		The contractor will provide mobile toilets for the workers.	Project working area	Presence of mobile toilets	Visual observation	Monthly	NFA
12	Poaching	Sensitization and supervision of workers by NFA staff.	Project working areas	Number of incidents related to poaching	Review of incident logs	Monthly	NFA
		Ensure that a code of conduct (CoC) is in place for Contractor and site workers, who should be sensitized on the contents of the CoC and agree to abide by	Project working areas	Signed ESHS codes	Review of codes	Quarterly	NFA

No	Potential Impact	Proposed Mitigation Measure	Location	Parameters to be Monitored	Measurements	Frequency of Measurement	Resp
		the requirements therein.					
13	Induced domestic violence as a result of empowering women through employment	Sensitization of both women and men on the project.	project workers	Documentation that sensitizations have been undertaken	Review of documentation	Quarterly	NFA
		Prioritizing employment to women where they qualify.	Project working areas	Number of women employed	Review of employee records	Quarterly	NFA
		Balancing gender, in culturally sensitive manner, when employing community members.	Project working areas	Ratio of men to women employed on site	Review of employee records	Monthly	NFA
14	Increase of migrant workers in the community	Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.	Project working areas	Signed codes of conduct	Review of codes of conduct	Quarterly	NFA
15	Attack by animals	NFA staff will be used for escorting and guarding Project workers. The contractor to undertake daily tool box talks with workers and sensitize them on how to keep themselves safe from animal attacks while working in Kalinzu CFR.	Project working areas	Presence of NFA staff on site	Visual observation during field monitoring	Monthly	NFA
16	Traffic accidents	Excavated potholes should be covered with crushed stones and sand if they are going to be left open overnight Erect road signs warning road users about ongoing road maintenance works		Presence of NFA staff on site	Visual observation during field monitoring	Monthly	NFA

No	Potential Impact	Proposed Mitigation Measure	Location	Parameters to be Monitored	Measurements	Frequency of Measurement	Resp
		Warn the public about planned and ongoing roadworks and advise an alternative route to avoid delays due to roadworks					
17	Non or delayed payment of workers	<p>Provide and establish a Project GRM and advise workers on where to report grievances.</p> <p>Develop and implement a Grievance Redress Mechanism for project workers before engaging them and maintained throughout project implementation.</p> <p>All workers must sign contracts that indicate payment conditions and enforce to ensure contractors adhere to this.</p> <p>Verification should first be undertaken to confirm that workers have been paid by the Contractor before payment is made to the contractor.</p>	Project working areas	<p>Presence of a functional GRM on site</p> <p>Records of grievances</p> <p>Payment records</p>	Review of grievance logs and payment records	Monthly	NFA
18	Impacts on health and safety of workers	All workers will be provided with adequate PPE like helmets, gumboots, gloves, overalls etc. and it will be mandatory for workers to wear protective clothing while on duty. The PPE shall be inspected regularly and maintained or replaced as necessary.	Project working areas	Presence and use of PPE	Visual observation during field visits	Continuous	cont Cont

No	Potential Impact	Proposed Mitigation Measure	Location	Parameters to be Monitored	Measurements	Frequency of Measurement	Resp
		There shall be a safety awareness/induction training for workers before commencement of works.	Project working areas	Records of trainings	Review of training records	Quarterly	NFA
		Continuous safety training will be carried out in form of toolbox safety talks.	Project working areas	Records of toolbox meetings	Review of records	Weekly	NFA
		Fully equipped first aid kits will be provided on site.	Project working areas	Presence and number of first aid kits	Visual observation during field visits	Continuous	Cont
		Orient the contractor on the Project Environment and Social Incident Reporting Toolkit (ESIRT) procedures especially in case of major/serious incidents that may occur at the project site.	Project working areas	Records/documentation of the orientation	Review of documentation Review of logs of incidents/accidents	At the start of assignment / Quarterly	NFA
OPERATION AND MAINTAINANCE							
19	Re-growth of cut vegetation cover	The roads to be maintained along original land and or open space to avoid cutting trees and destroying vegetation that may grow and cover up the roads	Project site	Certification of materials used for construction	Review of records	Monthly	Super Cons
		Regular supervision and maintenance of trails by NFA staff	Project site	Supervision records	Review of records	Monthly	Super Cons
20	Littering of the roads with waste.	Litter containers should be provided at convenient locations to reduce littering.	Project area	Presence of litter bins	Observation during field monitoring	Monthly	NFA
		All waste generated shall be collected and disposed off in an authorized landfill site.	Designated landfill	disposal register	signed register	Monthly	NFA

7.0 Roles and Responsibilities of key stakeholders in the implementation of the ESMP

S/No	Stakeholder	Roles and Responsibilities
1	Ministry of Water and Environment (MWE)	<ul style="list-style-type: none"> • Monitoring the implementation of the safeguards provisions by the contractors • Ensure effective implementation of safeguard measures suggested through NFA
2	National Forestry Authority (NFA)	<ul style="list-style-type: none"> • Directly responsible for the overall implementation of the ESMP, offer support and supervision and ensures compliance with the conditions of approval and making recommendations for improvements. • Inspecting the site and surrounding areas regularly with regards to compliance with the ESMP (the plan) • Monitoring the undertaking by the Contractor of environmental awareness undertakings for all new personnel on-site • Ensuring that activities on-site comply with all relevant environmental legislation; • Ordering the removal of person (s) and/or equipment not complying with the specifications of the EMSP

		<ul style="list-style-type: none">• Checking the register of complaints maintained and ensuring that the correct actions are/were taken in response to these complaints;• Checking that the required actions are undertaken to mitigate the impacts resulting from non-compliance;• Reporting all incidences of non-compliance to the management of NFA and if required to the MWE• keeping a photographic record of progress on-site during the sub project implementation from an environmental and social perspective;• Recommending additional environmental protection measures if necessary• Providing report back on any environmental issues at site meetings.
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ANNEX 1: CODES OF CONDUCT

CONTRACTOR CODE OF CONDUCT

IMPLEMENTING ESHS AND OHS STANDARDS, PREVENTING GENDER BASED VIOLENCE AND VIOLENCE AGAINST CHILDREN

The Contractor is committed to ensuring that the project is implemented in such a way which minimizes any negative impacts on the local environment, communities, and its workers. This will be done by respecting the Environmental, Social, Health and Safety (ESHS) standards, and ensuring appropriate Occupational Health and Safety (OHS) standards are met. The Contractor is also committed to creating and maintaining an environment where children under the age of 18 will be protected, and where Sexual Exploitation and Abuse (SEA) and sexual harassment have no place. Improper actions towards children, SEA and sexual harassment are acts of Gender Based Violence (GBV) and Violence Against Children and as such will not be tolerated by any employee, supplier, associate, or representative of the Contractor.

Therefore, to ensure that all those engaged in the project are aware of this commitment, the Contractor commits to the following core principles and minimum standards of behaviour that will apply to all Contractor employees, associates, and representatives, including Managers and suppliers, without exception:

General

1. The Contractor – and therefore all employees, associates, representatives, Managers and suppliers – commits to complying with all relevant national laws, rules and regulations.
2. The Contractor commits to fully implementing the Environmental and Social Management Plan ESMP as approved by the Project.
3. The Contractor commits to treating women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. Acts of GBV and VAC are in violation of this commitment.
4. The Contractor shall ensure that interactions with local community members are done with respect and non-discrimination.
5. Demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behaviour are prohibited among all Contractor employees, associates, and its representatives, including sub-Managers and suppliers.
6. The Contractor will follow all reasonable work instructions (including regarding environmental and social norms).
7. The Contractor will protect and ensure proper use of property (for example, to prohibit theft, carelessness or waste).

Health and Safety

8. The Contractor will ensure that the project's OHS Measures are effectively implemented by Contractor's staff, as well as Managers and suppliers.
9. The Contractor will ensure that all persons on-site wear prescribed and appropriate personal protective equipment, preventing avoidable accidents, and reporting conditions or practices that pose a safety hazard or threaten the environment.
10. The Contractor will:
 - i. Prohibit the use of alcohol during work activities.
 - ii. Prohibit the use of narcotics or other substances which can impair faculties at all times.
11. The Contractor will ensure that adequate sanitation facilities are available on site.
12. The Contractor will not hire children under the age of 18 for construction work, or allow them on the work site, due to the hazardous nature of construction sites.

Gender Based Violence and Violence Against Children

13. Acts of GBV and VAC constitute gross misconduct and are therefore grounds for sanctions, which may include penalties and/or termination of employment and, if appropriate, referral to the Police for further action.
14. All forms of GBV and VAC, are unacceptable, regardless of whether they take place on the work site, the work site surroundings, or within the local community.
15. Sexual harassment of work personnel and staff (e.g., making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature) are acts of GBV and are prohibited.
16. Sexual favours (e.g., making promises of favourable treatment such as promotions, threats of unfavourable treatment such as losing a job, payments in kind or in cash dependent on sexual acts) and any form of humiliating, degrading or exploitative behaviour are prohibited.
17. The use of prostitution in any form at any time is strictly prohibited.
18. Sexual contact or activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
19. Unless there is full consent by all parties involved in the sexual act, sexual interactions between the Contractor's employees (at any level) and members of the communities surrounding the work place are prohibited. This includes relationships involving the withholding/promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered "non-consensual" within the scope of this Code.
20. In addition to Contractor sanctions, legal prosecution of those who commit acts of GBV and VAC will be pursued if appropriate.
21. All employees, including volunteers and sub-contractors are highly encouraged to report suspected or actual acts of GBV and VAC by a fellow worker.

22. Managers are required to report and act to address suspected or actual acts of GBV as they have a responsibility to uphold Contractor commitments and hold their direct reports responsible.

Implementation

To ensure that the above principles are implemented effectively, the Contractor commits to:

23. Ensuring that all employees sign the 'Individual Code of Conduct' confirming their agreement to comply with ESHS and OHS standards, and not to engage in activities resulting in GBV and VAC, child endangerment or abuse, or sexual harassment.
24. Displaying the Contractor and Individual Codes of Conduct prominently and in clear view, in offices, and in in public areas of the work space.
25. Ensuring that all employees attend an induction training course prior to commencing work on site to ensure they are familiar with the Contractor's commitments to ESHS and OHS standards, and the project's GBV and VAC Codes of Conduct.
26. Ensuring that all employees attend a mandatory training course once a month for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the project's ESHS and OHS standards and the GBV and VAC Codes of Conduct.

I do hereby acknowledge that I have read the foregoing Contractor Code of Conduct, and on behalf of the Contractor agree to comply with the standards contained therein. I understand my role and responsibilities to support the project's OHS and ESHS standards, and to prevent and respond to GBV and VAC.

I understand that any action inconsistent with this Contractor Code of Conduct or failure to act mandated by this Contractor Code of Conduct may result in disciplinary action.

Contractor Name: _____

Signature: _____

Name: _____

Title: _____

Date: _____

INDIVIDUAL CODE OF CONDUCT
IMPLEMENTING ESHS AND OHS STANDARDS, PREVENTING GENDER BASED VIOLENCE AND
VIOLENCE AGAINST CHILDREN

I, _____, acknowledge that adhering to Environmental, Social, Health and Safety (ESHS) standards, following the project's Occupational Health and Safety (OHS) requirements, and preventing Gender Based Violence (GBV) and Violence Against Children (VAC) is important.

The Contractor considers that failure to follow ESHS and OHS standards, or to partake in activities constituting GBV and VAC—be it on the work site, the work site surroundings, at workers' camps, or the surrounding communities—constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution by the Police of those who commit GBV may be pursued if appropriate.

I agree that while working on the project I will:

- Attend and actively partake in training courses related to ESHS, OHS, GBV and VAC as requested by my employer.
- Will wear my personal protective equipment (PPE) at all times when at the work site or engaged in project related activities.
- Take all practical steps to implement the Environmental and Social Management Plan (ESMP).
- Implement the OHS Measures.
- Adhere to a zero-alcohol policy during work activities, and refrain from the use of narcotics or other substances which can impair faculties at all times.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not sexually exploit or abuse project beneficiaries and members of the surrounding communities.
- Not engage in sexual harassment of work personnel and staff —for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature is prohibited, e.g., looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.
- Not engage in sexual favours —for instance, making promises of favourable treatment (e.g., promotion), threats of unfavourable treatment (e.g., loss of job) or payments in kind or in cash, dependent on sexual acts—or other forms of humiliating, degrading or exploitative behaviour.
- Not use prostitution in any form at any time.

- Not participate in sexual contact or activity with children under the age of 18—including grooming, or contact through digital media. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
- Unless there is the full consent by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered “non-consensual” within the scope of this Code.
- Consider reporting through the GRM or to my manager any suspected or actual GBV/VAC by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

With regard to children under the age of 18:

- Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
- Not use any computers, mobile phones, video and digital cameras or any other medium to exploit or harass children or to access child pornography (see also “Use of children's images for work related purposes” below).
- Refrain from physical punishment or discipline of children.
- Refrain from hiring children for domestic or other labour below the minimum age of 18.
- Comply with all relevant local legislation, including labour laws in relation to child labour and World Bank’s ESSs on child labour and minimum age.
- Take appropriate caution when photographing or filming children.

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

1. Informal warning.
2. Formal warning.
3. Additional Training.
4. Loss of up to one week’s salary.
5. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
6. Termination of employment.

7. Report to the Police if warranted.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I will adhere to the occupational health and safety measures. That I will avoid actions or behaviours that could be construed as GBV/VAC. Any such actions will be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, GBV and VAC issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to act mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Name: _____

Title: _____

Date: _____

ANNEX 2: CHANCE FIND PROCEDURE

Chance find procedures will be used as follows:

- a) Stop the project activities in the area of the chance find;
- b) Delineate the discovered site or area;
- c) Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be deployed until the responsible local authorities and the DoMM take over;
- d) Notify the project supervisor who in turn will notify the responsible local authorities and the National Museum immediately (within 24 hours or less);
- e) The local authorities and the National Museum will take charge of protecting and preserving the site in case the finds are of interest to the Department
 - i. This would require a preliminary evaluation of the findings to be performed by the archaeologists of the National Museum (within 72 hours). The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; those include the aesthetic, historic, scientific or research, social and economic values;
 - ii. Decisions on how to handle the finding shall be taken by the responsible authorities and the National Museum. This could include changes in the layout (such as when finding an irremovable remain of cultural or archaeological importance) conservation, preservation, restoration and salvage;
 - iii. The local authority/ National Museum decision concerning the management of the finding shall be communicated in writing by the National Museum; and
 - iv. Findings will be recorded in World Bank Implementation Supervision Reports (ISRs), and Implementation Completion Reports (ICRs) will assess the overall effectiveness of the project's cultural property mitigation, management, and activities, as appropriate.
 - v. Project works could resume after permission is given from the responsible local authorities and the National Museum concerning safeguard of the heritage;
- f) The above procedure when applicable must be referred to as standard provisions during the project activities and therefore site supervisors shall monitor the procedure for any chance find encountered during project activities
- g) If the finds are not of interest to the Department of Museums and Monuments, they should be reburied on a site set aside for such purpose and project works continue

In case of Chance finds, the Implementing partners for the project will ensure that the chance finds procedure is adequately utilised and monitored.

ANNEX 3 Screening Report



THE REPUBLIC OF UGANDA

Investing in Forests and Protected Areas for Climate Smart Development Project (IFPA-CD)

ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

SECTION A: Contact Details

Person Responsible for Filling out the Form		
Name	Christine Angeline Mugenyi	Shallon Challenge
Position	Partnership Officer –NFA Social Safeguards Focal point- IFPA-CD project	Environment Management Officer- NFA Environmental Safeguards focal point- IFPA-CD project
Contact details	0782417524	0774265636
Date	13/02/2024	
Signature		
Person Responsible for Checking/Validation		
Name		
Position		
Contact details		
Date		
Signature		

SECTION B: Subproject Description

Subproject name	Maintenance of forest murrum road in Kalinzu CFR- KAFREEP road	
BID No (if applicable)		
Name of the Contractor (if applicable)		
Estimated cost (if applicable)		
Location of the subproject	Kalinzu CFR, (Kayemebe Village, Kibazi Parish, Kyamuhunga sub county, Bushenyi district).	Attached Site Map Y <input checked="" type="checkbox"/> N <input type="checkbox"/> Coordinates: Office (E 178440 N9957670; E177338 N9957295; E176138 N9956971)

Type and scale of the subproject	<p>The existing Marram Road t to be maintained is about 4KM with a width of 4 meters. The road starts from Kyamuhunga Tea estate (Ishaka-Kasese road and connects to Kalinzu Forest Research, Ecotourism and Education Programs (KAFREEP) station.</p> <p>The existing marram road is bushy with some patches covered by the canopy making it impassable especially during the rainy seasons due to prolonged wetness. The expected scope of works in terms of road maintenance will be moderate and site specific (ie. along the existing marram road) with reduced vegetation clearance.</p> <p>The road maintenance works will be carried out by NFA using own machinery and staff. Machinery to be used during road maintenance include bulldozer, grader, roller, excavator and tipper trucks.</p> <p>Road rehabilitation/maintenance will involve clearing/grubbing of the vegetation growth along the existing road path, top soil removal, grading, compacting, clearing of drainage channels, murram soi application where and installation of culverts along the 2 streams crossing the road.</p>
Approximate size of the subproject in land area	4M width, 4KM length

SECTION C: Environmental and Social Sensitivity of the Subproject Area

1	Labor Working Conditions (ESS 2)	
1.1	Is the project likely to engage the use of any forms of forced labor and child labor?	No, the activity will be carried out by NFA existing staff recruited to undertake such activity.
1.2	Will the proposed subproject activities likely to generate occupational, health and safety risks to project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers?	Yes, to NFA staff that will be executing the activity, there is a likelihood of physical hazards (e.g. injuries from using road maintenance machinery/tools, falls, noise from machinery), biological hazards from snake bites or venomous/dangerous animals.
1.3	Is the subproject activity likely to result in discrimination in employment to project workers which nullify or impair equality of opportunity or treatment in employment?	No, there will be no recruitment of new workers. The activity will be undertaken by NFA already employed staff that underwent a non-discrimination recruitment that is in accordance to the institution's recruitment procedures.
2	Resource Efficiency, Pollution Prevention and Management (ESS 3)	Answer (Yes/No)
2.1	Will the subproject involve the use, storage, transport or handling of	Yes, there is a likelihood of fuel/oil leakage and fumes from automobiles

	substances or materials which could be harmful to human health or environment?	during both road maintenance and operation. Harm to the environment could also be as a result of poor handling of waste such as; plastic waste and food remains. However, this is expected to be moderate and an ESMP will provide measures to mitigate the risks in both maintenance and operational phases.
2.2	Would the proposed project result in the generation of waste that cannot be recovered, reused, or disposed of in an environmentally and socially sound manner?	No, all wastes likely to be generated will be managed in accordance to the waste management plan that will be developed.
2.3	Will the subproject potentially result in the generation of waste (both hazardous and non-hazardous)?	Yes, for non-hazardous waste that will be composed of both biodegradable and non-biodegradable. This will include but not limited to excavated soil waste, vegetation waste, human waste, culvert construction material waste, food remains and plastics. For hazardous waste this will include used motor oils.
2.4	Will the subproject involve the handling and/or use of chemicals and hazardous materials subject to international action bans or phase-outs? <i>For example, asbestos containing material (ACMs), polychlorinated biphenyls (PCBs) and other chemicals listed in international conventions such as the Stockholm Convention on Persistent Organic Pollutants, or the Montreal Protocol.</i>	No
2.5	Will the subproject involve potential use of chemicals, pesticides, fungicides, herbicides in the civil works?	No
2.6	Is there a potential for the release, in the environment, of hazardous materials resulting from their production, transportation, handling, storage and use for project activities?	Yes, fuel or oils may leak from automobiles during road maintenance activities. However, this is expected to be minimal and it will be ensured that deployed machinery/vehicles are well maintained.
2.7	Will the subproject produce wastewater that require drainage?	Yes, along the road path. This is expected to be moderate, there will be provisions for water drainage/channeling.
2.8	Is the subproject located near water sources used for domestic consumption such as boreholes, water wells or springs?	No
2.9	Does the subproject include activities that require significant consumption of raw materials, energy, and/or water?	No, minimal resources will be required such as murrum soil that will be required for levelling/filling works of

		some patches along the road and in embankments.
3	Community Health and Safety (ESS 4)	Answer (Yes/No)
3.1	Will the subproject require the use of heavy machinery or equipment?	Yes, such as a bulldozer, a grader, soil compacter. These machines are owned by NFA and will be operated by employed and qualified NFA staff. The operators are trained and are expected to regularly follow the safety precautions of operating these machines stipulated in the user manual.
3.2	Is the subproject located in an area where there has already been demining, accidents or confrontation during a civil war?	No
3.4	Would elements of the subproject construction/rehabilitation, operation, or decommissioning pose potential safety risks to local communities or ecosystem services?	Yes, as a result of noise, fumes and dust emissions/pollution, wildlife disruption and vegetation/habitant removal. However, the impacts will be minimal and mitigation measures will be provided in the ESMP that will be developed, thus maintaining the integrity of the ecosystem.
3.5	Does the subproject involve construction, rehabilitation activities or other equipment which can lead to traffic and road safety risks?	Yes, during the transportation of murrum soil to the site, during actual works of road maintenance, movement of NFA staff and visitors (tourists/visitors), all can lead to traffic and road safety risks as a result of motor vehicles.
3.6	Would the subproject result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as Covid-19 or HIV/AIDS)?	No, the operators are expected to have safe drinking water and adhere to safe operating procedures.
3.7	Will the subproject result in gender-based violence (GBV) Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor due to temporary induced Labor Influx of people to the subproject area?	No, there will be no contractor labor or influx of workers. The activity will be carried out by qualified NFA staff.
3.8	Is the subproject likely to increase demand and competition for local social and health services due to the potential influx of workers and followers?	No, there will be no contractor labor or influx of workers. The activity will be carried out by qualified NFA staff, thus no potential influx of new workers.
3.9	Based upon on the available information, is there any known prevalence of gender-based violence (GBV)/Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor in the subproject area?	No

3.10	Is the subproject likely to involve quarries or excavation works, such as rock falls or hazardous substances?	No
3.11	Is the subproject likely to engage military personnel, police force or private security to protect the project's personnel or property?	Yes, the NFA will use its already existing security personnel to guard the machinery. Security personnel will be required to sign codes of conduct.
4	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5)	Answer (Yes/No)
4.1	Will the subproject result in physical or economic displacement – i.e., temporary or permanent loss of access to livelihood resources (such as land), loss of household infrastructure, assets or access to assets?	No, the subproject will be in a nationally recognized protected area of Kalinzu CFR
4.2	Will the subproject result in the permanent or temporary loss of income sources or means of livelihood (such as crops, fruit trees, etc.)?	No
4.3	Will the subproject result in disproportionate impacts on the poor, women and children or other vulnerable groups?	No
5	Biodiversity Conservation and Sustainable Management of Living Natural Resources (ESS6)	Answer (Yes/No)
5.1	Are there any environmentally sensitive areas (intact natural forest, rivers or wetland) or threatened species (specify below) that could be adversely affected by the subproject?	Yes, the sub-project site is located in a nationally protected area which is a Central Forest Reserve with existing forest road for maintenance, crossed by two streams. The expected scope of works will be moderate and site specific (the project site is already modified with the existing management road).
5.2	Is the subproject area within/adjacent to any protected area designated by the government (national park or reserve)?	Yes, the subproject area is within Kalinzu CFR
5.3	Would the proposed subproject result in the conversion or degradation of natural habitat or critical habitat?	No, there already exists a forest management road that will be maintained. Road Maintenance works will be site specific on the existing road.
5.4	Are there areas of possible geologic or soil instability (prone to erosion, landslide and subsidence)?	No
5.5	Does the subproject pose a risk of degrading soils?	Yes, soil erosion can take place as a result of exposed bare grounds and poor drainage channels. Also soil degradation can occur as a result of poor waste management especially

		with the non-biodegradable waste and oil spills.
5.6	Does the subproject involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	No
5.7	Will the subproject (during construction or operation) use large amounts of local natural resources such as water, timber, gravel, stones, especially any resources which are non-renewable, or which exist in small quantity?	No, the road to be maintained is a murrum road and works will use minimal natural materials such as murrum soil. However, these materials are not scarce and are renewable.
6	Vulnerable and Marginalized Groups (ESS7)	Answer (Yes/No)
	Is the subproject likely to adversely impact vulnerable and marginalized groups of a distinct indigenous social and cultural group and recognition of this identity by others, that are collectively attached to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas.	No
7	Cultural Heritage (ESS8)	Answer (Yes/No)
7.1	Is the subproject area within/adjacent to any legally protected/known Cultural Heritage site or legally defined buffer zone?	No, the murrum road connects to the Research and ecotourism station in Kalinzu CFR.
7.2	Will the proposed subproject result in interventions that would potentially adversely impact sites, structures, or objects with historical, archaeological, or cultural values (tangible and intangible)?	No
7.3	Will the subproject involve excavations, demolition, movement of earth, flooding, or other changes in the physical environment?	No
7.4	Is the subproject activity specifically designed to support the conservation, management, and use of cultural heritage?	No, the activity is aimed at enhancing movements of staff while executing their duties of forest protection and visitors (tourists or Researchers).

SECTION D: Proposed Actions

If all answers are “NO”, then there is no need for further action in addition to the Health and Safety Plan (HSP), and Construction Site Plan for those subprojects involving minor civil work activities.

If there are “YES” answers to the questions in Section C, then describe the recommended actions for each of the YES answer.

Question number	Recommended actions
1.2	<ul style="list-style-type: none"> • The project has prepared OSH protocols with specific measures for NFA staff undertaking the activity to implement and comply with. • NFA will provide adequate and appropriate PPE to the workers. • An ESMP will be developed, supervisory measures will be put in place to ensure that the NFA staff undertaking the activity adhere to the provisions provided. • The NFA staff undertaking the activity will be trained in Occupational, Health and Safety (OHS) protocols before commencement of works. • The NFA staff undertaking the activity will be oriented in Environment and Social Incident Response Toolkit (ESIRT) before commencement of works.
2.1	<ul style="list-style-type: none"> • Supervisory measures will be put in place to ensure that the NFA staff undertaking the activity appropriately dispose of all wastes generated. • An ESMP will be developed and will be implemented by NFA staff to eliminate the identified risks. • NFA will provide appropriate PPE to its workers undertaking the activity. • Work activities will be restricted to the subproject area.
2.3	<ul style="list-style-type: none"> • A waste management plan will be developed that will be adhered to by the NFA staff implementing the activity. It will include waste collection/containment, handling/disposal. This will be supplemented by inclusion of measures of waste management in the ESMP that will be developed such as; having well labelled waste bins on site, signage of no littering, machinery servicing to be undertaken in designated areas. etc.
2.6	<ul style="list-style-type: none"> • Well maintained machinery/vehicles will be deployed for forest road maintenance
2.7	<ul style="list-style-type: none"> • The ESMP to be developed will include measures to manage drainage of excess water such as drainage channels and replanting of trees along the road to enhance water infiltration.
3.1	<ul style="list-style-type: none"> • The road maintenance activity will be carried out by NFA staff who are expected to be trained in operating the machinery to be used.
3.4	<ul style="list-style-type: none"> • Subproject activities will be restricted to subproject area during road maintenance • Construction works shall be carried out during day time to avoid noise pollution during the night
3.5	<ul style="list-style-type: none"> • Signage and signalers/flagmen shall be put in place when delivery of murram soil is being done, permanent signage will be put along the road to avoid safety risks during operation. • Road humps will be put along near the turn off point to reduce/regulate speed
3.6	<ul style="list-style-type: none"> • The contractors will adhere to Occupational, Health and safety measures that will be included in the bidding documents and the ESMP that will be developed. • The contractor will be required to implement the existing HIV/Aids policy • Sensitization of workers about HIV, Covid-19 will be carried out as well as Ebola

	<ul style="list-style-type: none"> Implementation of COVID-19 Standard Operating Procedures on site as well as Ebola
3.11	<ul style="list-style-type: none"> The NFA will ensure the security personnel are trained, will sign and adhere to the code of conduct.
5.1	<ul style="list-style-type: none"> The sub-project will be developed in strict adherence to the ESMP that will be developed in order to minimize impacts on the ecosystem.
5.2	<ul style="list-style-type: none"> The project will be undertaken in strict adherence/compliance to the ESMP that will be developed. This will be achieved through stringent supervision by PCU and NFA. Project activities will be restricted to the subproject site that will be demarcated and banded
5.5	<ul style="list-style-type: none"> Unnecessary vegetation clearance will be avoided.

SECTION E: Environmental and Social Risk Screening Outcome

Select from the following the appropriate E&S Risk Classification for the subproject based on the answers provided on the Section C	
<input type="checkbox"/> High Risk	The Project is likely to generate a wide range of significant adverse risks and impacts on human populations or the environment that are impossible to avoid entirely due to the nature of the Project. This could be because of the complex nature of the Project, the scale (large to very large) or the sensitivity of the location(s) of the Project, including long-term, permanent and/or irreversible impacts (e.g., loss of major natural habitat or conversion of wetland, complex involuntary resettlement, or land acquisition, impacts on cultural heritage or densely populated urban areas). Some of the significant adverse ES risk and impacts of the Project cannot be mitigated or specific mitigation measures require complex and/or unproven mitigation, compensatory measures or technology, or sophisticated social analysis and implementation.
<input type="checkbox"/> Substantial Risk	The proposed subproject is likely to have less adverse impacts on human populations or environmentally sensitive areas than those of <i>High-Risk</i> subprojects, its ES scale and impact may be smaller (large to medium). Likely impacts are mostly temporary, predictable and/or reversible, and the nature of the Project does not preclude the possibility of avoiding or reversing them. They are medium in magnitude and/or in spatial extent (the geographical area and size of the population likely to be affected are medium to large);
<input checked="" type="checkbox"/> Moderate Risk	The potential adverse risks and impacts on human populations and/or the environment are not likely to be significant. This is because the Project is not complex and/or large, does not involve activities that have a high potential for harming people or the environment, and is located away from environmentally or socially sensitive areas. Likely impacts are mostly predictable and expected to be low in magnitude, temporary and/or reversible, site-specific, without likelihood of impacts beyond the actual footprint of the Project.
<input type="checkbox"/> Low Risk	The potential adverse risks to and impacts on human populations and/or the environment are likely to be minimal or negligible. These sub-Projects, with few or no adverse risks and impacts and issues, do not require further ES assessment following the initial screening.

SECTION F: Environmental and Social Risk Recommendation

Present a brief description of the overall ES Risk Classification of the selected subproject and provide recommendations for subsequent steps, based on the outcome of the selected option for Section E.

Based on the above screening results, an Environmental and Social Management Plan (ESMP) should be developed for the subproject activity to guide in the management of the likely negative impacts. The project should be implemented, it will improve on forest accessibility and movement of staff while carrying out forest protection and also will enhance easy movement of visitors (researchers and tourists) within Kalinzu CFR, thus, enhancing sustainable management and biodiversity conservation of Kalinzu CFR, including revenue collection from visitors.

Appendix

Google map locating proposed KAFREEP Road for maintenance in Kalinzu CFR







THE REPUBLIC OF UGANDA

Investing in Forests and Protected Areas for Climate Smart Development Project (IFPA-CD)

ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

SECTION A: Contact Details

Person Responsible for Filling out the Form		
Name	Christine Angeline Mugenyi	Shallon Challenge
Position	Partnership Officer –NFA Social Safeguards Focal point- IFPA-CD project	Environment Management Officer- NFA Environmental Safeguards focal point- IFPA-CD project
Contact details	0782417524	0774265636
Date	13/02/2024	
Signature		
Person Responsible for Checking/Validation		
Name		
Position		
Contact details		
Date		
Signature		

SECTION B: Subproject Description

Subproject name	Maintenance of forest murrum road in Kalinzu CFR-Old sawmill road	
BID No (if applicable)		
Name of the Contractor (if applicable)		
Estimated cost (if applicable)		
Location of the subproject	Kalinzu CFR, (Rwampanga Village, Kibingo Parish, Kyamuhunga sub county, Bushenyi district).	Attached Site Map Y <input checked="" type="checkbox"/> N <input type="checkbox"/> Coordinates: Office (36M 0174416, UTM 9946484; 36M 0172507, UTM 9947249; 36M 0171874, UTM 9948162; 36M 0171709, UTM 9948412)
Type and scale of the subproject	<p>The existing Marram Road t to be maintained is about 4KM with a width of 4 meters. The road starts from Mitoma-Nyarugote road and connects to the Kalinzu old saw mill station.</p> <p>The existing marram road is bushy with some patches covered by the canopy making it impassable especially during the rainy seasons due to prolonged wetness. The expected scope of works in terms of road maintenance will be moderate and site specific (ie. along the existing marram road) with reduced vegetation clearance.</p> <p>The road maintenance works will be carried out by NFA using own machinery and staff. Machinery to be used during road maintenance include bulldozer, grader, roller, excavator and tipper trucks.</p> <p>Road rehabilitation/maintenance will involve clearing/grubbing of the vegetation growth along the existing road path, top soil removal, grading, compacting, clearing of drainage channels and application of murrum soil where applicable.</p>	
Approximate size of the subproject in land area	4M width, 5KM length	

SECTION C: Environmental and Social Sensitivity of the Subproject Area

1	Labor Working Conditions (ESS 2)	
1.1	Is the project likely to engage the use of any forms of forced labor and child labor?	No, the activity will be carried out by NFA existing staff recruited to undertake such activity.
1.2	Will the proposed subproject activities likely to generate occupational, health and safety risks to project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers?	Yes, to NFA staff that will be executing the activity, there is a likelihood of physical hazards (e.g. injuries from using road maintenance machinery/tools, falls, noise from machinery), biological hazards from snake bites or venomous/dangerous animals.
1.3	Is the subproject activity likely to result in discrimination in employment to project workers which nullify or impair equality of opportunity or treatment in employment?	No, there will be no recruitment of new workers. The activity will be undertaken by NFA already employed staff that underwent a non-discrimination recruitment that is in accordance to the institution's recruitment procedures.
2	Resource Efficiency, Pollution Prevention and Management (ESS 3)	Answer (Yes/No)
2.1	Will the subproject involve the use, storage, transport or handling of substances or materials which could be harmful to human health or environment?	Yes, there is a likelihood of fuel/oil leakage and fumes from automobiles during both road maintenance and operation. Harm to the environment could also be as a result of poor handling of waste such as; plastic waste and food remains. However, this is expected to be moderate and an ESMP will provide measures to mitigate the risks in both maintenance and operational phases.
2.2	Would the proposed project result in the generation of waste that cannot be recovered, reused, or disposed of in an environmentally and socially sound manner?	No, all wastes likely to be generated will be managed in accordance to the waste management plan that will be developed.
2.3	Will the subproject potentially result in the generation of waste (both hazardous and non-hazardous)?	Yes, for non-hazardous waste that will be composed of both biodegradable and non-biodegradable. This will include but not limited to excavated soil waste, vegetation waste, human waste, culvert construction material waste, food remains and plastics. For hazardous waste this will include used motor oils.
2.4	Will the subproject involve the handling and/or use of chemicals and hazardous materials subject to international action bans or phase-outs? <i>For example, asbestos containing material (ACMs), polychlorinated biphenyls (PCBs) and other chemicals listed in</i>	No

	<i>international conventions such as the Stockholm Convention on Persistent Organic Pollutants, or the Montreal Protocol.</i>	
2.5	Will the subproject involve potential use of chemicals, pesticides, fungicides, herbicides in the civil works?	No
2.6	Is there a potential for the release, in the environment, of hazardous materials resulting from their production, transportation, handling, storage and use for project activities?	Yes, fuel or oils may leak from automobiles during road maintenance activities. However, this is expected to be minimal and it will be ensured that deployed machinery/vehicles are well maintained.
2.7	Will the subproject produce wastewater that require drainage?	Yes, along the road path. This is expected to be moderate, there will be provisions for water drainage/channeling.
2.8	Is the subproject located near water sources used for domestic consumption such as boreholes, water wells or springs?	No
2.9	Does the subproject include activities that require significant consumption of raw materials, energy, and/or water?	No, minimal resources will be required such as murrum soil that will be required for levelling/filling works of some patches along the road and in embankments.
3	Community Health and Safety (ESS 4)	Answer (Yes/No)
3.1	Will the subproject require the use of heavy machinery or equipment?	Yes, such as a bulldozer, a grader, soil compacter. These machines are owned by NFA and will be operated by employed and qualified NFA staff. The operators are trained and are expected to regularly follow the safety precautions of operating these machines stipulated in the user manual.
3.2	Is the subproject located in an area where there has already been demining, accidents or confrontation during a civil war?	No
3.4	Would elements of the subproject construction/rehabilitation, operation, or decommissioning pose potential safety risks to local communities or ecosystem services?	Yes, as a result of noise, fumes and dust emissions/pollution, wildlife disruption and vegetation/habitant removal. However, the impacts will be minimal and mitigation measures will be provided in the ESMP that will be developed, thus maintaining the integrity of the ecosystem.
3.5	Does the subproject involve construction, rehabilitation activities or other equipment which can lead to traffic and road safety risks?	Yes, during the transportation of murrum soil to the site, during actual works of road maintenance, movement of NFA staff and visitors (tourists/visitors), all can lead to traffic and road safety risks as a result of motor vehicles.
3.6	Would the subproject result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as Covid-19 or HIV/AIDS)?	No, the operators are expected to have safe drinking water and adhere to safe operating procedures.

3.7	Will the subproject result in gender-based violence (GBV) Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor due to temporary induced Labor Influx of people to the subproject area?	No, there will be no contractor labor or influx of workers. The activity will be carried out by qualified NFA staff.
3.8	Is the subproject likely to increase demand and competition for local social and health services due to the potential influx of workers and followers?	No, there will be no contractor labor or influx of workers. The activity will be carried out by qualified NFA staff, thus no potential influx of new workers.
3.9	Based upon on the available information, is there any known prevalence of gender-based violence (GBV)/Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor in the subproject area?	No
3.10	Is the subproject likely to involve quarries or excavation works, such as rock falls or hazardous substances?	No
3.11	Is the subproject likely to engage military personnel, police force or private security to protect the project's personnel or property?	Yes, the NFA will use its already existing security personnel to guard the machinery. Security personnel will be required to sign codes of conduct.
4	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5)	Answer (Yes/No)
4.1	Will the subproject result in physical or economic displacement – i.e., temporary or permanent loss of access to livelihood resources (such as land), loss of household infrastructure, assets or access to assets?	No, the subproject will be in a nationally recognized protected area of Kalinzu CFR
4.2	Will the subproject result in the permanent or temporary loss of income sources or means of livelihood (such as crops, fruit trees, etc.)?	No
4.3	Will the subproject result in disproportionate impacts on the poor, women and children or other vulnerable groups?	No
5	Biodiversity Conservation and Sustainable Management of Living Natural Resources (ESS6)	Answer (Yes/No)
5.1	Are there any environmentally sensitive areas (intact natural forest, rivers or wetland) or threatened species (specify below) that could be adversely affected by the subproject?	Yes, the sub-project site is located in a nationally protected area which is a Central Forest Reserve with existing forest road for maintenance, crossed by two streams. The expected scope of works will be moderate and site specific (the project site is already modified with the existing management road).

5.2	Is the subproject area within/adjacent to any protected area designated by the government (national park or reserve)?	Yes, the subproject area is within Kalinzu CFR
5.3	Would the proposed subproject result in the conversion or degradation of natural habitat or critical habitat?	No, there already exists a forest management road that will be maintained. Road Maintenance works will be site specific on the existing road.
5.4	Are there areas of possible geologic or soil instability (prone to erosion, landslide and subsidence)?	No
5.5	Does the subproject pose a risk of degrading soils?	Yes, soil erosion can take place as a result of exposed bare grounds and poor drainage channels. Also soil degradation can occur as a result of poor waste management especially with the non-biodegradable waste and oil spills.
5.6	Does the subproject involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	No
5.7	Will the subproject (during construction or operation) use large amounts of local natural resources such as water, timber, gravel, stones, especially any resources which are non-renewable, or which exist in small quantity?	No, the road to be maintained is a murrum road and works will use minimal natural materials such as murrum soil. However, these materials are not scarce and are renewable.
6	Vulnerable and Marginalized Groups (ESS7)	Answer (Yes/No)
	Is the subproject likely to adversely impact vulnerable and marginalized groups of a distinct indigenous social and cultural group and recognition of this identity by others, that are collectively attached to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas.	No
7	Cultural Heritage (ESS8)	Answer (Yes/No)
7.1	Is the subproject area within/adjacent to any legally protected/known Cultural Heritage site or legally defined buffer zone?	No, the murrum road connects to the old saw mill station and proposed site for ecotourism in Kalinzu CFR.
7.2	Will the proposed subproject result in interventions that would potentially adversely impact sites, structures, or objects with historical, archaeological, or cultural values (tangible and intangible)?	No

7.3	Will the subproject involve excavations, demolition, movement of earth, flooding, or other changes in the physical environment?	No
7.4	Is the subproject activity specifically designed to support the conservation, management, and use of cultural heritage?	No, the activity is aimed at enhancing movements of staff while executing their duties of forest protection and visitors (tourists or Researchers).

SECTION D: Proposed Actions

If all answers are “NO”, then there is no need for further action in addition to the Health and Safety Plan (HSP), and Construction Site Plan for those subprojects involving minor civil work activities.	
If there are “YES” answers to the questions in Section C, then describe the recommended actions for each of the YES answer.	
Question number	Recommended actions
1.2	<ul style="list-style-type: none"> • The project has prepared OSH protocols with specific measures for NFA staff undertaking the activity to implement and comply with. • NFA will provide adequate and appropriate PPE to the workers. • An ESMP will be developed, supervisory measures will be put in place to ensure that the NFA staff undertaking the activity adhere to the provisions provided. • The NFA staff undertaking the activity will be trained in Occupational, Health and Safety (OHS) protocols before commencement of works. • The NFA staff undertaking the activity will be oriented in Environment and Social Incident Response Toolkit (ESIRT) before commencement of works.
2.1	<ul style="list-style-type: none"> • Supervisory measures will be put in place to ensure that the NFA staff undertaking the activity appropriately dispose of all wastes generated. • An ESMP will be developed and will be implemented by NFA staff to eliminate the identified risks. • NFA will provide appropriate PPE to its workers undertaking the activity. • Work activities will be restricted to the subproject area.

2.3	<ul style="list-style-type: none"> • A waste management plan will be developed that will be adhered to by the NFA staff implementing the activity. It will include waste collection/containment, handling/disposal. This will be supplemented by inclusion of measures of waste management in the ESMP that will be developed such as; having well labelled waste bins on site, signage of no littering, machinery servicing to be undertaken in designated areas. etc.
2.6	<ul style="list-style-type: none"> • Well maintained machinery/vehicles will be deployed for forest road maintenance
2.7	<ul style="list-style-type: none"> • The ESMP to be developed will include measures to manage drainage of excess water such as drainage channels and replanting of trees along the road to enhance water infiltration.
3.1	<ul style="list-style-type: none"> • The road maintenance activity will be carried out by NFA staff who are expected to be trained in operating the machinery to be used.
3.4	<ul style="list-style-type: none"> • Subproject activities will be restricted to subproject area during road maintenance • Construction works shall be carried out during day time to avoid noise pollution during the night
3.5	<ul style="list-style-type: none"> • Signage and signalers/flagmen shall be put in place when delivery of murrum soil is being done, permanent signage will be put along the road to avoid safety risks during operation. • Road humps will be put along near the turn off point to reduce/regulate speed
3.6	<ul style="list-style-type: none"> • The contractors will adhere to Occupational, Health and safety measures that will be included in the bidding documents and the ESMP that will be developed. • The contractor will be required to implement the existing HIV/Aids policy • Sensitization of workers about HIV, Covid-19 will be carried out as well as Ebola • Implementation of COVID-19 Standard Operating Procedures on site as well as Ebola
3.11	<ul style="list-style-type: none"> • The NFA will ensure the security personnel are trained, will sign and adhere to the code of conduct.
5.1	<ul style="list-style-type: none"> • The sub-project will be developed in strict adherence to the ESMP that will be developed in order to minimize impacts on the ecosystem.
5.2	<ul style="list-style-type: none"> • The project will be undertaken in strict adherence/compliance to the ESMP that will be developed. This will be achieved through stringent supervision by PCU and NFA. • Project activities will be restricted to the subproject site that will be demarcated and banded
5.5	<ul style="list-style-type: none"> • Unnecessary vegetation clearance will be avoided.

SECTION E: Environmental and Social Risk Screening Outcome

Select from the following the appropriate E&S Risk Classification for the subproject based on the answers provided on the Section C

<input type="checkbox"/> High Risk	<p>The Project is likely to generate a wide range of significant adverse risks and impacts on human populations or the environment that are impossible to avoid entirely due to the nature of the Project. This could be because of the complex nature of the Project, the scale (large to very large) or the sensitivity of the location(s) of the Project, including long-term, permanent and/or irreversible impacts (e.g., loss of major natural habitat or conversion of wetland, complex involuntary resettlement, or land acquisition, impacts on cultural heritage or densely populated urban areas). Some of the significant adverse ES risk and impacts of the Project cannot be mitigated or specific mitigation measures require complex and/or unproven mitigation, compensatory measures or technology, or sophisticated social analysis and implementation.</p>
<input type="checkbox"/> Substantial Risk	<p>The proposed subproject is likely to have less adverse impacts on human populations or environmentally sensitive areas than those of <i>High-Risk</i> subprojects, its ES scale and impact may be smaller (large to medium). Likely impacts are mostly temporary, predictable and/or reversible, and the nature of the Project does not preclude the possibility of avoiding or reversing them. They are medium in magnitude and/or in spatial extent (the geographical area and size of the population likely to be affected are medium to large);</p>
<input checked="" type="checkbox"/> Moderate Risk	<p>The potential adverse risks and impacts on human populations and/or the environment are not likely to be significant. This is because the Project is not complex and/or large, does not involve activities that have a high potential for harming people or the environment, and is located away from environmentally or socially sensitive areas. Likely impacts are mostly predictable and expected to be low in magnitude, temporary and/or reversible, site-specific, without likelihood of impacts beyond the actual footprint of the Project.</p>
<input type="checkbox"/> Low Risk	<p>The potential adverse risks to and impacts on human populations and/or the environment are likely to be minimal or negligible. These sub-Projects, with few or no adverse risks and impacts and issues, do not require further ES assessment following the initial screening.</p>

SECTION F: Environmental and Social Risk Recommendation

<p>Present a brief description of the overall ES Risk Classification of the selected subproject and provide recommendations for subsequent steps, based on the outcome of the selected option for Section E.</p>
<p>Based on the above screening results, an Environmental and Social Management Plan (ESMP) should be developed for the subproject activity to guide in the management of the likely negative impacts. The project should be implemented, it will improve on forest accessibility and movement of staff while carrying out forest protection and also will enhance easy movement of visitors (researchers and tourists) within Kalinzu CFR, thus, enhancing sustainable management and biodiversity conservation of Kalinzu CFR, including revenue collection from visitors.</p>

Appendix

Google map locating proposed old sawmill Road for maintenance in Kalinzu CFR

