

REPUBLIC OF SOMALILAND



Ministry of Agriculture Development

Somaliland-Food Systems Resilience Project (SL-FSRP)

**ESMP for the Construction of Berbera National Veterinary Laboratory for the
Ministry of Livestock and Rural Development (MoLRD)**

Project ID: P177816

Client Address

Office of Project Coordination Unit
Next to Assod Hotel, Hargeisa, Somaliland

Contact: info@sl-fsrp.org

Project Website: www.sl-fsrp.org

Landline; 523446



Acronyms

ESMP	Environmental and Social Management Plan
EHSGs	Environment, Health and Safety Guidelines
ESF	Environmental and Social Framework of the WB
ESMF	Environmental and Social Management Framework
ESSs	Environmental and Social Standards
GRM	Grievance Redress Mechanism
SL-FSRP	Somaliland Food Systems Resilience Project
MoAD	Ministry of Agriculture Development
GBV	Gender-based Violence
PIM	Project Implementation Manual
LMP	Labor Management Procedures
SEP	Stakeholders Engagement Plan
WB	The World Bank
SL-FSRP	Somaliland Food Systems Resilience Project
PDO	Project Development Objective
CERC	Contingency Emergency Response Component
OHS	Occupational Health and Safety
PCU	Project Coordination Unit
VDC	Village Development Committee
ESIA	Environmental and Social Impact Assessment
SOP	Standard Operating Procedures
SEAH	Sexual Exploitation, Abuse and Harassment
PPE	Personal Protective Equipment
EHS	Environmental Health and Safety
CoC	Code of Conduct

Table of Contents

Acronyms	2
Executive Summary	5
Section 1: Introduction.....	8
1.1. Project Background.....	8
1.2. Rationale of the Planned Activity.....	9
1.3. Objective and Scope of the ESMP	10
1.4 Expected Outcome of the ESMP Implementation	11
Section 2. General Description of the Sub-Project	13
2.1. Introduction	13
2.2 Description of the Sub-project.....	13
2.3 Location of the Sub-project	14
2.4 Sub-project Activities	16
2.5 Applicable Design Features and Standards.....	20
Section 3. Environmental and Social Baseline Description	35
3.1. Introduction	21
3.2 Geographic Area of the Site	21
3.3 Biophysical Environment	22
3.4 Socio-Economic Context	26
Section 4. Relevant Legal and Regulatory Framework	30
Section 5. Stakeholder Consultations and Feedback	34
5.1 Stakeholder Consultation.....	34
5.2 Objectives of the Consultation.....	35
5.3 Key Issues from the Stakeholder Consultation	36
Section 6. Environmental and Social Risks and Mitigation Measures	38
6.1. Introduction	38
6.2 Anticipated Environmental and Social Risks During Construction.....	38
6.3 Anticipated Environmental and Social Risks During Operation	40
Section 7: Environmental And Social Management Plan (ESMP)	41
Section 8. Implementation Arrangement	63
8.1. Institutional Roles and Responsibilities	63
8.2 Contractor	64

Section 9: Reporting on ESMP Compliance	66
Section 10: Capacity Building and Training	68
Section 11: Grievance Redress Mechanism (GRM).....	70
Section 12: Implementing Budget	72
References	74
Annex 1: Social Summary Report	76
Annex 2: Consultation Minutes of the Meeting	83
Annex 3: Consultation Meeting Attendance	87
Annex 4: Land Ownership Documentation	88
Annex 5: Template Code of Conduct for BID	91
Annex 6: SEAH/SH Performance Declaration Form for Contractor (BID)	94
Annex 7: Chance Finds Procedures	96
Annex 8: Contractor ESHS Monitoring Report Template	100

Executive Summary

The Somaliland Food Systems Resilience Project (SL-FSRP), financed by the World Bank, aims to strengthen the resilience of food systems and enhance Somaliland's preparedness for food insecurity. The project seeks to improve agricultural and livestock productivity, promote sustainable management of natural resources, and build institutional and community capacity to respond to climate and environmental challenges. Through its six components, the SL-FSRP supports resilient agricultural production, improved natural resource management, stronger market access, and enhanced institutional infrastructure to deliver effective and sustainable services.

The Government of Somaliland (GoSL), through the Ministry of Livestock and Rural Development (MoLRD) opted to invest in the construction of National Veterinary Laboratory in Berbera, a coastal city in Sahil region. The main objective of the laboratory is to strengthen the country's veterinary diagnostic capacity, animal disease surveillance, prevention, and control systems, while supporting timely detection and confirmation of transboundary animal diseases and other livestock health threats. The laboratory will enhance the Ministry's institutional and technical capacity to provide reliable veterinary diagnostic services, improve disease reporting and early warning systems, support livestock certification and trade, and contribute to safeguarding animal health, public health, and the resilience of Somaliland's livestock sector.

This ESMP was prepared in line with Somaliland's environmental regulations and the World Bank's Environmental and Social Standards (ESS), particularly ESS1, which emphasizes the identification, assessment, and management of environmental and social risks and impacts. The preparation process involved environmental and social screening conducted by the SL-FSRP safeguards team, followed by a stakeholder consultation held on 22nd July 2026 for the proposed construction of the Somaliland National Veterinary Laboratory in Berbera, Sahil Region. The consultation brought together regional representatives from the Ministry of Livestock and Rural Development (MoLRD), the Ministry of Social Work, the Ministry of Land and Housing, the Berbera Local Municipality, the Office of the Regional Governor, and nearby residents. The consultation provided an opportunity to present the proposed project, identify potential environmental and social risks and mitigation measures, gather stakeholders' views and recommendations, and raise awareness of the project's Grievance Redress Mechanism (GRM) and Gender-Based Violence (GBV), including Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), prevention and response measures.

The proposed Somaliland National Veterinary Laboratory is located on a government-owned, fenced site on the eastern outskirts of Berbera City, Sahil Region. The area of the fenced site is approximately **12,000 m² (120m x 100m)**. There is also an existing eight-room building within the compound, which will be retained and will not be demolished or affected by the proposed construction of the Veterinary Laboratory. The site is easily accessible via a paved road that crosses the Berbera city and provides adequate space for the laboratory facilities, supporting infrastructure, and future expansion. The laboratory is designed as a modern two-storey veterinary diagnostic facility, comprising a ground floor of **657 m²** area and a first floor of **330 m²** area. It will accommodate specialized diagnostic laboratories,

administrative offices, staff support facilities, and training spaces to strengthen veterinary diagnostics, disease surveillance, research, and the delivery of quality animal health services in Somaliland.

The main components of the veterinary laboratory include:

Ground Floor

- Sample reception and storage room.
- Sterilization and PPE room.
- Dedicated diagnostic laboratories (Parasitology, Serology, Virology, ELISA, and Molecular Diagnostics).
- Male and female changing rooms.
- Male and female toilet facilities.

First Floor

- Laboratory Director's office.
- Staff offices and workstations.
- Meeting hall.
- Training and capacity-building hall.
- Kitchen and staff welfare area.
- Male and female toilet facilities.

The construction of the veterinary laboratory is expected to generate significant positive impacts by strengthening the Ministry of Livestock and Rural Development's (MoLRD) capacity to provide reliable veterinary diagnostic services, improve animal disease surveillance, early detection, and control of livestock diseases, and support research, disease monitoring, and safe livestock trade. The laboratory will also enhance the country's preparedness and response to transboundary animal diseases, contributing to improved livestock productivity, public health, and the resilience of Somaliland's livestock sector. On the other hand, the construction activities may result in adverse environmental and social risks and impacts, including vegetation clearance, waste generation, occupational health and safety risks to workers, increased dust, noise, and vibration from construction machinery and vehicles, community health and safety risks, labor and working conditions risks (including child labor and forced labor), and the potential for gender-based violence (GBV), including sexual exploitation and abuse and sexual harassment (SEA/SH), associated with the influx of construction workers.

To ensure the above E&S and GBV-related impacts are properly mitigated and managed, the necessary measures will be put in place. For instance, the dust generated during construction will be managed by employing dust suppression techniques such as regular water spraying over debris and work areas, which helps reduce dust dispersion while all workers will be provided with appropriate PPE, including masks, to protect them from inhaling harmful particulates. Noise and excessive vibrations from construction activities present another risk to nearby local residents. This will be mitigated by selecting equipment with lower noise emissions and works will be restricted to daytime hours to minimize disruption during resting periods. Other Occupational Health and Safety (OHS) issues will be managed by ensuring all workers

undergo safety training covering international construction best practices and emergency response procedures.

Waste management during construction phase is another major consideration, as the process generates a substantial amount of solid waste. This will be managed through establishing waste collection and management procedures and tools needed to prevent pollution and environmental contamination. Where feasible, materials such as bricks and metals will be sorted for reuse or recycling, minimizing the overall waste footprint of the project. Other impacts related to child labor, and Sexual Exploitation and Abuse (SEA) / Sexual Harassment (SH) will be mitigated by raising awareness and establishing necessary GRM system for workers, nearby residents and users of the facility.

Given the hot climatic conditions in the coastal city of Berbera, where temperatures can become extremely high, additional measures will be implemented to protect construction workers from heat stress and related illnesses. These measures will include scheduling physically demanding tasks during the cooler morning and late afternoon hours, providing adequate shaded rest areas, ensuring continuous access to safe drinking water and electrolyte replacement where necessary, enforcing regular rest breaks.

Following the detailed E&S screening of the proposed sub-project, as per process described in the project's approved ESMF, the sub-project fits into a 'Moderate Risk' category, as per the levels defined in the ESMF. The project team believes that an Environmental and Social Management Plan (ESMP) would best guide risk management for the sub-project.

Based on the nature, scale and location of the construction works, the following World Bank Environmental and Social Standards (ESS) are applicable to this project:

- ESS1 – Assessment and Management of Environmental and Social Risks and Impacts
- ESS2 – Labor and Working Conditions
- ESS3 – Resource Efficiency and Pollution Prevention and Management
- ESS4 – Community Health and Safety
- ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ESS8: Cultural Heritage (Chance finds during excavation/demolition)
- ESS10: Stakeholder Engagement and Information Disclosure

This ESMP lists the project-specific risks/impacts and mitigation measures, lays out institutional arrangements for implementing and monitoring the mitigation measures and proposes monitoring indicators for measurement of E&S performance. It shows what must be done, by whom, when, and to what standard; and shows who will monitor its implementation and when and what the budget implications for mitigation measures and monitoring activities are.

Finally, the successful contractor will be required to prepare a site-specific C-ESMP and other necessary sub-plans based on this ESMP. The C-ESMP will be reviewed and cleared up by the SL-FSRP PCU Environmental and Social Specialists, in coordination with the Project Engineer/focal person, before

mobilization and commencement of physical works. No civil work will start until the C-ESMP is approved and required site controls are in place.

Section 1: Introduction

1.1. Project Background

The Food Systems Resilience Program (FSRP) is part of an initiative by the World Bank to provide a comprehensive framework to intervene at both the national and regional levels. This Multi-phase Programmatic Approach (MPA) aims to tackle the underlying structural challenges of food insecurity and reduce beneficiaries' vulnerability to unpredictable climate, crisis, and conflict events.

The World Bank is supporting the Government of Somaliland with the Food Systems Resilience Project to increase the resilience of food systems and improve Somaliland's preparedness for food insecurity in the project's target areas. The project will directly benefit an estimated 65,000 small farmers, agro-pastoralists, and nomadic pastoralists, at least 30 percent of whom will be women in eight districts.

The Project Development Objective (PDO) for FSRP will be **'to increase the resilience of food systems and Somaliland's preparedness for food insecurity in project target areas'**. Progress toward the PDO will be measured using five PDO indicators and intermediate indicators. All relevant indicators will be disaggregated by gender (men and women) and age (youth and adult).

The project has six components as follows:

Component 1: (Re-) Building Resilient Agricultural Production Capacity: Strengthening the foundations of resilient agricultural production by building the capacity of Somaliland's crop and livestock research institutions, its seed and breeding systems, and its extension and advisory services to better cater to small farmers on a large scale. It has the following sub-components:

- 1.1 Crop and Livestock Research, Extension, and Seed Systems*
- 1.2 Community Engagement and Technology Transfer*
- 1.3 Digital Agriculture and Rangeland Solutions and Data Systems*

Component 2. Supporting the Sustainable Development of Natural Resources for Resilient Agricultural Landscapes: This component aims to enhance water availability for crop and livestock value chains and support rangeland rejuvenation and management by restoring degraded rangelands. It has the following sub-components:

- 2.1 Water Availability for Crops and Livestock*
- 2.2 Rangeland Management*

Component 3. Getting to Market: Strengthen the agriculture and livestock sector's market orientation, helping it cater to both domestic and regional markets. It will do this by supporting existing and new farmer producer organizations (FPOs) and agrifood enterprises, the development and upgrading of market infrastructure and export-oriented testing and certification capacity, and rural producers' access to savings and credit services. It has the following sub-components:

- 3.1 Farmer Producer Organizations and Agrifood Enterprises*

3.2 Market Infrastructure and Enterprise Development

3.3 Access to Finance

Component 4. Promoting a Greater Focus on Food Systems Resilience in Policymaking: This component will build food systems resilience at the national and regional levels by focusing on building the capacity of public institutions and identifying relevant policy reform opportunities within the implementing three ministries. In the crops, livestock and environment sectors it will: (a) build the capacity of government institutions; and (b) carry out comprehensive assessments of agrifood policies. It has the following sub-components:

- 4.1 Institutional Infrastructure and Capacity Development for the Crops Sector*
- 4.2 Institutional Infrastructure and Capacity Development for the Livestock Sector*
- 4.3 Institutional Infrastructure and Capacity Development for Rangelands Management*

Component 5. Contingent Emergency Response: This component will finance eligible expenditures in the event of an emergency precipitated by a disaster. The activation of CERC, at the request of the government, will allow funds to be disbursed rapidly to reduce damage to productive infrastructure, ensure business continuity, and speed up recovery.

Component 6. Project Management: This subcomponent will help establishing and strengthening project coordination and management structures within in line with the agreed upon project implementation arrangements. It has the following sub-components:

- 6.1 Project Coordination and Management*
- 6.2 Monitoring and Evaluation*

1.2. Rationale of the Planned Sub-project

The Ministry of Livestock and Rural Development is one of the key implementing partners of the Somaliland Food Systems Resilience Project (SL-FSRP), particularly in implementing livestock-related interventions aimed at improving animal health, strengthening veterinary services, and enhancing the resilience of pastoral and agro-pastoral communities. As part of these efforts, the construction of the Veterinary Laboratory in Berbera represents a strategic investment to strengthen the Ministry's veterinary diagnostic capacity, animal disease surveillance, and response to livestock diseases. The laboratory will serve as the national reference facility for veterinary diagnostics, supporting disease control, research, and evidence-based decision-making across Somaliland.

Berbera Port is Somaliland's principal livestock export gateway and one of the largest livestock export ports in the Horn of Africa. According to the Ministry of Planning and National Development, approximately 3.8 million heads of livestock (3,802,903 animals), comprising sheep and goats, cattle, and camels, were exported through Berbera Port to Gulf countries in 2024. These exports generate substantial

foreign exchange earnings and make livestock the backbone of Somaliland's economy. The establishment of the National Veterinary Laboratory is therefore essential to support disease diagnosis, laboratory confirmation, and health certification of livestock to be exported in accordance with international animal health standards. The laboratory will strengthen disease surveillance, facilitate the early detection and control of transboundary animal diseases, improve the credibility of veterinary certification, safeguard public and animal health, and enhance the competitiveness and sustainability of Somaliland's livestock export trade.

In line with the World Bank and Somaliland's National Environmental Regulations, an Environmental and Social (E&S) screening is required prior to the commencement of civil works to identify, mitigate, and manage any potential environmental and social risks and impacts associated with the construction activities.

Accordingly, from 21st to 23rd July, a field assessment was carried out at Berbera city by the E&S team. The purpose of the visit was to conduct an E&S screening of the proposed construction work, identify all potential environmental and social risks, and verify the land ownership status. The team then gathered the necessary information to develop an appropriate plan to manage and reduce any negative impacts from the construction work. The data was collected through observation and consultations with the local stakeholders held from 21st-23rd July. The minutes of that meeting including summary of their feedback are attached as **annex 2**

1.3. Objective and Scope of the ESMP

This ESMP has been developed to identify, characterize and manage potential environmental and social risks and impacts that can arise during the construction of the Berbera veterinary laboratory. The objective of this ESMP is to provide management strategies and actions to mitigate adverse risks and impacts in consistence with national legal and policy frameworks, relevant WB Environmental and Social Standards (ESSs) and the Environmental, Health and Safety Guidelines (EHSGs).

The ESMP also shows how Somaliland will mobilize organizational capacity and resources to implement these measures. The ESMP will also guide the contractor and the site supervisor on managing adverse environmental and social impacts and monitor implementation of mitigation measures during construction phase through formulation of C-ESMP from the main ESMP, in accordance with ESS1 and project ESMF.

The scope of this ESMP is to identify proportionate impacts/risks and outline specific mitigation, monitoring, and institutional measures to manage environmental and social risks associated with the construction of the veterinary laboratory .

1.4 ESMP Approach and Methodology

This Environmental and Social Management Plan (ESMP) was prepared based on World Bank Environmental and Social Standards (ESS) and the project Environmental and Social Commitment Plan (ESCP). The approach involved identifying the scope of work (construction of the veterinary laboratory) which clearly stipulates the nature and magnitude of anticipated environmental and social risk and impacts. The risks were determined during environmental and social screening process.

All the adverse negative risks and impacts anticipated during sub-project components, and construction were clearly and adequately mapped out without forgetting the anticipated positive impacts associated with sub project. Risk mitigation hierarchy was adopted as a standard operating procedure in managing the risks and impacts anticipated.

The approach involved a stakeholder consultation meeting for the proposed construction of the Veterinary Laboratory in Berbera, attended by regional representatives of the Ministry of Livestock and Rural Development (MoLRD), Ministry of Social Work, Ministry of Land and Housing, Berbera Local Municipality, the Office of the Regional Governor, and nearby residents, in accordance with the stakeholder engagement process described in the project's approved Stakeholder Engagement Plan (SEP).

This ESMP attempts to cover typical core mitigation approaches to civil works with small and localized impacts. It is accepted that this format provides the key elements of an Environmental and Social Management Plan (ESMP) to meet World Bank ESS1. The intention of this ESMP is that it would be applicable as guidelines for the contractors and constitute an integral part of bidding documents for contractors carrying out civil works under Bank-financed projects: This ESMP has the following sections:

This ESMP includes a descriptive section that characterizes the project, provides E&S baseline, specifies institutional and regulatory aspects, describes technical project content, outlines any urgent need for capacity building and briefly characterizes the public consultation process.

There are sections that represents the actual environmental and social management plan to implement the measures and actions that follow from activities and typologies triggered under previous sections. For each triggered activity or typology, it contains a list of concrete, practical, actionable measures that the contractor needs to implement/consider during the works implementation. These measures can be easily checked, verified, and reported by e.g., the supervising Engineer. It also included a simple monitoring plan to enable the Contractor, the Ministry of Livestock and Rural Development (MoLRD) and the World Bank specialists to monitor implementation of environmental management and protection measures and detect deviations and shortcomings in a timely manner.

1.4 Expected Outcome of the ESMP Implementation

The successful implementation of this Environmental and Social Management Plan (ESMP) is expected to ensure that potential environmental and social risks and impacts are effectively identified, managed, monitored, and mitigated. The expected outcomes include:

- a) Improved environmental and social performance and compliance with applicable requirements and standards.
- b) Minimized occupational and community health and safety risks through appropriate preventive and mitigation measures.
- c) Improved waste management, sanitation, pollution prevention, and efficient use of resources.
- d) Reduced adverse impacts on communities, livelihoods, and vulnerable groups, while promoting inclusion and accessibility.
- e) Enhanced stakeholder engagement, information disclosure, and participation throughout project implementation.
- f) Effective management of grievances through accessible and functional grievance redress mechanisms.
- g) Improved protection of biodiversity, natural resources, and cultural heritage, where applicable.
- h) Effective prevention and management of GBV/SEA/SH risks and promotion of safe and respectful environments.
- i) Continuous monitoring, reporting, and improvement of environmental and social performance, including timely implementation of corrective actions where required.

Section 2. General Description of the Sub-Project

2.1. Introduction

The construction of the Veterinary Laboratory in Berbera represents a strategic investment to strengthen the Ministry's veterinary diagnostic capacity, animal disease surveillance, and response to livestock diseases. The laboratory will serve as the national reference facility for veterinary diagnostics, supporting disease control, research, and evidence-based decision-making across Somaliland.

2.2 Description of the Sub-project

The proposed Somaliland National Veterinary Laboratory is located on a government-owned, fenced site on the eastern outskirts of Berbera City, Sahil Region. The area of the fenced site is approximately **12,000 m² (120m x 100m)**. The construction of the proposed National Veterinary Laboratory will be constructed as a two-storey facility comprising a ground floor with a total area of **657 m²** and a first floor with a total area of **330 m²**. The laboratory is designed as a modern veterinary diagnostic and research facility to strengthen animal disease surveillance, laboratory diagnosis, disease confirmation, veterinary research, and animal health service delivery.

The main components of the facility include:

A. Ground Floor: The ground floor accommodates the core veterinary diagnostic and laboratory functions of the facility. It is designed to ensure safe and efficient sample handling, laboratory testing, biosafety, and day-to-day technical operations while providing the essential support facilities required for laboratory personnel and visitors. This floor contains the following sections:

- **Sample reception and storage room:** Dedicated area for receiving, registering, handling, and temporarily storing samples before laboratory processing.
- **Sterilization and PPE room:** Facility for sterilization of laboratory equipment and safe storage of personal protective equipment (PPE) to support biosafety and infection prevention.
- **Parasitology laboratory room:** Laboratory for the identification and diagnosis of internal and external parasites affecting livestock.
- **Serology laboratory room:** Laboratory equipped for serological testing to detect antibodies and support disease surveillance and diagnosis.
- **Virology laboratory room:** Specialized laboratory for the detection, isolation, and analysis of viral diseases affecting livestock.
- **ELISA laboratory room:** Dedicated laboratory for conducting Enzyme-Linked Immunosorbent Assay (ELISA) tests for the diagnosis and monitoring of priority animal diseases
- **Molecular diagnostics laboratory room:** Advanced laboratory designed for molecular testing, including PCR-based diagnosis and confirmation of animal diseases.

- **Male and female changing rooms:** Separate changing rooms for laboratory personnel to support biosafety and hygiene requirements.
- **Male and female toilets:** Separate sanitation facilities provided for staff and visitors.

B. First Floor: The first floor is dedicated primarily to administrative, management, and capacity-building functions. It provides office space for laboratory management and staff, meeting facilities, and a training hall to support professional development, stakeholder engagement, and the overall coordination of laboratory operations. This floor contains the following sections:

- **Laboratory Director's office:** Administrative office for the head of the National Veterinary Laboratory to oversee laboratory operations and management.
- **Staff offices/workstations:** Office space for laboratory personnel, technical staff, and administrative support functions.
- **Meeting hall:** Meeting room for management meetings, technical reviews, and stakeholder coordination.
- **Training and capacity-building hall:** Multi-purpose hall designed for staff training, workshops, laboratory demonstrations, and stakeholder capacity-building activities.
- **Kitchen:** Staff kitchen and welfare facility for day-to-day operational use.
- **Male and female toilets:** Separate sanitation facilities to ensure hygiene and gender-sensitive service provision.

In addition, the construction of the Berbera National Veterinary Laboratory will incorporate climate-resilient and energy-efficient measures appropriate to the extremely hot, arid and coastal conditions of Berbera. The building envelopes, roofing, structural components, doors, windows and external fixtures will be designed and installed to withstand high temperatures, strong winds, saline coastal conditions and occasional heavy rainfall. Appropriate roof and site drainage systems will be provided to prevent water ponding, localized flooding, erosion and unsafe stormwater discharge around the laboratory building, access routes and other facilities within the compound.

Given the high temperatures in Berbera and the specialized functions of a veterinary diagnostic laboratory, the facility will be provided with adequately designed mechanical ventilation and air-conditioning (HVAC) systems to maintain suitable indoor temperature, humidity, air quality and ventilation rates for laboratory activities, equipment and personnel.

The laboratory design will also incorporate appropriate biosafety and containment measures based on the types of pathogens, specimens and diagnostic activities to be handled. An appropriately designed incinerator or other approved waste-treatment technology will also be provided or made available for the safe treatment and disposal of infectious, pathological and other hazardous laboratory waste.

In line with the World Bank and Somaliland's National Environmental Regulations, an Environmental and Social (E&S) screening is required prior to the commencement of civil works to identify, mitigate, and

manage any potential environmental and social risks and impacts associated with the construction activities.

2.3 Location of the Sub-project

The sub-project (veterinary laboratory) is located in Berbera city, which is the capital of Sahil region in Somaliland. Berbera City is located along the Gulf of Aden, making it one of Somaliland's major coastal cities. The city is situated approximately 160 km northwest of Hargeisa, the capital of Somaliland. Berbera is home to the country's main seaport and serves as the principal gateway for livestock exports to the Gulf States. The proposed National Veterinary Laboratory is strategically located on the eastern outskirts of the city, providing easy access to the major transport routes within the city. This location will strengthen veterinary diagnostic services, support livestock health certification for export, and improve animal disease surveillance across Somaliland.

The proposed National Veterinary Laboratory is located on the eastern outskirts of Berbera City within an existing government-owned and fenced compound. The surrounding area is generally open, and the site is accessible by existing roads. All proposed construction activities will be undertaken within the existing compound

The site is located at the following GPS:

Latitude: 10.40699805° N

Longitude: 45.01633968° E

See below the pictures of the site



2.4 Sub-Project Activities

The proposed sub-project will involve a series of activities covering the design, construction phases and operation phase. These activities include technical and environmental and social assessments,

stakeholder engagement, preparation of detailed designs, site preparation, construction works, installation of utilities and equipment, and associated external works. The key activities anticipated under each phase are summarized below.

Design Phase: The design phase included the following activities:

- Technical engineering assessments, i.e. the site assessments, structural integrity assessments, geotechnical studies, and surveying
- Environmental and social screening and impact assessments.
- Preparation of technical assessment reports to inform the design review process and tender documents.
- Stakeholder mapping and Engagement
- Design of a layout plan preparation
- Detailed Design (architectural, civil, structural, mechanical & electrical) of construction Works.

Construction Phase: this phase will mainly include the following activities:

Preliminary Work:

- Preparation and implementation of C-ESMP
- Preparation and implementation of E&S Specific sub-plans i.e. Waste management plan, Stakeholders engagement plan, incident management plan, emergency response and awareness plan, local labor management plan etc
- Approval of method statement of the works.
- Clearing and preparation of the construction site.
- Establishing controlled work areas - this includes erecting barriers or enclosures around the work area to prevent unauthorized access
- Removal of damaged structures with low structural integrity
- Disposal of the material from the clearance to the disposal site.
- Levelling the ground in preparation for the new construction.
- Mobilization of construction materials, machinery and equipment.
- Equipment and furniture procurement

Construction Work:

- Excavation works for a new foundation.
- Backfilling.
- Foundation works for the construction
- Structural works for the two-storey Veterinary Laboratory, including reinforced concrete foundations, ground beams, slabs, columns, walls, staircases and roofing, masonry, plastering, flooring, ceilings, painting and other internal and external finishing works.

- Installation of entrance doors and windows, complete with all required accessories.
- Construction and installation of water supply, water storage, plumbing, sanitation and wastewater management systems.
- Installation of electrical and low current system
- Installation of mechanical ventilation, air-conditioning and HVAC systems suitable for laboratory operations and the hot climatic conditions of Berbera.
- Installation/construction of an incinerator or other appropriate waste-treatment system
- Equipment and furniture Installation
- Site structural components related to the external works, including water tanks and septic tanks, generator block, maintenance block, waste disposal/treatment area, internal access roads, paving and stormwater drainage channels.
- Ventilation and usage of suitable doors and windows

During the construction phase, the work will begin with site preparation and clearing of the areas required for the construction of the Berbera National Veterinary Laboratory. Dump trucks will haul unwanted debris and construction waste to a designated disposal site. Before construction begins, the contractor will establish appropriate temporary barriers, warning signs and controlled work zones within the compound, where necessary, to restrict unauthorized access to active construction areas and protect workers and other site users from construction-related hazards.

The construction works will use standard construction equipment and machinery, such as concrete mixers and welding machines, together with hand tools for masonry, carpentry, installation and finishing work. Given the very hot climatic conditions in Berbera, appropriate heat-stress management measures will be implemented during construction, including scheduling physically demanding activities during cooler periods of the day, providing shaded rest areas, ensuring adequate drinking water, and providing regular rest breaks for workers. Normal construction activities will generally be undertaken for eight working hours per day, from approximately 7:00 AM to 4:00 PM, with appropriate breaks.

The materials for construction will be provided by the contractor. These materials shall preferably be procured locally where suitable materials meet the required technical specifications and quality standards are available; where this is not possible, materials may be sourced from other locations. Procuring local materials is although highly recommended as it will spur the economic growth of the project area while also reducing the carbon footprint related to the project implementation.

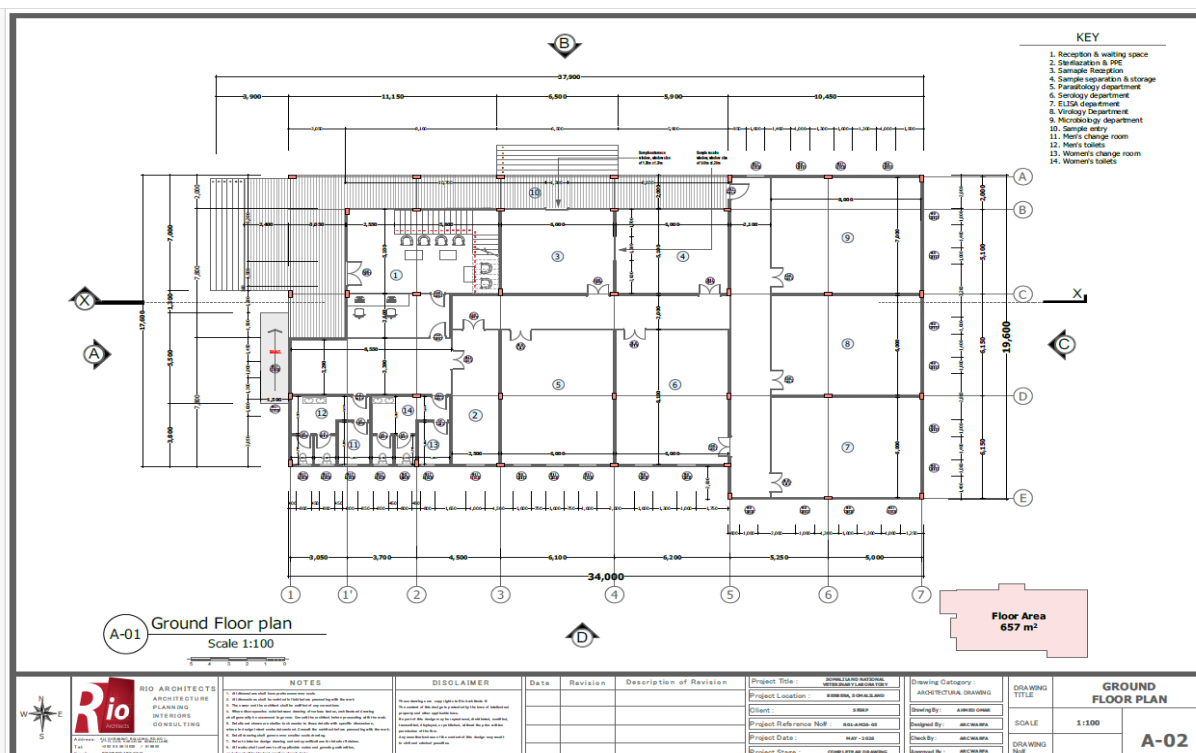
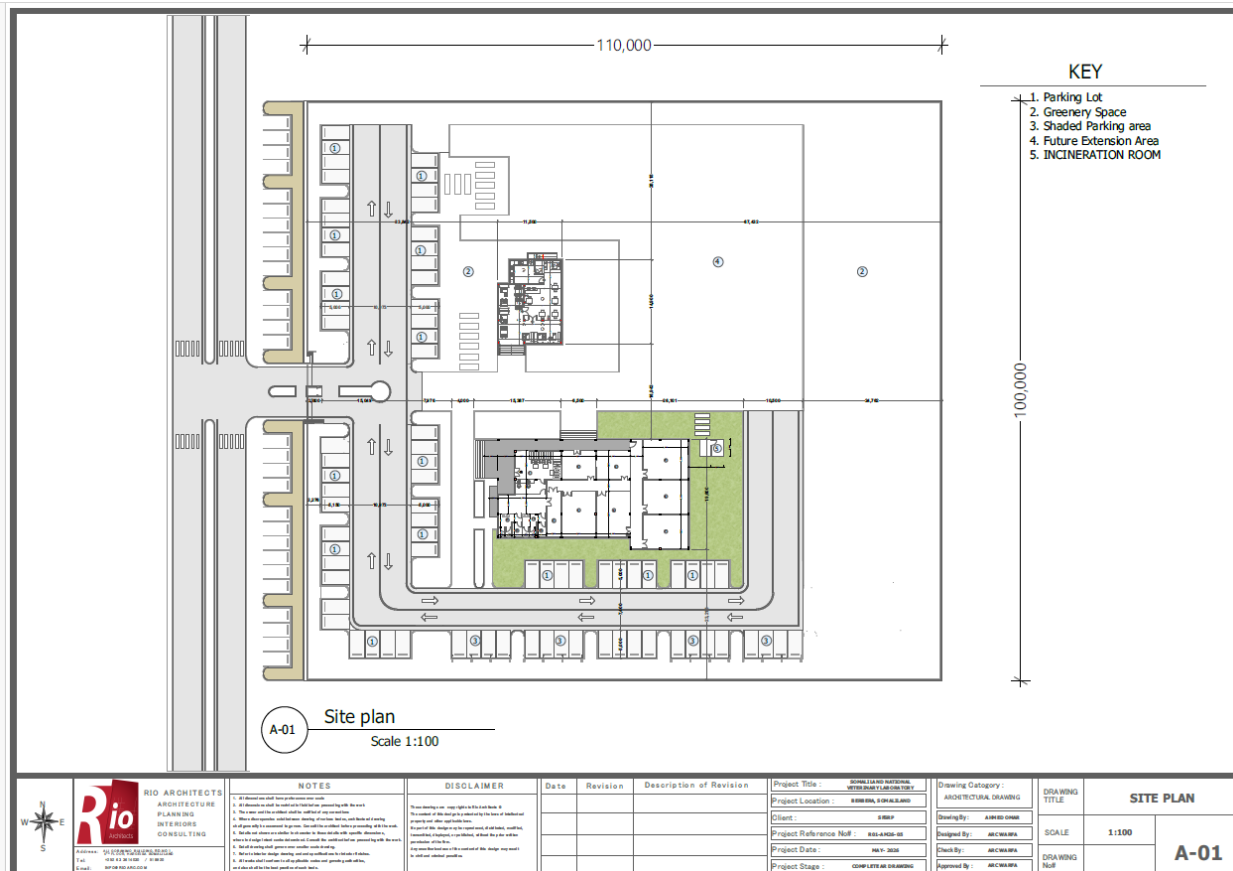
Furthermore, the sub-project will engage local personnel where appropriate for the construction works. Local laborers will be recruited from within Berbera and surrounding communities where the required skills are available, thereby reducing the need for a workers' campsite. Engineers, supervisors and other specialized personnel may also be engaged as required for the construction and installation works.

Operation Phase: The operational phase activities will include:

- Operation of the Veterinary Laboratory for receiving, handling, storing and testing animal samples.

- Veterinary diagnostic activities, including parasitology, serology, virology, ELISA and molecular diagnostic testing.
- Operation and routine maintenance of mechanical ventilation, HVAC, electrical, water supply, sanitation and backup power systems.
- Implementation of laboratory biosafety, biosecurity, infection prevention and containment procedures.
- Operation of autoclaves and other sterilization and decontamination equipment.
- Segregation, collection, temporary storage, treatment and safe disposal of infectious, pathological, sharps, chemical and other laboratory wastes.
- Operation of the incinerator or other approved waste-treatment system, as applicable.
- Routine cleaning, disinfection and maintenance of laboratory rooms, equipment and supporting facilities.
- Implementation of occupational health and safety and emergency preparedness and response procedures.
- Routine inspection, servicing and maintenance of laboratory equipment and building infrastructure.
- Staff training and implementation of appropriate laboratory operating procedures.

The designs below depict the proposed Veterinary Laboratory to be constructed:



KEY

1. Office
2. Staff office/ workstation
3. Executive / Manager Office
4. Meeting Hall
5. Training & capacity building Hall
6. Kitchen
7. Men's toilet
8. Women's toilet

Floor Area 330 m²

[illegible]

Figure 4: Electrical System Plan (Ground Floor)

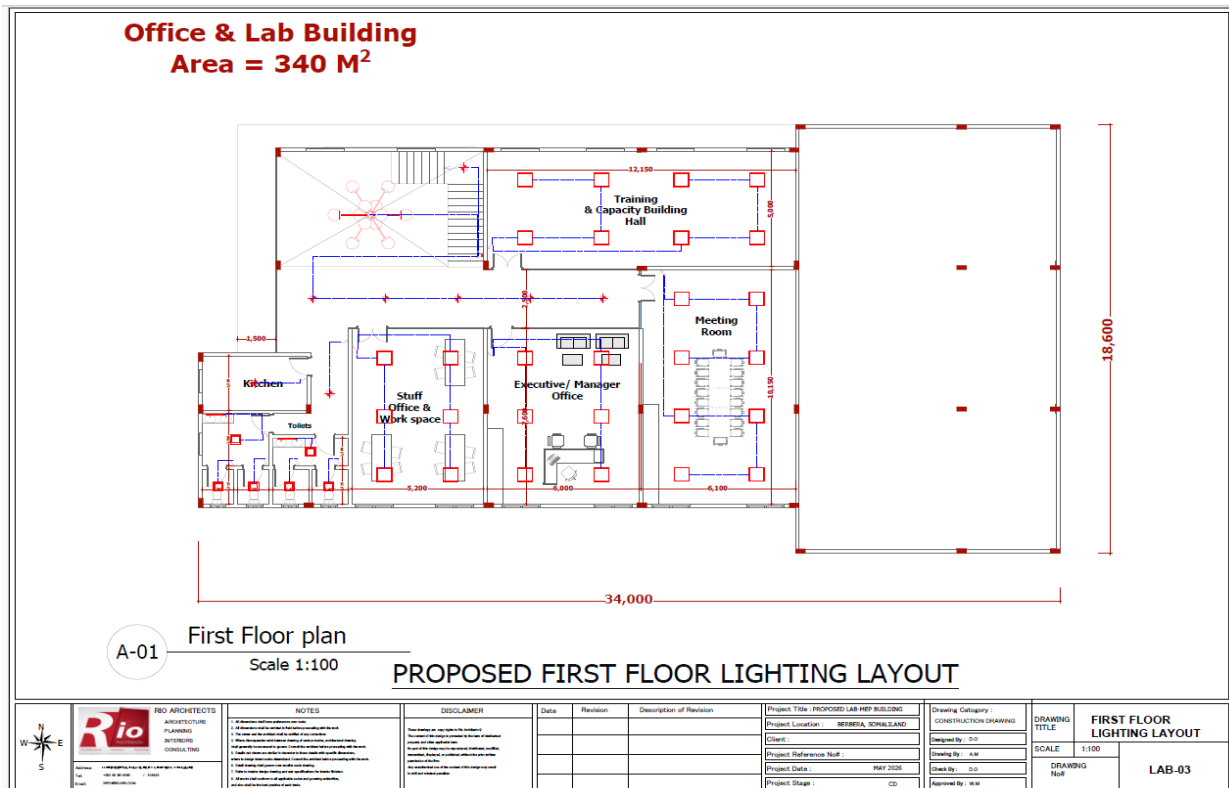
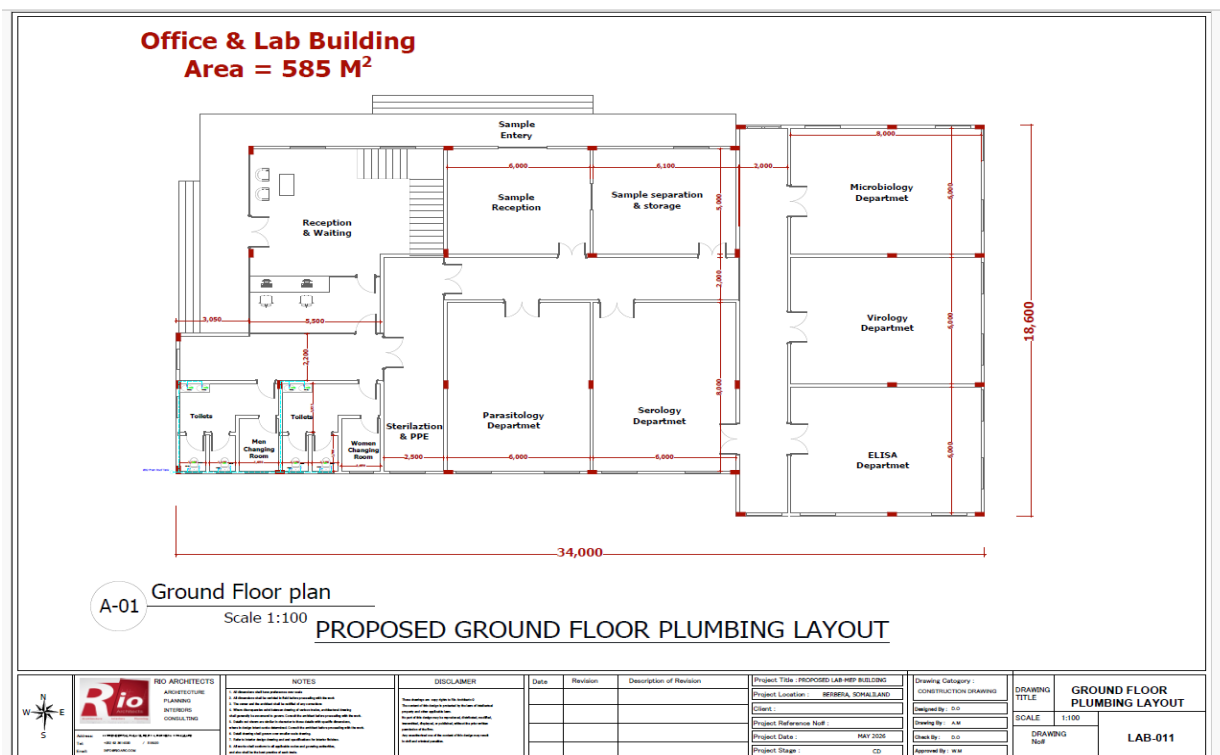


Figure 5: Electrical System Plan (First Floor)



GROUND FLOOR COMFORT COOLING, PRECISION COOLING AND VENTILATION LAYOUT

000PE

	Rio ARCHITECTS PLANNING ENGINEERING CONSULTING	NOTES - All dimensions shall be in millimeters unless otherwise stated. - Dimensions shall be given in whole numbers. - To verify all dimensions and levels of construction. - Wherever there is a conflict between dimensions and notes, the notes shall prevail. - Wherever there is a conflict between dimensions and notes, the notes shall prevail. - Wherever there is a conflict between dimensions and notes, the notes shall prevail.	DISCLAIMER This drawing was prepared by Rio Architects for the purpose of providing information only. It does not constitute a contract or a warranty of any kind. The user of this drawing assumes all responsibility for its use.	Date	Revision	Description of Revision	Project Title : PROPOSED LABORATORY BUILDING	Drawing Category :	DRAWING TITLE	GROUND FLOOR HVAC LAYOUT
							Project Location : MIMARA, SORANGALAND	CONSTRUCTION DRAWING		
							Client :	Designed By : R.O.	SCALE 1:100	
							Project Reference Null :	Drawing By : A.M.	DRAWING NULL	
							Project Date : MAY 2028	Check By : R.O.		
							Project Stage : CD	Approval By : N.W.		

2.5 Applicable Design Features and Standards

Given the very hot climatic conditions in Berbera and the specialized functions of a veterinary diagnostic laboratory, the building will incorporate mechanical ventilation and air-conditioning systems to maintain appropriate indoor temperatures, air quality and ventilation for laboratory personnel, equipment and diagnostic activities.

- Draft Somaliland Building Control Regulations (2022) – Ministry of Public Works, Land and Housing
- British Standards (BS) for Construction Materials and Workmanship
- Eurocode – EN 1990: Basis of Structural Design
- Eurocode 1 – EN 1991: Actions on Structures - Part 1-1: General Actions – Densities, Self-weight and Imposed Loads for Buildings.

- Eurocode 2 – EN 1992: Design of Concrete Structures - Part 1-1: General rules, and rules for buildings
- Eurocode 3 – EN 1993: Design of Steel Structures - Part 1-1: General Rules and Rules for Buildings.
- Eurocode 6 – EN 1996: Design of Masonry Structures - Part 2: Design Considerations, Selection of Materials and Execution of Masonry.
- Eurocode 7 – EN 1997: Geotechnical Design - Part 2: Ground Investigation and Testing.
- WHO Laboratory Biosafety Manual, 4th Edition – risk-based guidance for laboratory biosafety, containment, facility design, equipment, decontamination and safe laboratory operations.
- World Bank Group General Environmental, Health and Safety (EHS) Guidelines – applicable requirements and GIIP for occupational health and safety, wastewater, waste management, hazardous materials, air emissions, noise, fire safety and emergency preparedness.
- Applicable international fire and life-safety standards – for fire prevention, detection, emergency exits, firefighting equipment and emergency response.
- Manufacturer specifications and applicable technical standards for HVAC systems, autoclaves, laboratory equipment, cold-chain equipment, backup power systems and waste-treatment equipment.

Section 3: Environmental and Social Baseline Description

3.1 Introduction

This section describes the overall baseline condition of the area around the site, in regard to the biological and physical environment, as well as the socio-economic and cultural background of the sub-project area. The target location is the site for the Veterinary Laboratory and its periphery and overall area of Berbera city. Berbera city is predominantly urban and built-up area, that is known for being the main seaport of the country.

3.2 Geographic Area of the Site

The proposed site for the Veterinary Laboratory is located on the eastern outskirts of Berbera City within a government-owned land. The site is enclosed by a perimeter fence delineating the site from the neighboring lands. The surrounding area is largely undeveloped, with limited physical structures and infrastructure, making it suitable for the proposed development. The site is easily accessible from the main tarmac road and provides adequate space for the proposed laboratory buildings, supporting infrastructure, and future expansion.

The proposed site is bordered to the south by open fenced government lands owned by the Ministry of Justice and the Ministry of Energy and Minerals. To the north, it is bordered by open land and a small hill, while to the east and west, it is bounded by access roads. The site is located approximately 500m (half a kilometer) from the main road crossing Berbera City, while the nearest residential house is more than 400m to the west. Overall, the immediate surroundings are largely open, with limited residential, commercial, or industrial development nearby, thereby reducing the potential for disturbance to surrounding communities during the construction and operation of the Veterinary Laboratory.

There are no sensitive receptors in the immediate vicinity of the proposed site, such as schools, mosques, health facilities, markets or other major public facilities. The relatively isolated location of the site therefore reduces the potential for construction-related impacts, such as dust, noise, traffic and safety risks, on nearby communities and public facilities.

Traffic around the proposed Veterinary Laboratory site is generally low, as the facility is located on the outskirts of Berbera City, away from densely populated areas. The site is accessible through existing local access roads. However, potential traffic impacts will be considered during construction, given the anticipated increase in vehicle movements associated with the transportation of construction materials, equipment and waste. Appropriate traffic management and road safety measures will be implemented to minimize potential disruptions, accidents and risks to other road users and surrounding communities.

For clarity, the following picture is the map of the location of the site. The area to be constructed is the part highlighted with the red color:



Figure 5: Location of the Berbera Veterinary Laboratory

3.3 Biophysical Environment

a) Topography

Berbera is located within Somaliland's northern coastal plain along the Gulf of Aden. The wider coastal landscape is generally low-lying and relatively flat, before rising southward toward the inland escarpments and mountainous areas. Regional land-resource assessments classify the Berbera area as part of Somaliland's Coastal Plain and Piedmont, generally below 500 metres above sea level.

At the proposed Veterinary Laboratory site, the terrain is generally flat and stable, with no significant steep slopes or major drainage channels observed during the site assessment. These conditions are generally favourable for construction, although appropriate site grading and stormwater drainage will be incorporated into the detailed design to prevent localized water accumulation and erosion.

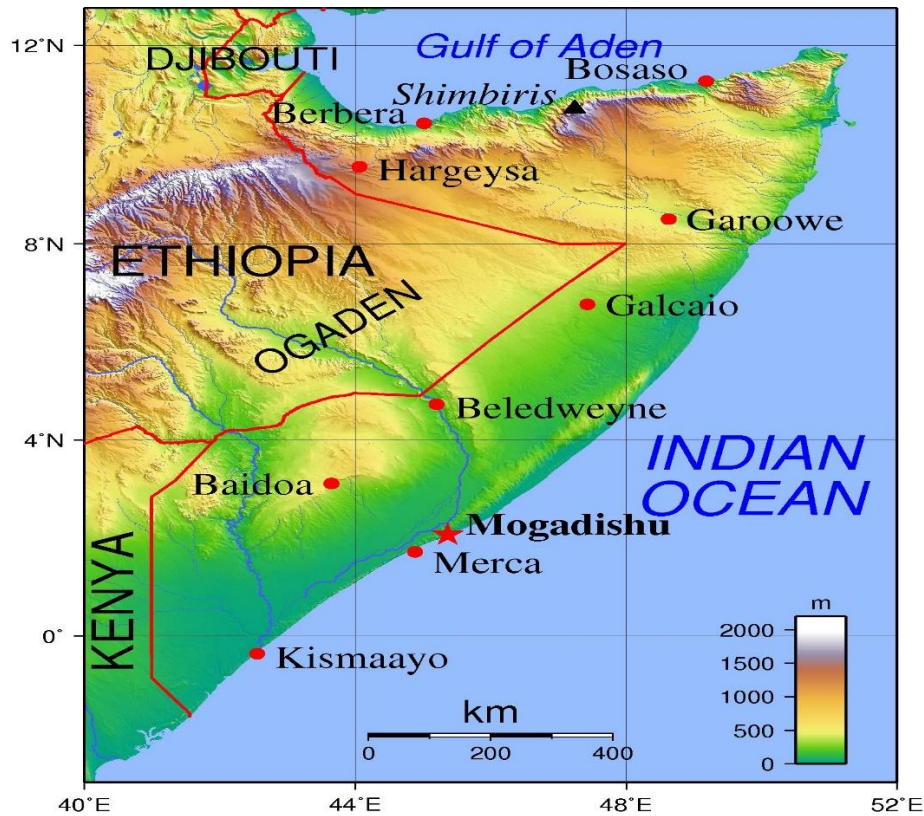


Figure 6: Regional topographic context showing Berbera

b) Geology and Soil

The geology of the Berbera area reflects its location along the Gulf of Aden coastal margin. Geological information indicates that the coastal plain around Berbera contains recent alluvial and marine deposits, including sand, gravel and other materials transported from the inland highlands. Coral limestone also occurs around parts of Berbera. More broadly, the Berbera plain overlies sedimentary formations associated with the geological development of the Gulf of Aden.

Somaliland government geological information indicates that the western coastal areas contain eolian and marine sediments, Quaternary deposits, sandstone, limestone and crystalline basement rocks. The broader Hargeisa–Berbera corridor also contains extensive crystalline basement formations, while sediments become increasingly important toward the coast.

Soils across Somaliland's coastal plain are dominated by Arenosols (49%) and Regosols (24%), followed by Leptosols (12%), Solonchaks (8%), Cambisols (5%) and Fluvisols (2%). These soils generally reflect the arid climate and sandy/alluvial parent materials of the coastal landscape.

These regional soil characteristics provide useful baseline context but do not substitute for site-specific geotechnical investigations required for final foundation and structural design. During the assessment,

site-specific geotechnical and soil investigations were conducted as part of the technical engineering assessment for the proposed Veterinary Laboratory. The findings of these investigations were used to confirm the ground conditions at the site and to inform the foundation, structural and other relevant aspects of the detailed engineering design.

c) Climatic Conditions

Berbera has a hot, arid coastal climate, strongly influenced by its location on the Gulf of Aden. The wider Berbera coastal plain is classified as a hot, dry desert environment characterized by very high temperatures, limited rainfall and high potential evapotranspiration.

The climate has important implications for both construction and operation of the Veterinary Laboratory. In particular, high temperatures require appropriate heat-stress management for construction workers and adequate thermal design, mechanical ventilation and cooling for the operational laboratory.

d) Average Temperature

Temperature is one of the most important climatic considerations for the proposed laboratory. Long-term climate normals for Berbera (1991–2020) indicate mean monthly temperatures ranging from approximately 24.6°C in January to 36.5°C in July. Average maximum temperatures reach approximately 41.0°C in June and 41.5°C in July.

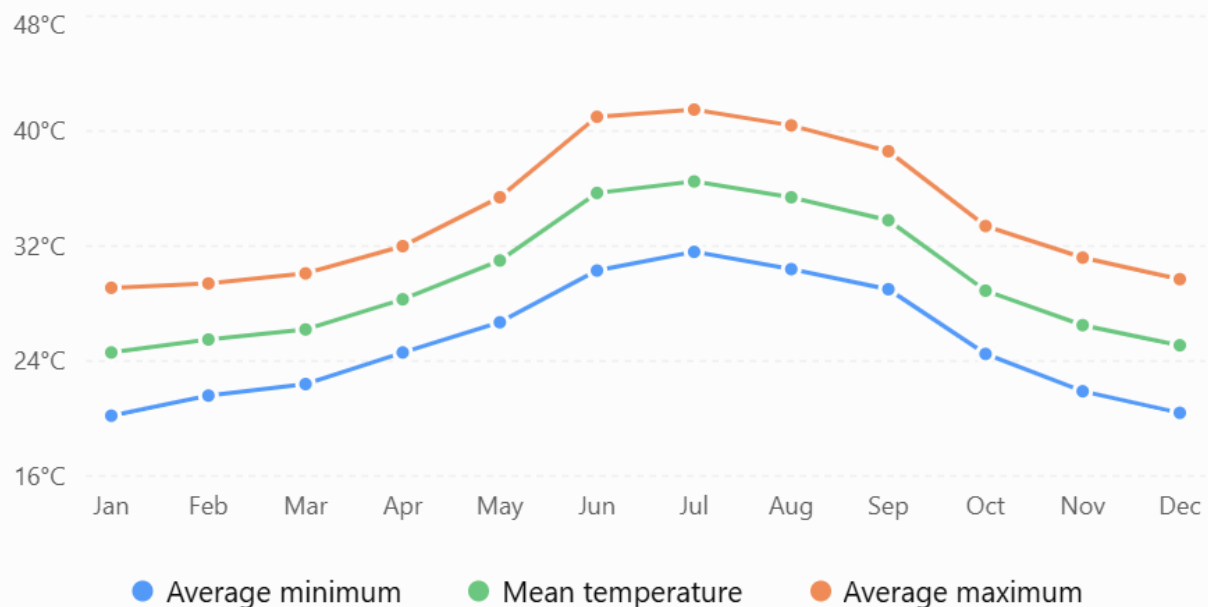
Table 2: Average monthly temperature in Berbera (1991-2020)

Month	Avg. Min. (°C)	Mean (°C)	Avg. Max (°C)
Jan	20.2	24.6	29.1
Feb	21.6	25.5	29.4
Mar	22.4	26.2	30.1
Apr	24.6	28.3	32.0
May	26.7	31.0	35.4
Jun	30.3	35.7	41.0
Jul	31.6	36.5	41.5
Aug	30.4	35.4	40.4
Sep	29.0	33.8	38.6
Oct	24.5	28.9	33.4
Nov	21.9	26.5	31.2
Dec	20.4	25.1	29.7

Source: WorldClim/CRU TS v4.09, 1991–2020 Berbera climate normals.

Average monthly temperature in Berbera

Monthly minimum, mean and maximum temperatures, 1991–2020 climate normals.



Source: StatsClimat, based on WorldClim/CRU TS v4.09.

The data demonstrate that the June–September period presents the greatest heat exposure, which is particularly relevant to worker heat-stress management during construction and the design of cooling and ventilation systems for laboratory operation.

e) Rainfall and Precipitation

Berbera receives very limited and variable rainfall. Different climate datasets produce somewhat different annual totals because of differences in observation periods and methods; however, they consistently characterize Berbera as arid. One long-term climate dataset for 1991–2020 reports approximately 63 mm annually, while a Somaliland land-resource assessment characterizes the wider coastal plain including Berbera as generally receiving less than 100 mm per year.

Based on the 1991–2020 climate normals, April and May are comparatively wetter, while June and July are particularly dry.

Table 3: Average rainfall in Berbera (1991–2020)

Month	Rainfall (mm)
January	4.8

February	3.3
March	6.4
April	12.6
May	9.6
June	1.1
July	2.2
August	4.1
September	5.0
October	4.6
November	5.7
December	4.0
Annual	≈63.4

Source: WorldClim/CRU TS v4.09, 1991–2020 climate normals

Although annual rainfall is low, short-duration rainfall events can still generate rapid surface runoff, particularly where soils are dry or compacted.

f) Humidity

Berbera's coastal location means that humidity can remain significant despite its arid climate. Available weather records indicate an annual average relative humidity of around 60%, with monthly averages ranging approximately from 41% in July to around 69% in February in one recent observational dataset.

The combination of high temperatures and coastal humidity can increase thermal discomfort and occupational heat stress. This reinforces the importance of adequate hydration, rest arrangements and heat-stress management during construction, as well as appropriate mechanical ventilation and cooling during laboratory operation.

g) Wind

Berbera experiences noticeable seasonal variation in wind speed and direction. Available climate data indicate that winds are generally strong during the summer, particularly June to August. One dataset reports average wind speeds increasing from approximately 7.6–9.9 mph (12–16 km/h) during much of the cooler part of the year to about 18.1 mph (29 km/h) in July.

Wind direction also varies seasonally. Winds are predominantly southerly from mid-May to late September, while easterly winds predominate for much of the period from October through April.

Wind conditions are relevant to the project because they may influence dust generation and dispersion during construction, as well as roofing, external fixtures and laboratory exhaust-system design.

h) Water Resources and Hydrology

Surface water resources in the Berbera coastal plain are limited because of the arid climate, low rainfall and high evaporation rates. There are no permanent rivers crossing the coastal plain around Berbera. Instead, drainage is generally associated with seasonal watercourses or togs/wadis, which may carry

water for short periods following heavy rainfall in the inland mountains. Much of this flow infiltrates into the sandy and gravelly alluvial deposits before reaching the coast.

Consequently, groundwater is an important water resource for Berbera. Hydrogeological investigations identify alluvial aquifers associated with seasonal valleys and fractured or sedimentary geological formations in the wider Berbera area. The Togga Kalajab area, for example, contains alluvium, conglomerate and limestone overlying fractured basement rocks and has historically been investigated for groundwater development.

Available water-sector information identifies the Fara Dero wellfield as an important source of water supply for Berbera, historically supplying approximately 1,800 m³/day through boreholes and storage reservoirs.

At the proposed Veterinary Laboratory site itself, the site assessment did not identify significant surface-water bodies or major drainage channels within the construction footprint. Nevertheless, the combination of dry ground conditions and occasional intense rainfall means that appropriate grading, roof drainage and stormwater channels should be incorporated into the facility design to avoid localized ponding and erosion.

I) Vegetation Cover

Berbera lies within Somaliland's arid northern coastal plain, where vegetation cover is naturally sparse because of very low rainfall, high temperatures, high evapotranspiration and generally poor soils. FAO-SWALIM reports that approximately 95% of the Coastal Plain and Piedmont landform is either bare land or covered by herbaceous vegetation, while woody vegetation accounts for only about 4% of the land cover, much of it scattered between Zeila and Berbera.

The wider coastal zone supports vegetation adapted to arid, saline and drought-prone conditions. Historical vegetation surveys of the northwestern coastal zone identify plant communities associated with species such as *Panicum turgidum*, *Balanites* spp. and *Acacia* spp., as well as halophytic vegetation including *Suaeda monoica* and *Aeluropus lagopoides*. Vegetation associated with seasonal drainage areas may include species such as *Tamarix* spp. and *Leptadenia pyrotechnica*.

More recent flora surveys undertaken in the Berbera coastal section also confirm the presence of drought-resistant trees and shrubs. Species recorded in the Berbera area include Umbrella Thorn Acacia (*Acacia/Vachellia tortilis*), African Commiphora (*Commiphora africana*), and Desert Date (*Balanites aegyptiaca*). These species are characteristic of dry environments and are adapted to the limited availability of water.

The broader coastal area has also experienced the spread of the invasive **Prosopis** (*Prosopis juliflora*). FAO-SWALIM reports that Prosopis has spread along parts of the Gulf of Aden coastal area extending from Lughaya toward Berbera and is capable of establishing in very dry conditions. Where encountered, its management should avoid facilitating further spread through the movement of contaminated soil or plant material.

At the proposed Veterinary Laboratory site itself, vegetation is sparse and scattered, consisting mainly of grasses, shrubs and a limited number of drought-tolerant trees. Much of the site consists of open or bare ground, and no dense vegetation cover occurs within the proposed construction area. During the site assessment, vegetation observed within and around the site included Chaparral Whitethorn (*Ceanothus leucodermis*) and Candy Grass (*Eragrostis cilianensis*), together with other scattered shrubs and grasses. Vegetation cover within the proposed construction footprint is limited, and therefore only minor vegetation clearance is expected during site preparation.

Additionally, no dense vegetation, forest cover, protected habitat or other critical biodiversity features were identified within or immediately around the proposed site during the site assessment. Nevertheless, unnecessary clearing should nevertheless be avoided, and existing vegetation outside the required construction footprint should be retained where practicable.

3.4 Socio-Economic Context

Berbera is the administrative and economic center of Sahil Region and one of Somaliland's most important coastal cities. Its socio-economic importance is strongly linked to the Port of Berbera, livestock trade and export, transport and logistics, fisheries, commerce and service activities. The following subsections summarize the main socio-economic characteristics relevant to the proposed National Veterinary Laboratory.

a) Population

Reliable and recent city-level population statistics for Berbera are limited, and estimates vary considerably among sources. A groundwater and urban water-supply assessment used an estimated population of approximately 67,000 for Berbera in 2020, together with an estimated annual growth rate of 4.1%. This figure should therefore be treated as a planning estimate rather than a recent population census.

Applying the reported 4.1% annual growth rate to the 2020 planning estimate would give an indicative population of approximately 85,000 by 2026. However, this is a projection rather than an official population count and should not be presented as a census figure.

Table:

Indicator	Available information
Berbera population estimate (2020)	~67,000
Reported annual growth rate	4.1%
Indicative 2026 projection*	~85,000
Administrative region	Sahil

Settlement type	Urban/coastal city
-----------------	--------------------

**The 2026 figure is a simple projection based on the 2020 estimate and reported 4.1% annual growth rate; it is not an official census figure. Source for 2020 baseline and growth rate: groundwater/urban water-supply assessment.*

Population growth and continued urban development are increasing demand for water, electricity, roads, waste management, health care, education and other municipal services.

b) Livelihood and Employment

Berbera has a relatively diversified urban economy compared with many settlements in Somaliland. Livelihoods are closely connected to port operations, livestock trading and export, transport and logistics, fisheries, small businesses, construction and service-sector activities. Livestock remains particularly important because animals from Somaliland and neighbouring areas are transported through Berbera for export to Gulf markets. Somaliland's livestock development policy identifies Berbera as having a long history as a major livestock export port and notes that the sector generates government revenue and employment for professionals and other service providers.

The Port of Berbera and associated transport corridor are major drivers of commercial activity and employment. The movement of goods and livestock generates direct and indirect livelihood opportunities through loading and handling, transportation, livestock services, trading, accommodation, food services and other businesses. Berbera's strategic transport importance has also increased because of its connection with Hargeisa and Ethiopia.

Fishing is another livelihood activity because of Berbera's location on the Gulf of Aden. FAO has supported fisheries-related livelihood activities involving disadvantaged communities in Berbera, illustrating the potential of fish processing and marketing to generate household income and improve food security.

Youth employment remains an important development issue. Employment programmes implemented in Berbera and other Somaliland cities have shown that vocational skills and employment opportunities can improve labour-market outcomes among young people. The Berbera Urban Development Project has similarly sought to combine improvements in municipal services with employment and entrepreneurship opportunities, particularly for women, youth and vulnerable groups.

c) Infrastructure

Berbera has strategically important infrastructure serving both the city and Somaliland's wider economy. The most significant asset is the Port of Berbera, which serves as a principal maritime gateway for imports, exports and livestock trade. The city is also connected to Hargeisa through the Berbera–Hargeisa road corridor, which provides an important transport link between the coast, Somaliland's major population centres and onward trade routes toward Ethiopia. World Bank assessments have identified this corridor as one of the country's important transportation routes.

Within Berbera, infrastructure includes urban roads, drainage, electricity distribution, water-supply facilities, telecommunications and municipal services. However, as in other rapidly growing urban centres, expansion of the population and economic activities places increasing pressure on infrastructure and service delivery.

For the proposed Veterinary Laboratory, the location on the outskirts of Berbera provides access to existing roads while remaining outside the city's densely developed areas. As described in the site baseline, the laboratory site is approximately 500 m from the main road crossing the city.

d) Water Supply

Water availability is a significant development consideration for Berbera because of its hot and arid climate, very low rainfall and limited permanent surface-water resources. Groundwater therefore plays an important role in the city's water supply.

A groundwater assessment's urban water-supply investment table reports Berbera with an estimated 2020 population of 67,000 and annual population growth of 4.1%. The assessment indicates that continued investment in urban water infrastructure is necessary to respond to growing demand. Somaliland's broader development framework similarly identifies groundwater as the principal source of drinking water and recognizes urbanization as placing additional pressure on water and sanitation infrastructure.

For the Veterinary Laboratory, a reliable water supply will be particularly important for laboratory operations, cleaning, sanitation and other routine facility requirements during the operation phase.

e) Electricity

Berbera is served by an urban electricity network. World Bank electricity-sector documentation identifies Berbera Electricity Company (BEC) as the operator of the city's network. A 2021 sector assessment reported approximately 7 MW of installed generation capacity in Berbera and an indicative tariff at that time of approximately US\$0.50/kWh. These figures are historical and should not be treated as current capacity or tariff levels.

The electricity system is undergoing further development. Under the World Bank-financed Somali Electricity Sector Recovery Project, investment has been planned for solar photovoltaic generation and battery energy storage in Berbera, intended to improve electricity supply and increase renewable-energy generation.

Reliable electricity is particularly important for the proposed Veterinary Laboratory because laboratory equipment, refrigeration and cold-chain systems, HVAC and mechanical ventilation, sterilization equipment and other critical systems require dependable power. Appropriate backup power will therefore be incorporated into the laboratory infrastructure.

Section 4. Relevant Legal and Regulatory Frameworks

The implementation of the proposed construction of the Berbera veterinary laboratory will be guided by both national legislations and international safeguard requirements including World Bank E&S policies and guidelines. At the national level, the sub-project activity is subject to the following laws and policies:

1. **The Constitution of the Republic of Somaliland (2001):** Provides the overarching legal basis for environmental protection, public health and welfare, labour rights, property rights and sustainable development. In particular, Articles 18 and 34 provide for the protection and safeguarding of the environment.
2. **Somaliland National Environment Policy (2015):** Provides the national policy framework for sustainable environmental and natural-resource management. It requires development activities, including public infrastructure, to prevent, minimize and manage environmental degradation and pollution.
3. **Somaliland Environmental Management Act, Law No. 79/2018:** Establishes requirements for environmental management, environmental assessment, pollution prevention and environmental compliance of development activities.
4. **Somaliland Environmental and Social Impact Assessment (ESIA) Guidelines:** This necessitates the identification, assessment, management, and monitoring of potential adverse environmental and social impacts associated with development projects. It provides procedures and guidance for environmental and social screening, assessment, mitigation, preparation of management measures, consultation, monitoring and reporting for development projects.
5. **Somaliland National Climate Change Policy (2023):** relevant to climate resilience, adaptation and consideration of climate-related risks in infrastructure design. This policy is particularly applicable as it promotes the development of climate-resilient infrastructure, improved energy and resource efficiency, and measures to reduce greenhouse gas emissions and the overall carbon footprint of development activities.
6. **Urban Land Management Law, Law No. 17/2001, as amended in 2008:** Regulates urban land management, land use and development. It is relevant to the sub-project because the Veterinary Laboratory will be constructed on existing government-owned land in Berbera, with all works confined within the designated government compound.
7. **Somaliland Labor/Private Sector Employment Law, Law No. 31/2020:** establishes requirements relating to employment conditions, worker rights, contracts, occupational health and safety, workplace sanitation, complaints and protection of workers.
8. **Regional and District Administration (Local Government) Law, Law No. 23/2019** – Establishes the functions and responsibilities of regional and local governments. It is relevant to coordination with the relevant Berbera/Sahil authorities regarding local development, municipal services, waste management, infrastructure and other administrative requirements associated with construction and operation of the facility.
9. **Urban Waste Management and Hygiene Law, Law No. 83/2018** – relevant to management of construction waste, municipal solid waste, sanitation, hygiene and waste generated during operation of the laboratory.

10. **Somaliland Forestry and Wildlife Conservation Law, Law No. 69/2015** – relevant to protection of existing trees, vegetation, birds and other biodiversity that could potentially be affected by project activities.
11. **Somaliland National Gender Policy (2009)**: Provides the national framework for promoting gender equality, participation and protection against discrimination. It is relevant to employment opportunities, stakeholder engagement, workplace conduct and measures to prevent and respond to GBV, sexual exploitation and abuse, and sexual harassment (SEA/SH) during construction and operation.
12. **Draft Somaliland Building Control Regulation**: This regulation is relevant to the proposed construction of the lab by taking into consideration the applicable provisions relating to structural safety, construction quality, fire and life safety, accessibility, building services, materials and workmanship, inspection, and compliance with approved designs and technical requirements.
13. **Somaliland National Development Plan III (2023–2027)**: provides the broader national development framework, including priorities for urban development, spatial planning, public infrastructure, environmentally sustainable development and improved construction and rehabilitation of public buildings.
14. **Applicable Ministry of Public Works, Land and Housing requirements and technical standards**: relevant to structural design, building works, physical planning, construction supervision and technical approval. NDP III identifies the Ministry as the primary government institution responsible for design/supervision of public buildings and development of urban and spatial planning frameworks.

The sub-project activities will also align with the World Bank’s Environmental and Social Framework (ESF), which sets out ten Environmental and Social Standards (ESS) designed to ensure that development interventions are environmentally sound, socially inclusive, and sustainable. The following are the ESS standards:

- **ESS1**: Assessment and Management of Environmental and Social Risks and Impacts
- **ESS2**: Labor and Working Conditions
- **ESS3**: Resource Efficiency and Pollution Prevention and Management
- **ESS4**: Community Health and Safety
- **ESS5**: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- **ESS6**: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- **ESS8**: Cultural, Historical, and Important Archaeological Sites
- **ESS10**: Stakeholder Engagement and Information Disclosure

The following World Bank guidelines and good international practices are also applicable to the proposed construction and operation of the Veterinary Laboratory:

- **World Bank Group General Environmental, Health and Safety (EHS) Guidelines**
- **World Bank Group EHS Guidelines** for Construction and Decommissioning, as contained within the General EHS Guidelines
- **Good International Industry Practice (GIIP)** relevant to building construction, occupational health and safety, fire safety, waste management and community safety.

Section 5. Stakeholder Consultations and Feedback

5.1 Stakeholder Consultation

The preparation of this ESMP and design process of the sub-project was highly dependent on stakeholder consultations, conducted as per the Stakeholder Engagement Plan (SEP). Between 21st and 23rd July 2026, the Environmental and Social (E&S) safeguards team conducted stakeholder consultation meetings and a site assessment for the proposed construction of the Veterinary Laboratory in Berbera. The main purpose of the consultations and site visit was to identify potential environmental and social risks, collect baseline information, and gather stakeholders' views on the proposed development.

During the first day, the E&S safeguards team first met with the Regional Governor and the Regional Representative of the Ministry of Livestock and Rural Development (MoLRD) to introduce the proposed construction of the Veterinary Laboratory in Berbera. During the meeting, the team explained the objectives of the Somaliland Food Systems Resilience Project (SL-FSRP), the purpose of the proposed laboratory, and the environmental and social assessment process. Following the meeting, a joint site visit was conducted with the MoLRD representative to verify the suitability of the proposed site, confirm the land ownership status, and identify any environmental or social issues that should be considered during the planning and design of the project.

On the second day, the E&S team conducted a broader stakeholder consultation meeting attended by 21 participants, including 2 women, representing the Ministry of Livestock and Rural Development (MoLRD), Ministry of Social Work, Ministry of Land and Housing, Berbera Local Municipality, the Office of the Regional Governor, nearby residents, and other relevant stakeholders. During the consultation, the team presented the proposed project, discussed the potential environmental and social risks and mitigation measures, introduced the project's GRM, and gathered stakeholders' views, concerns, and recommendations to inform the planning and implementation of the Veterinary Laboratory.

Finally, E&S safeguards team also explained how environmental and social safeguard measures would be integrated into the project to minimize potential risks and impacts associated with the construction activities. During the consultation, participants identified several potential environmental and social risks, including waste generation, labor-related issues including unfair employment opportunities for local residents and potential misconduct or exploitation (GBV) due to the labor influx. Stakeholders also highlighted the very hot climatic conditions in Berbera, noting that construction workers may be exposed to heat stress, dehydration, and other heat-related illnesses.

In addition, the E&S team provided awareness on the project's GRM, including the available channels for submitting complaints or concerns related to the project, such as the hotline number (9660). Awareness was also raised on Gender-Based Violence (GBV) risks and prevention measures, emphasizing the importance of maintaining a safe, respectful, and inclusive working environment throughout project implementation.



Figure 7: Consultation with the local authorities (Berbera Local Municipality, MOAD and MoECC representatives)

5.2 Objectives of the Consultation

The consultation meeting was convened with the following specific objectives:

- To identify potential environmental and social risks and impacts associated with the construction of the veterinary laboratory.
- To create awareness and sensitize participants on Environmental and Social (E&S) safeguards, including Gender-Based Violence (GBV) prevention and response.
- To introduce and discuss the Grievance Redress Mechanism (GRM) process and its application during program implementation.

5.3 Key Issues from the Stakeholder Consultation

During the stakeholder consultation, participants generally welcomed the proposed construction of the Berbera National Veterinary Laboratory and recognized its importance in strengthening animal disease diagnosis, surveillance and control, improving veterinary services, and supporting the livestock sector in Somaliland.

The SL-FSRP E&S team then presented an overview of the project's E&S safeguard framework, explaining the requirements under World Bank Environmental and Social Standards (ESS). Participants were introduced to key concepts including risk identification, mitigation planning, community engagement, and the importance of inclusive approaches that consider vulnerable groups such as women-headed households, IDPs, and minority groups. Awareness was also raised on Gender-Based Violence (GBV) risks and prevention, with emphasis on maintaining a safe and respectful working environment. Finally, the safeguarding team shared information on the Grievance Mechanism (GM) process and its importance, outlining the channels through which community/staff can submit complaints or concerns related construction of the lab.

During the consultation, participants actively engaged in discussions and raised several important issues related to environmental and social risks associated with the construction of the veterinary lab. The following key issues were highlighted:

- Participants raised concerns regarding the generation and disposal of construction waste and debris
- Participants highlighted potential occupational health and safety risks to construction workers, including injuries from machinery and tools, working at height, electrical hazards, exposure to dust and excessive heat.
- Particular concern was raised regarding heat stress and heat related illnesses, given the very high temperatures experienced in Berbera
- Concerns were raised regarding dust, noise and emissions from construction activities and movement of vehicles and machinery, particularly during site preparation, excavation and transportation of construction materials.
- Participants raised concerns about possible GBV/SEAH and inappropriate behaviour associated with labour influx
- Participants emphasized that the operational laboratory will generate infectious, pathological, sharps, chemical and other potentially hazardous laboratory wastes, which will require proper waste management
- Participants emphasized the importance of continued consultation and timely communication with traders throughout project implementation.

Section 6. Environmental and Social Risks and Mitigation Measures

6.1. Introduction

The proposed construction of the Berbera National Veterinary Laboratory is an important initiative aimed at strengthening veterinary diagnostic capacity, animal disease surveillance and control, and overall animal health services while supporting livestock production, public health and livestock trade in Somaliland. While the sub-project is largely beneficial, its construction and operation carry certain environmental and social risks that must be carefully identified and managed to ensure safe and sustainable implementation. This section therefore presents a systematic assessment of the potential environmental and social risks associated with the sub-project and proposes mitigation measures to address them. The risk management approach is aligned with the World Bank Environmental and Social Standards (ESSs), applicable Environmental, Health and Safety Guidelines (EHSs), national regulations, and relevant Good International Industry Practice (GIIP), including appropriate consideration of occupational health and safety, biosafety, biosecurity and laboratory waste management. The following are the anticipated Environmental and Social Risks:

6.2 Anticipated Environmental and Social Risks During Construction

During the construction of the veterinary laboratory, several environmental and social risks and impacts may arise that require appropriate mitigation and monitoring. The main anticipated risks include:

- a) **Construction related waste:** Construction activities, including site preparation, excavation, masonry, installation works and finishing, will generate excavated materials, packaging, scrap materials and other solid waste. Waste should be properly collected, segregated, temporarily stored, transported, and disposed of at approved disposal locations. Reusable and recyclable materials should be recovered where practicable.
- b) **Inadequate Stakeholder Engagement and Grievance Management:** Poor communication regarding construction activities may result in misunderstandings, complaints or disputes with surrounding communities, workers and other stakeholders. Stakeholder engagement should therefore continue throughout construction, and affected stakeholders should be informed in advance about activities that may cause temporary disturbance. The sub-project will adopt a multi-tier grievance redress mechanism (GRM) to ensure that all the stakeholders can raise concerns and have them addressed promptly, transparently, and fairly. Stakeholder engagement should continue throughout the construction period.

The GRM procedures should be communicated to all the local stakeholders, including how to submit complaints, timelines for response, and overall processes. All grievances will be recorded in a grievance logbook and addressed within a specified timeframe.

- c) **Dust and air pollution:** Site preparation, excavation, material handling, stockpiling and movement of construction vehicles may generate dust and exhaust emissions that could

affect workers and the surrounding environment. Dust should be controlled through appropriate suppression measures including watering, covering transported materials, good housekeeping, and controlling vehicle speeds. Workers should use PPEs including dust masks.

- d) **Occupational health and safety (OHS):** Workers may be exposed to falls, cuts, injuries, electrical hazards, manual handling risks, dust, noise, and accidents involving tools and equipment. Contractors should implement appropriate OHS procedures, provide PPE, conduct worker induction and toolbox talks, maintain first-aid facilities, and ensure adequate supervision.
- e) **Heat stress and extreme temperatures:** Berbera experiences extremely high temperatures, particularly during the hotter months, which may expose construction workers to heat exhaustion, dehydration, and heat illnesses. The contractor should provide adequate drinking water, shaded rest areas and regular rest breaks; schedule physically demanding outdoor activities during cooler periods where practicable; adjust working hours during extreme heat; train workers and supervisors to recognize and respond to symptoms of heat-related illness.
- f) **Community health and safety:** Construction activities may expose visitors, nearby residents, road users and other people accessing the surrounding area to risks associated with construction vehicles, machinery, excavations, falling materials and unauthorized entry into active work areas. As the site is already enclosed by an existing perimeter fence, the contractor should establish temporary barriers, warning signs and controlled work zones within the compound, where necessary, and restrict unauthorized access to active construction areas.
- g) **Labor and working conditions:** Risks may include unfair recruitment, delayed payment, inadequate employment conditions, discrimination, and disputes between workers and employers. Workers should receive clear employment terms, fair and timely payment, appropriate working conditions, and access to a workers' grievance mechanism in accordance with applicable labor requirements (LMP) and local labor laws.
- h) **Fire and emergency risks:** Welding, electrical installations, fuel storage, generators and other construction activities may create fire and emergency risks. The contractor should maintain suitable fire extinguishers and emergency equipment, ensure safe storage of combustible materials, establish emergency response procedures, provide emergency contact information and train workers in fire prevention and emergency response.
- i) **Increased GBV and SEAH risks:** The presence of construction workers may increase risks of inappropriate behaviour, sexual exploitation and abuse, sexual harassment, and other forms of misconduct. Train all the personnel involved in the construction of the laboratory on GBV/SEAH prevention. Ensure all project staff, including casual labors, and other team members, sign and adhere to a Code of Conduct that explicitly prohibits GBV and SEAH. Establish confidential and accessible reporting channels for GBV/SEAH complaints, linked to the project's grievance redress mechanism and referral pathways to health and protection services. Ensure survivor centered approach.
- j) **Damage to existing vegetation and disturbance of biodiversity:** Construction activities, material storage, and equipment movement may unnecessarily damage existing vegetation

within or around the project site. Existing vegetation should be protected wherever practicable, and unnecessary cutting or removal should be prohibited.

- k) **Chance finds and cultural heritage:** Excavation or other ground-disturbing activities may unexpectedly uncover archaeological or cultural heritage materials. A Chance Finds Procedure should be implemented, requiring works in the affected area to stop until the find has been assessed and appropriate clearance has been provided.

6.3 Anticipated Environmental and Social Risks During Operation

During the operation of the veterinary laboratory, environmental and social risks are anticipated. Appropriate management and monitoring will be required to maintain a safe, clean, inclusive, and functional environment. The main anticipated risks include:

- a) **Poor Infectious and hazardous Laboratory waste management:** Laboratory activities may generate infectious materials, animal tissues and specimens, contaminated PPE and consumables, sharps, chemical waste and other hazardous waste. Waste should be segregated at the point of generation using appropriate labelled and leak-proof containers, securely stored, and treated and disposed of using approved methods. Sharps should be placed in puncture-resistant containers, while infectious waste should be appropriately decontaminated or treated before final disposal.
- b) **Poor sanitation and hygiene:** Inadequate cleaning and maintenance of toilets, handwashing facilities, and common areas may create health and hygiene risks for workers in the laboratory. The ministry should ensure regular cleaning, adequate water supply, functional sanitation facilities, and provision of appropriate cleaning materials.
- c) **Occupational health and safety:** Laboratory staff, cleaners, waste handlers, maintenance personnel and other workers may be exposed to biological agents, chemicals, sharps, electrical hazards, burns, slips and falls, manual-handling risks and laboratory equipment. Appropriate OHS procedures, PPE, staff training, first-aid facilities, incident reporting and regular workplace inspections should be maintained throughout laboratory operation.
- d) **Fire, electrical and emergency risks:** Laboratory chemicals, electrical equipment, generators and other equipment may create fire and electrical hazards. Appropriate fire-detection and firefighting equipment should be provided and maintained, emergency exits and evacuation routes kept clear, electrical systems periodically inspected, and emergency response procedures established.
- e) **GBV/SEA/SH and inappropriate conduct:** Laboratory personnel and other workers may be exposed to sexual harassment, discrimination or other inappropriate workplace behavior. All staff should comply with applicable Codes of Conduct, receive awareness training on GBV/SEA/SH prevention and have access to confidential and appropriate reporting mechanisms and referral pathways.
- f) **Inadequate stakeholder engagement and grievance management:** Poor communication with laboratory staff, relevant government institutions, neighboring stakeholders and other users of the facility may result in unresolved concerns or complaints. Regular engagement with all the stakeholders should therefore be maintained, and a dedicated

GRM system should be established and remain accessible for receiving and addressing complaints and concerns.

SECTION 7: ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

Table 4: Environmental and Social Management Plan Matrix (During Construction Phase)

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
ESS1: Assessment and management of Environmental and social risk and impacts								
	Risk of poor implementation of the mitigation measures and adherence to the set standards and procedures	Sensitize the contractor on E&S risk assessment and implementation of mitigation measures Provide training to the contractor and E&S teams working on the subprojects on understanding and implementing ESMP and requirements of WB's ESF and WBG's EHSs. Raise awareness of workers (including subcontractors, temporary workers, and drivers) regarding the implementation of the OH&S and ESMP tailored to the project scope, through toolbox talks and other platforms	PCU & Contractor	Before the beginning of construction activity	-Cost of training to be conducted by the PCU is included in the project/ operational cost. -Cost incurred by the contractor is included in its budget	# of awareness sessions provided to the contractor # of training sessions provided to workers	PCU Social and Environmental Safeguard including GBV Specialists	Before the beginning of construction activity

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Lack of notice before the start of construction	Provide notification through consultations/meetings with the VDC regional MoLRD representatives and other stakeholders Post it on notice boards in common areas or establish appropriate signposts for notice	MoLRD and Contractor	Before the beginning of construction activity	Included in the contractor's budget	# of meetings/ awareness raising sessions conducted # of notifications on the notice board/ signposts erected	PCU Social Safeguards Specialists	Before the beginning of construction activity
	ESS 2: Labour and Working Conditions							
	Risks of child and forced labour	Awareness raising on child labour crimes will be conducted through training and posters Contractor to maintain staff records, minimum age for workers to be set at 18 years Implementation of GRM to ensure their voices / complaints are heard	PCU / Contractor	Before and during the construction activity	Included in Contractor's budget	# Labour register showing age and sex of persons # of workers' grievances filed and of GRM cases filed, resolved or pending Records of cases of child and forced labour reported	PCU Social Safeguards Specialist	Prior to commencement of activity and during construction activities (Monthly visit)

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Labor and working conditions are not in compliance with WB and Somaliland legislations	Implement the LMP and ensure the construction is implemented in a safe and disciplined manner designed to minimize impacts on workers in the construction site and the environment. Listing of all staff and titles, new hires and departures Provide necessary personal protective equipment (PPE) to all field workers and conduct training on the use of PPE Grievance Mechanism and hotlines introduced to the workers	Contractor	Before and during the construction activity	Included in contractor's staff costs	Availability of register and logbook # of PPEs provided to workers # of training on the use of PPEs provided % of workers with appropriate PPE # of grievances and/or incidents reported	PCU Social Safeguards Specialist	Prior to commencement of the activity and during construction (Monthly)

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Exposure of labour to physical hazards on the project site, including injury	Undertake safety precautions to address safety hazards for workers and staff, including safety/warning signage, safety barriers around the construction site, and safe driving practices. Provide necessary personal protective equipment (PPE) to all construction workers Provide safety training in the management of hazards identified	Contractor	Before and during the construction activity	Included in contractor's staff costs	# of regular safety training provided # of PPEs provided to construction workers % of workers with appropriate PPE # of OHS incident reported	PCU Social Safeguards Specialist	Monthly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Exposure of workers to extreme heat and heat-related illnesses due to the hot climatic conditions in Berbera.	Schedule physically demanding construction activities during the cooler morning and late afternoon hours. Provide adequate shaded rest areas at the construction site. Ensure continuous access to safe drinking water and encourage frequent hydration. Enforce regular rest breaks (for instance every 3 hours), particularly during periods of extreme heat. Train workers and include heat stress prevention measures in toolbox talks and the Occupational Health and Safety (OHS) Plan.	Contractor	During the construction	Included in contractor's staff costs	Shaded rest areas established. Availability of drinking water at the construction site # of heat stress awareness/toolbox sessions conducted. # of reported heat-related illnesses or incidents.	PCU Environmental and Social Safeguards Specialists.	Monthly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Delayed payment or underpayment of workers, leading to complaints and conflict	Ensure provision of timely and equitable payment system Provide labour rights orientation training to workers Establish GM system for workers and introduce them to workers	Contractor	Before and during the construction activity	Included in contractor's staff costs	Record of daily payment and appropriate measures taken for delayed payments # of grievances received # of Labor rights training conducted	PCU Social Safeguards Specialist	Monthly
	Discrimination against women and vulnerable groups in employment	Provide the orientation of the labour management procedure guideline to the contractor Implement the LMP and comply with WB labour procedures Grievance Mechanism and hotlines disseminated	Contractor/PCU Social Safeguard Specialist	Before the commencement of the construction activity	Included in contractor's staff costs Cost of training to be conducted by the PCU is included in the project/ operational cost.	# of orientation training on labour management procedures conducted # of women and vulnerable group workers # of grievances received	PCU Social Safeguards Specialist	Monthly
	ESS 3: Resource Efficiency and Pollution Prevention and Management							

	Lack of management and disposal of waste material generated from construction activities	Establish appropriate designated pathways and sites for disposal of solid waste shall be identified consistently with the local and international requirements Provide waste collection tools for temporary storage of solid waste. Regular collection and disposal of generated solid waste at designated and authorized disposal sites in consistence with the local and international requirements including WBG General EHS Guidelines. Reuse and recycling of the waste generated should be prioritized Ensure mechanisms exist for community to bring forth any complaints/feedback concerning the waste disposal by the contractor	Contractor	During the construction activities	Included in Contractor's budget	# of the waste collection tools provided for temporary storage of the solid waste # of waste collection activities conducted/ frequency (daily/in two days/weekly) Records of amount of solid waste re-used, recycled, disposed, where and when # of grievances filed related to Waste management	PCU Environmental Specialist	Monthly
--	---	--	------------	------------------------------------	---------------------------------	---	------------------------------	---------

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Dust Generation and air pollution	Dust control measures should be employed during the construction such as regular water spraying of the ground Wear PPE (including safety glasses and gloves and dust masks). Ensure all workers wear appropriate personal protective equipment (PPE), like masks and respirators	Contractor	During the construction activities	Included in Contractor's budget	# of dust suppression measures applied (e.g., water spraying) # of PPEs provided to construction workers (including dust masks) % of workers with appropriate PPE	PCU Environmental Specialist	Monthly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Increased levels of noise from the construction machinery that can produce noise	Selecting equipment with lower noise emissions Provide hearing protection where necessary (when sound level over 8 hours reaches 85 dB(A)) Confining the usage of high machinery to non-working/resting hours No noise is allowed from machinery if used during evening hours in areas nearby residential houses	Contractor	During the construction activities	Included in Contractor's budget	# of hearing protection equipment used # of noise/vibration-related complaints received from staff or nearby residents	PCU Environmental Specialist	Monthly
	ESS 4: Community Health and Safety							

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Increased GBV/SEAH cases	Implementation and monitoring of GBV/ SEAH Action Plan All workers to sign CoCs Conduct awareness sessions for both contractors and workers on GBV/SEAH prevention and reporting. Dedicated reporting channel for victims through Project GRM	Contractor/ PCU- Gender Specialist	During the construction activity	-Included in the contractor's budget -Cost of training to be conducted by the PCU is included in the project/ operational cost.	# of GBV-related awareness sessions held % of workers who signed the CoC # of GBV-related grievances recorded # of GBV-related incidents reported	PCU- GBV Specialist	Monthly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Traffic and road safety risks	Prepare appropriate traffic-management arrangements Avoid unnecessary obstruction of surrounding roads Set and enforce speed limits for vehicles Schedule deliveries to minimize risks Provide signs and traffic control measures	Contractor	Throughout construction	-Included in the contractor's budget	# of traffic/pedestrian incidents reported. vehicle/driver records Traffic-control/signage measures available where required. # of traffic/access complaints received.	PCU – Social Safeguards Specialist	Monthly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Fire and emergency incidents	Develop emergency preparedness and response procedures provide suitable fire extinguishers and first-aid equipment safely store fuels/flammable materials Provide emergency contacts and/or put it in a visible location Train workers on workplace safety and fire prevention						
ESS 5: Land Acquisition, Restrictions of Land Use and Involuntary Resettlement								
	Legal permits of land or infrastructure ownership issues	All legally required permits shall be acquired from the Ministry of Land and Public Works (land & infrastructure ownership and construction permission)	PCU Safeguarding Team	Prior to commencement of construction	No additional cost required	Required paper of land or infrastructure ownership received	PCU Safeguarding Team	Before the start of the construction
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources								

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Removal of indigenous trees/vegetation and ecosystem disruption	At the construction site, there are scattered shrubs and a few small trees commonly found in the hot and coastal environments. Trees and shrubs will be re-planted in the compound after the construction to replace those removed or harmed	Contractor / MoLRD	During and after construction activities	Included in the contractor's budget	# of trees re-planted after construction	PCU Environmental Safeguards Specialist / MoLRD	During and after the construction activities
	ESS 8: Cultural, Historical, and Archaeological Important Sites							

	Risk of accidental discovery and potential damage to archaeological, historical, cultural, religious, or other cultural heritage materials during excavation and other ground-disturbing activities.	Develop and implement a Chance Finds Procedure as part of the Contractor's C-ESMP before commencement of excavation, or other ground-disturbing activities. If cultural heritage material is discovered, do not remove, relocate, damage, or otherwise interfere with the material discovered until it has been assessed and appropriate instructions have been provided. Resume work in the affected area only after clearance/authorization has been provided in accordance with the Chance Finds Procedure and applicable requirements. Provide toolbox talks/awareness training to workers on recognizing potential cultural heritage finds and the procedures to follow if a chance find is encountered.	Contractor	Before and during excavation, and other ground-disturbing works	Included in Contractor's budget	Chance Finds Procedure prepared and included in the C-ESMP; # of awareness raising conducted and number of workers sensitized; # of chance finds reported; Record of appropriate action taken, where applicable	PCU Environmental & Social Safeguards Specialists	Monthly and whenever chance finds occur
	ESS 10: Stakeholder Engagement and Information Disclosure							

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Lack of information disclosure leading to lack of transparency and suspicions of mismanagement of the sub project	Implementation of Project SEP on stakeholder engagement especially those living around the vicinity. Conduct consultations, providing information on the sub-project	Contractor	Before starting the construction activities	-Included in the contractor's budget	# of consultations conducted	PCU- Social Safeguards Specialist	Before starting the construction activities
	Risks of lack of information on access to GRM leading to lack of accountability	Awareness raising on GRM and all the available channels	Contractor / PCU Social Safeguards Specialist	Before the start of the construction activities	-Included in the contractor's budget -Cost of awareness raising sessions to be conducted by the PCU is included in the project/ operational cost.	# of awareness sessions on GRM	PCU- Social Safeguards Specialist	Monthly

Table 5: Environmental and Social Management Plan (During Operation Phase)

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	ESS 2: Labour and Working Conditions							
	Occupational health and safety (OHS) risks to laboratory personnel due to exposure to biological samples, laboratory chemicals, sharp instruments, and equipment during laboratory operations.	Prepare and implement a Laboratory Occupational Health and Safety (OHS) Plan. Conduct regular training on laboratory biosafety, chemical safety, emergency preparedness, and first aid. Provide appropriate PPE to all laboratory personnel. Ensure availability of first-aid kits, emergency showers, eye wash stations, and fire-fighting equipment. Conduct periodic health and safety inspections.	MoLRD	Continuous during operation	Included in the budget of the MoLRD	Availability of OHS Plan and emergency equipment. # of OHS training sessions conducted. % of staff provided with appropriate PPE. # of OHS incidents reported.	MoLRD	Quarterly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Exposure to high temperatures in Berbera may affect staff comfort, concentration, productivity, and the efficient operation of the Veterinary Laboratory.	Establish and maintain functional HVAC/mechanical ventilation and cooling systems appropriate to laboratory functions. Ensure reliable electricity supply and backup power to support cooling equipment and uninterrupted laboratory operations. Provide safe drinking water for the staff of the lab. Raise staff awareness on prevention and management of heat-related illnesses.	MoLRD	Continuous during operation	Included in MoLRD operational budget	Functional ventilation and cooling systems Availability of backup power for critical laboratory operations. # of heat-related operational disruptions reported.	MoLRD	Quarterly
	Poor working conditions, discrimination, harassment or inadequate	Provide fair working conditions and clear employment terms Prohibit discrimination and harassment	MoLRD	Throughout operation	Included in MoLRD operational budget	Employment records workers informed of GRM system		

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	worker grievance arrangements	Provide adequate sanitation and welfare facilities Establish and maintain a confidential workers' GRM system Communicate labour rights and Code of Conduct requirements to all personnel.				# grievances received/resolved Sanitation/welfare facilities functional		
	Risk of GBV/SEAH among workers of the veterinary lab after construction	Ensure all staff sign and comply with the Code of Conduct (CoC). Provide periodic GBV/SEA/SH awareness training. Establish confidential reporting and referral mechanisms through Project GRM. Investigate and address	MoLRD	Continuous during operation	Included in the budget of the MoLRD	% of staff signed CoCs # of GBV awareness sessions conducted # of grievances received and resolved.	MoLRD	Quarterly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
		reported incidents promptly.						
ESS 3: Resource Efficiency and Pollution Prevention and Management								
	Improper handling and disposal of laboratory waste, including infectious waste, sharps, chemical waste, and general solid waste, leading to environmental pollution and health risks.	Develop and implement a Laboratory Waste Management Plan. Segregate waste at source using colour-coded containers. Store hazardous waste safely before treatment and disposal. Disposal of infectious and hazardous waste through approved treatment methods in accordance with national regulations and WB EHS guidelines. Train laboratory staff on waste management, segregation and handling procedures.	MoLRD	Continuous during operation	Included in MoLRD operational budget	Availability of waste management procedures. Availability of incinerator for destroying the medical waste # of color-coded waste bins provided. # staff trained in waste management and handling Records of waste treatment and disposal.	MoLRD	Quarterly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Risk of poor sanitation conditions at the workplace leading to health problems, discomfort and poor aesthetic values	Employ trained cleaning staff. Provide cleaning staff with adequate cleaning equipment and materials. Provide adequate facilities/equipment for cleaning and disposal of solid waste Provide required PPEs for the cleaning staff Maintain regular cleaning and disinfection schedules. Train cleaners on appropriate cleaning procedures and the use of PPEs	MoLRD	Continuous during operation	Included in the budget of the MoLRD	# of cleaning staff with adequate cleaning equipment # of facilities/equipment provided for cleaning # of PPEs provided for cleaners Frequency of cleaning activities. Condition of sanitation facilities. # of training provided to cleaners	MoLRD	Monthly
	ESS 4: Community Health and Safety							
	Exposure of the public/community to infectious materials,	Restrict public access to laboratory, specimen-storage and waste-management areas	MoLRD	Throughout operation	Included in the budget of the MoLRD	Restricted areas of the lab controlled	MoLRD	Quarterly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	hazardous waste, chemicals or contaminated wastewater	securely contain infectious/hazardous materials ensure safe treatment and disposal of medical waste at designated areas safely transport hazardous materials/waste				Hazardous waste materials securely stored, treated and disposed of # community exposure incidents/complaints		
	Fire, electrical hazards and emergency incidents	Develop and maintain an Emergency Preparedness and Response Plan covering fire, chemical spills, biological spills, occupational exposure, power failure and other credible emergencies Provide appropriate fire detection/extinguishing equipment, clear evacuation routes, emergency contacts and assembly points.	MoLRD	Throughout operation	Included in the budget of the MoLRD	Emergency Preparedness and Response Plan developed Provided fire extinguished equipment # of workers trained in fire safety and preparedness # of emergency incidents recorded	MoLRD	Quarterly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
		Train workers on emergency preparedness and fire safety						
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement								
	Potential land-use or boundary issues associated with future expansion or modification of the Veterinary Laboratory	Currently, the Veterinary Laboratory is located within an existing government-owned land under MoLRD, with an established perimeter fence clearly defining the site boundary. Any future expansion requiring additional land should undergo prior E&S screening and confirmation of land ownership/use before works proceed. Avoid activities that restrict neighbouring land access or create unauthorized land-use impacts.	MoLRD	Throughout operation	Included in the budget of the MoLRD	# of land-related grievances recorded future expansion screened before implementation	MoLRD	Annually and prior to expansion
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources								

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
	Disturbance of vegetation and fauna from routine operation, waste disposal or maintenance	Maintain vegetation retained/replanted within the compound avoid unnecessary removal of trees/shrubs prevent dumping of laboratory/general waste on surrounding open land	MoLRD	Throughout operation	Included in the budget of the MoLRD	# of existing trees/shrubs retained and protected within the compound # of trees/shrubs removed without prior authorization # of biodiversity-related incidents recorded	MoLRD	Quarterly
	ESS 8: Cultural Heritage							
	Potential damage to cultural heritage during future maintenance involving excavation, ground disturbance or expansion	The Chance Finds Procedure developed during construction phase should remain applicable to any future excavation, installation of underground services or expansion works.	MoLRD	Throughout operation	Included in the budget of the MoLRD	Chance Finds Procedure available and implemented; # chance finds records of notification/clearance where applicable	MoLRD	Quarterly / as required
	ESS10 – Stakeholder Engagement and Information Disclosure							
	Inadequate communication and stakeholder engagement	Maintain regular engagement with relevant government institutions, veterinary services,	MoLRD	Throughout operation	Included in the budget of the MoLRD	# of stakeholder consultations conducted	MoLRD	Quarterly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
		laboratory users, surrounding stakeholders and other relevant parties. Provide timely information on laboratory operations and any environmental, social, health and safety issues that may affect stakeholders				# of stakeholder concerns raised and addressed records of relevant information disclosed;		
	Inadequate access to and management of grievances	Maintain an accessible grievance mechanism for laboratory users, surrounding communities and other stakeholders. Clearly communicate available grievance channels to all stakeholders Allow confidential and anonymous complaints and maintain a grievance register to record, track and resolve complaints	MoLRD	Throughout operation	Included in the budget of the MoLRD	GRM system established and information displayed/communicated # of grievances received # and % of grievances resolved within the established timeframe grievance register maintained and updated	MoLRD	Quarterly

WB ESS	E&S Risks and Impacts	Mitigation Measures	Responsibility for Implementation	Timing for Mitigation	Budget for mitigation (in USD)	Monitoring Indicators	Monitoring Responsibility	Monitoring Frequency
		within the established timeframe.						

Section 8. Implementation Arrangements

8.1 Institutional Roles and Responsibilities

The overall responsibility for implementation of the sub-project rests with the Ministry of Livestock and Rural Development (MoLRD), as the implementing ministry responsible for the construction and subsequent operation of the Berbera National Veterinary Laboratory after completion. The Project Coordination Unit (PCU) will provide overall project coordination and oversight, including monitoring compliance with the environmental and social requirements of the Project and this ESMP.

The MoLRD, as the owner and beneficiary of the Veterinary Laboratory, will facilitate implementation of the construction works, provide access to the existing government-owned land, coordinate with relevant government institutions and stakeholders, and support the contractor and supervision team where required. Following completion of the facility, MoLRD will be responsible for the operation and maintenance of the Veterinary Laboratory, including implementation of relevant environmental, social, occupational health and safety, biosafety, biosecurity, laboratory waste management, sanitation, emergency preparedness and other operational requirements identified in this ESMP.

A qualified contractor will be recruited to undertake the construction works in accordance with the approved designs, contractual requirements, and this ESMP. The contractor will have primary responsibility for implementing all environmental, social, health and safety (ESHS) mitigation measures during construction. The contractor will prepare and implement a Contractor's Environmental and Social Management Plan (C-ESMP) and other required E&S management procedures before commencement of relevant works.

The SL-FSRP E&S Safeguards Team, together with the relevant technical supervision personnel, will monitor the contractor's compliance with the ESMP, C-ESMP, applicable national requirements, and World Bank Environmental and Social Standards (ESSs). Any E&S non-compliance identified during supervision will be documented and communicated to the contractor for timely corrective action, with follow-up undertaken to verify satisfactory closure.

Table 6: Institutional Roles and Responsibilities

Institution/Party	Key Responsibilities
Ministry of Livestock and Rural Development (MoLRD)	Responsible for overall implementation of the construction of the veterinary laboratory under the SL-FSRP and coordination with relevant government institutions and stakeholders.
SL-FSRP Project Coordination Unit (PCU)	Provides overall project coordination and oversight; monitors implementation of the ESMP/C-ESMP and World Bank E&S requirements; reviews E&S reports prepared by the contractor; conducts supervision; and follows up on corrective actions and grievances.
Supervision Consultant/Engineer	Provides day-to-day technical supervision of the construction works and monitors the contractor's compliance with approved designs, specifications, ESMP

	requirements, and ESHS obligations. Any E&S non-compliance will be reported to the PCU and followed up with the contractor.
Contractor	Implements the construction works in accordance with the approved design, contract, ESMP, and C-ESMP. Responsible for construction-site ESHS management, worker safety, waste management, dust and noise control, community safety, labour management, Codes of Conduct, GBV/SEA/SH prevention, contractor and workers' GRM, incident reporting, and implementation of corrective actions.

8.2 Contractor

The contractor is responsible for complying with requirements for all field activities covered by this ESMP. The contractor is also responsible for ensuring that all its sub-contractors follow the ESMP and other ESF instruments that apply to this sub project. The contractor will have contractual clauses specifying compliance with the mitigation measures listed in the ESMP and in the WBG EHS Guidelines, in addition to national requirements and to indicate measures taken in cases of non-compliance. The contractor is also responsible for the actions of any sub-contractors they may engage. Sub-contractors also have to comply with all E&S standards as laid out in this ESMP. Contractor's responsibilities include:

- Ensuring that all operations comply with the mitigation measures laid out in this ESMP, for which the contractor is responsible.
- The contractor will prepare and implement comprehensive site-specific C-ESMP and other E&S sub plans recommended in this ESMP.
- Ensuring that the control measures provided for in the ESMP are both understood and implemented by site personnel.
- Complying with accident and incident reporting framework as laid out in the ESMF. All severe incidents must be reported to the PCU within 24 hours of occurrence.
- Monitoring the ESMP implementation, against the monitoring indicators laid out in the ESMP Table.
- Participating in community consultative meetings.
- Identifying additional significant matters pertaining to environmental and social compliance.
- Liaising with the PCU on the need for corrective action in the event of unexpected environmental or social problems emerging during the course of operations.
- Communicating with all staff regarding E&S compliance requirements and other matters of importance.
- Identifying additional environmental mitigation or corrective measures that are deemed to be necessary during project implementation.
- Preparing reports on all aspects of E&S compliance.
- Maintaining lists of all workers, including their age and gender.
- Maintaining a workers' grievance mechanism
- Provide regular training to all workers on OHS related issues (toolbox talks).
- Ensuring signing of code of conduct by every worker, including issues of Sexual Harassment, Gender-Based Violence (GBV) and Sexual Exploitation and Abuse.
- Ensuring technical milestones during project are in tandem with E&S milestones.

- The contractor is obliged to implement this ESMP with all risk mitigation measures assigned to it.

The contractor will deploy an E&S or EHS Specialist to ensure operationalization of this ESMP, including monitoring, supervision and reporting on mitigation measures. The key tasks of the specialist are:

- Ensure PPEs for workers are available and workers are trained on their use
- Provide OHS training to all workers, based on the ESMP
- Ensure health and safety of all workers and visitors at the construction site
- In case of non-compliance with the technical team on E&S aspects, stop the work to ensure safety and compliance.
- Maintain records of accidents and incidents and ensure appropriate reporting of incidents to the PCU
- Ensure sustainable waste management procedures are followed closely.
- Ensure the health and safety of the community is not compromised during works implementation.
- Ensure availability of water and sanitation facilities for all workers at site
- Conduct toolbox talks for workers
- Train all workers in the CoC and ensure that CoC is signed by every worker
- Liaise closely with the PCU on training workers on GBV issues, as well as community awareness on GBV
- Maintain workers' lists indicating age, gender and vulnerability aspect (persons living with disabilities, etc)
- Maintain records of Workers' GRM
- Ensure all grievances are lodged, acknowledged, resolved and closed within the specific timelines set by the sub-project.
- Ensure all the provisions of this ESMP are implemented.

Section 9. Reporting on ESMP Compliance

The Contractor will prepare and submit monthly Environmental and Social (E&S) monitoring reports on the implementation of the ESMP and C-ESMP during the sub-project implementation. The E&S team of the SL-FSRP within the PCU will review the contractor's monthly reports, conduct regular supervision and monitoring, and prepare quarterly E&S progress reports summarizing the overall environmental and social performance of the sub-project. The quarterly report will then be submitted to the World Bank as part of the Project's E&S reporting requirements. The template of the monthly report to be submitted by the contractor is attached as an Annex.

Table 7: ESMP Monitoring and Compliance Reports

No	Title of the Report	Contents of the Report	Frequency of Report Preparation	Report to be prepared by
1	ESHS Monitoring Report to PCU	Compliance status of the Project with the E&S mitigation and monitoring measures. The report should cover: Environmental incidents; Health and safety incidents, child and forced labor; Health and safety supervision; Usage of PPEs by workers; Highlights of inspection; Training conducted, and workers participated; Worker's grievances.	Monthly	Contractor
2	ESMP Monitoring Report to the WB Team	Compliance status of overall Project with ESMP requirements, including findings from supervision and inspections; status of mitigation measures; OHS and community safety; incidents; labour issues; stakeholder engagement; grievances received and resolved; GBV/SEA/SH prevention; and status of corrective actions.	Quarterly	PCU
3	Incident Reports to PCU	Incident investigation reports for all major incidents covering details of the incident, root cause analysis, and corrective actions taken to address the future recurrence of this event	Initial investigation report for severe incidents within 24 hours. Detailed Investigation Report within ten days	Contractor
4	Incidents reports from PCU to WB	Incident investigation reports for all major incidents covering details of the incident, root cause analysis, and actions taken to address the future recurrence of this event	Initial investigation report for severe	PCU

			incidents within 48 hours. Detailed Investigation Report within ten days	
	Stakeholder community engagement activities and GRM awareness campaigns	Stakeholder and community engagement activities conducted over the reporting period and the GRM awareness campaign and initiatives undertaken	Monthly/ with key information consolidated into quarterly E&S reporting.	Contractor / PCU
	E&S Training and capacity building	Workers training on the OHS, CoC, workers' GRM, SEAH and GBV issues, emergency preparedness and others	Monthly / as required with key information consolidated into quarterly E&S reporting	Contractor / PCU

Section 10. Capacity Building and Training

The implementation of this ESMP is highly dependent on the capacity and awareness of the contractors' staff, the surrounding community and the concerned stakeholders. Training workshops are required to increase the awareness of all individuals concerned with the sub-project and to train and follow up with the workers who are specifically involved in the site operation.

The PCU E&S Team will provide an initial E&S orientation and capacity-building training to the Contractor's key personnel, including the Contractor's senior management, Project/Site Manager, Site Engineer, ESHS specialist of the contractor, supervisors, and other relevant personnel involved in the sub-project.

On-site workers should receive appropriate training to undertake the duties of implementing the necessary mitigation measures. The training workshops should be undertaken prior to commencement of construction activities and as capacity building exercise throughout the project construction phase during the toolbox talks (refresher training). The recipients of the training are all workers engaged. Costs associated with training and awareness activities to be delivered by the Contractor will be included in the Contractor's ESHS implementation budget and/or the BOQ to be submitted in the BID document.

The E&S training for both contractor and workers should cover, at least, the following issues:

- Occupational Health and Safety (OHS) and community health and safety.
- Site-specific environmental and social risks and required mitigation measures.
- Proper use, maintenance, and replacement of PPEs.
- Safe working procedures, including use of tools, machinery, equipment, and manual handling.
- Labour and working conditions, including workers' rights and responsibilities.
- GBV/SEA/SH prevention, awareness, reporting, and referral procedures.
- Workers' Code of Conduct (CoC) and expected behaviour toward communities and other workers.
- Accident and incident prevention, reporting, investigation, and corrective actions.
- Emergency preparedness and response procedures, including fire safety, first aid, and evacuation.
- Workers' GRM and Project GRM, including available channels for submitting complaints.
- Appropriate segregation, collection, temporary storage, transportation, and final disposal of solid and hazardous waste.
- Dust, noise, pollution prevention, and good housekeeping practices.
- Traffic, pedestrian, and community safety, particularly during movement of vehicles and equipment.
- Protection of existing trees, vegetation, birds, and nesting sites where applicable.
- Chance Finds Procedure for any unexpected cultural heritage discoveries.
- Prevention of child labour and forced labour.
- Appropriate interaction with surrounding communities, and vulnerable people.
- Procedures for reporting environmental, social, health and safety concerns and non-compliance.

In addition to worker training, awareness-raising sessions will be provided to the surrounding communities, and other relevant stakeholders, as appropriate.

These sessions will cover the following topics:

- Awareness of potential environmental and social risks and impacts and the measures in place to mitigate them.
- Community safety and appropriate interaction with construction workers.
- Grievance Redress Mechanism (GRM), including available channels for submitting complaints and concerns.
- GBV/SEA/SH prevention and response including awareness of prohibited conduct and available confidential reporting and referral channels.
- Relevant information on construction activities that may temporarily affect access, movement, or normal activities.

Section 11. Grievance Redress Mechanisms

One of the key objectives of ESS 10 (Stakeholder Engagement and Information Disclosure) is 'to provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow borrowers to respond and manage such grievances. This Project GRM facilitates the Project to respond to concerns and grievances of the project-affected parties related to the environmental and social performance of the project. The Project provides mechanisms to receive and facilitate resolutions to such concerns. This section lays out the grievance redressal mechanisms (GRM) for the sub-project.

For construction related activities, two-tier Grievance Redress Mechanism (GRM) will be applied to receive and address concerns and complaints associated with project activities. The first tier is the Project-level GRM, established and managed by the SL-FSRP through the PCU in accordance with the Project Stakeholder Engagement Plan (SEP). The second tier is the Contractor-level GRM, which the contractor is required to establish and maintain for grievances arising from their activities and employment practices. The two mechanisms will be linked so that grievances that cannot be resolved at the contractor level, or that require project-level intervention, can be referred or escalated to the Project-level GRM. Both mechanisms will be accessible, transparent, culturally appropriate and free of charge, and complainants will be able to raise concerns without fear of retaliation.

The contractor will establish a functional GRM before commencement of activities and designate responsible personnel to receive, register, respond to and follow up complaints. In accordance with ESS2 and the Project LMP, contractors will also provide an accessible grievance mechanism for workers to raise concerns relating to wages, working conditions, OHS, discrimination, harassment and other employment-related matters. Workers will be informed about the mechanism during induction and will be protected against retaliation.

Prior to commencement of the work, the project and contractor-level GRM will be shared and will be available to project beneficiaries, affected persons, community members, workers and other stakeholders who believe they will be affected by project activities. Construction workers will also have access to the Project-level GRM, particularly where grievances cannot be satisfactorily resolved through the Contractor-level GRM. Information on available grievance channels will be communicated to stakeholders through consultations, awareness activities, notice boards and other appropriate means.

Non-sensitive grievances will be registered, acknowledged, assessed and investigated where necessary in accordance with the project GRM procedures. At the project level, grievances will be received by the Social Safeguards Specialist at the PCU-level through phone call, text, in-person, and/or email and then the grievance will be resolved by the national-level GRM committee for the project. The social safeguards specialist will acknowledge, log, forward, follow-up grievance resolution and inform the complainant of the outcome. Grievances will normally be resolved within seven (7) working days from the date of receipt. Where a complaint requires a more in-depth investigation or consultation, additional time may be provided; however, the total resolution period should not exceed thirty (30) days, except under exceptional circumstances, which must be properly documented and communicated to the complainant.

Complainants will be informed of the outcome and available escalation or appeal options. Appropriate grievance records will be maintained while protecting confidential information. Access to the GRM will not prevent complainants from seeking judicial or other lawful remedies. The GRM includes an appeals process if the complainant is not satisfied with the proposed resolution of the complaint. Once all possible means to resolve the complaint have been proposed and if the complainant is still not satisfied, then he/she should be advised of his/her right to legal recourse. Anonymous grievances can be raised and addressed.

National-level Grievance Committee (GC) was already established for the project, consisting of the DG for MoAD as the chair of the committee, and relevant E&S staff of the project including the GBV as well as one member from the civil society organizations outside of the project. The social safeguards' specialist acts as the secretary to the meeting and taking minutes and follow up the grievance resolution process.

Uptake channels include:

- Toll-free telephone hotline number **(9660)** which has separate receivers for general grievances and GBV-related grievances.
- E-mail for general GM: (complaints@sl-fsrp.org)
- Email for GBV-related GM: (confidentialsupport@sl-fsrp.org)
- Walk-in and/or letter to Grievance Focal Points at the sub-project site level and PCU office;
- Complaint form to be lodged via any of the above channels; and
- Register a complaint on a grievance logbook at the sub-project site and/or PCU office.

GBV/SEAH-related grievances/complaints will follow a confidential and survivor-centred approach rather than the normal grievance investigation process. The GRM system has different channels and protocols to enable a confidential and sensitive approach to GBV/SEAH related cases that ensures the safety of survivors and enables survivor-centred care. These grievances and complaints will be handled solely by the GBV specialist of the project to protect the confidentiality of the survivor/victim. With informed consent, survivors will be referred to available support services, with priority given to their safety, confidentiality, dignity and choices. Relevant Code of Conduct and contractual requirements will apply where contractor personnel are involved.

Finally, the contractor will report the number and general status of grievances received, resolved, pending and referred to through their regular E&S reporting, without disclosing confidential information. The PCU E&S team will monitor both GRM tiers, track unresolved or recurring grievances, and ensure that appropriate corrective actions are taken.

Section 12. Implementing Budget

Adequate financial and human resources will be required to ensure effective implementation, supervision, monitoring, and reporting of the environmental and social measures contained in this ESMP. The PCU E&S Team will be responsible for overall E&S supervision and monitoring, including providing initial E&S orientation to the Contractor's key personnel as well as on-site intermittent refresher training and awareness raising sessions. The contractor will be responsible for providing sufficient resources for implementation of all site-level ESHS mitigation measures and for ensuring that these costs are incorporated into the bid and contract price.

Table 8: ESMP Implementing Budget

No	Responsible Party	Required Resources / Activities	Estimated Cost / Budget Arrangement
A	PCU - ESMP Supervision and Monitoring		
1	PCU	E&S Team per diems for ESMP supervision, site inspections, monitoring, reporting, and follow-up of corrective actions.	\$9,000
2	PCU	Travel and logistics for E&S supervision and monitoring visits.	\$3,500
3	PCU	Initial E&S orientation/training for the Contractor's key personnel, including the Senior Management, Site/Project Manager, Site Engineer, E&S Specialist, OHS personnel, supervisors, and other relevant personnel.	\$500
4	PCU	Stakeholder engagement, GRM awareness, and other E&S awareness activities, as required.	\$4,000
B	Contractor - Implementation of ESMP/C-ESMP or ESHS Measures		
5	Contractor	Qualified E&S Specialist/Focal Person and other ESHS personnel required for implementation of the ESMP/C-ESMP.	Bidder to assess and include in bid price
6	Contractor	Provision and replacement of appropriate Personal Protective Equipment (PPE).	Bidder to assess and include in bid price
7	Contractor	Worker E&S/OHS induction, refresher training and regular toolbox talks.	Bidder to assess and include in bid price
8	Contractor	First-aid supplies, fire extinguishers, emergency preparedness and response equipment.	Bidder to assess and include in bid price
9	Contractor	Waste segregation, collection, temporary storage, transportation, and disposal at approved locations.	Bidder to assess and include in bid price
10	Contractor	Dust, noise, pollution prevention, spill prevention and other environmental mitigation measures.	Bidder to assess and include in bid price
11	Contractor	Safety signs, barriers, fencing, warning notices, and pedestrian/community safety measures.	Bidder to assess and include in bid price
12	Contractor	Adequate toilets, handwashing facilities, drinking water, and other worker welfare facilities.	Bidder to assess and include in bid price
13	Contractor	Traffic and access management measures, where applicable.	Bidder to assess and include in bid price
14	Contractor	Stakeholder/community engagement and implementation of the Contractor-level GRM and workers' GRM.	Bidder to assess and include in bid price

15	Contractor	GBV/SEA/SH prevention measures, Code of Conduct awareness and related worker training.	Bidder to assess and include in bid price
16	Contractor	Environmental and social monitoring, monthly ESHS reporting, incident reporting, record keeping, and corrective action follow-up.	Bidder to assess and include in bid price
17	Contractor	Security and other site-specific ESHS risk mitigation measures, where applicable.	Bidder to assess and include in bid price

The Contractor shall consider the implementation of the ESMP/C-ESMP as an integral part of the works and shall include all associated **ESHS costs in the bid price**. No separate payment should be assumed for measures that form part of the Contractor's contractual ESHS obligations unless specifically provided for in the Bill of Quantities or contract.

References

1. **World Bank (2017).** *Environmental and Social Framework (ESF)*. World Bank, Washington, D.C. The framework includes the ten Environmental and Social Standards (ESS1–ESS10) applicable to World Bank Investment Project Financing.
[World Bank Environmental and Social Framework](#)
2. **World Bank (2017).** *Environmental and Social Standards (ESSs), Environmental and Social Framework*. World Bank, Washington, D.C. Relevant standards include: **ESS1 –10**
3. **Somaliland Food Systems Resilience Project (SL-FSRP) (P177816).** *Environmental and Social Management Framework (ESMF)*. Ministry of Agricultural Development, Republic of Somaliland/World Bank. <https://sl-fsrp.org/ens/>
4. **World Bank Group (2007).** *Environmental, Health, and Safety (EHS) Guidelines: General EHS Guidelines*. International Finance Corporation (IFC)/World Bank Group, Washington, D.C.
https://www.ifc.org/en/insights-reports/general-environmental-health-and-safety-guidelines?utm_source=chatgpt.com
5. **FAO-SWALIM.** *Somaliland Land Resources Assessment/Planning for Sustainable Land Management – Land Diagnostic Report*. Provides information on coastal plain topography, soils, climate, rainfall and land characteristics. faoswalim.org
6. **Somaliland Ministry of Water Resources Development.** *Groundwater Management / Water Resources of Somaliland and Puntland*. Provides regional hydrogeological information and details on groundwater systems in the Berbera area. [Government of Somaliland](#)
7. **Government of Somaliland.** Environmental/geological baseline information for western Somaliland, including geological formations along the Hargeisa–Berbera corridor.
[Government of Somaliland](#)
8. **World Bank/Government of Somaliland.** Water-sector technical information describing the Fara Dero wellfield and Berbera water-supply system. [Government of Somaliland](#)
9. **StatsClimat.** *Climate of Berbera – 1991–2020 Climate Normals*. Used for monthly temperature and precipitation data. [Stats Climat](#)
10. **Time and Date.** *Climate & Weather Averages in Berbera*. Used as supplementary information for relative humidity and wind conditions; its displayed averages are based on weather reports for 2012–2021 and reference Djibouti Ambouli as the reporting station, so they should be treated as indicative rather than site-specific observations. [Time and Date](#)
11. **•WeatherSpark.** *Average Weather in Berbera Year Round*. Used for long-term seasonal wind-speed and wind-direction patterns. [Weather Spark](#)
12. **British Somaliland Geological Survey / historical geological literature.** Provides information on the Berbera coastal plain, alluvial deposits, coral limestone and regional drainage characteristics.
13. **FAO-SWALIM.** *Territorial Diagnostic Report of the Land Resources of Somaliland (L-21)*. Provides information on land cover, vegetation, climate and environmental characteristics of Somaliland's Coastal Plain and Piedmont. [FAO Swalim](#)
14. **North West Region Agricultural Development Project.** *Range and Livestock Survey – Vegetation Assessment*. Provides descriptions of the coastal vegetation zones and characteristic plant communities of northwestern Somaliland. [FAO Swalim](#)

15. **Government of Somaliland.** Environmental baseline/flora survey for the Berbera section, including plant species recorded within the coastal habitat around Berbera. [Government of Somaliland](#)
16. **FAO-SWALIM.** *SWALIM Update – Prosopis Invaded Areas in Somaliland*. Provides information on the distribution and environmental characteristics of *Prosopis juliflora*, including its occurrence along the Gulf of Aden coastal area toward Berbera.
17. **UN-Habitat.** *Berbera Profile: First Steps Towards Strategic Urban Planning*. Provides background on Berbera's urban development, infrastructure and municipal planning. [unhabitat.org](#)
18. **UN-Habitat.** *Berbera Urban Development Project: Improving Waste Management Systems*. Provides information on solid-waste challenges, municipal services, employment and sustainable urban development. [unhabitat.org](#)
19. **UN-Habitat.** *Berbera Urban Development Project Launched in Somaliland*. Provides information on urban planning, waste management, employment and entrepreneurship objectives in Berbera. [unhabitat.org](#)
20. **Government of Somaliland / Water-sector assessment.** *Somalia Groundwater Assessment – Data on Urban Water Supply Schemes*. Provides the 2020 Berbera population planning estimate, population growth and water-supply information. [Government of Somaliland](#)
21. **Government of Somaliland.** *Somaliland development/WASH sector information*. Provides information on water, sanitation, groundwater dependence and urban infrastructure pressures. [Government of Somaliland](#)
22. **World Bank.** *Somali Electricity Sector Recovery Project*. Provides information on Berbera's electricity network, installed capacity and electricity service provider. [World Bank](#)
23. **World Bank.** *Somali Electricity Sector Recovery Project – Implementation Status and Results Report*. Provides information on planned solar PV and battery-energy-storage investment in Berbera. [World Bank](#)
24. **Somaliland Ministry of Education and Science.** *Annual Education Statistics Yearbook 2024/2025*. Provides recent education statistics, including primary-school numbers for Sahil Region. [Scribd](#)
25. **Somaliland Central Statistics Department / UNFPA.** *Somaliland Health and Demographic Survey 2020*. Provides the principal national evidence base for demographic, health and socio-economic indicators. [Somaliland Central Statistics Department](#)
26. **International Labour Organization.** *Employment Programs and Conflict in Somalia*. Includes evidence from employment-programme beneficiaries in Berbera. [International Labour Organization](#)
27. **FAO.** Fisheries livelihood programming in coastal communities, including Berbera. [FAOHome](#)
28. **Somaliland Livestock Development Policy.** Provides background on livestock exports through Berbera and their contribution to employment, livelihoods and government revenue. [FAOLEX](#)

Annexes:

Annex 1 of ESMP: Social summary report for sub-projects (max 5 pages). Please attach community engagement minutes, voluntary land donation/agreement documentation, screening form

Proposed sub-project: National Veterinary Laboratory in Berbera, Sahil Region

Total no. of households' resident in the area is approximately 27,000 HH (170,000 persons)

1. Other than technical selection, why was this site chosen for construction compared to other sites (need/distance/challenge with nearest to water point/inclusion etc)

The reasons it was chosen was the site offers a more technically favourable profile and condition. The proposed site was selected because it best meets the operational requirements of a National Veterinary Laboratory. Being located in Berbera, Somaliland's main livestock export city, the laboratory can provide rapid diagnostic services and health certification for animals destined for export, reducing delays in disease confirmation and supporting compliance with international veterinary standards.

In addition, the site is located on government-owned land belonging to the Ministry of Livestock and Rural Development (MoLRD), eliminating the need for land acquisition or resettlement. The land is already fenced, easily accessible through the main tarmac road, and provides adequate space for the proposed laboratory facilities and future expansion.

2. Overview of the project location and key features within 200m of works (to understand impacts):

The proposed Veterinary Laboratory is located on the eastern outskirts of Berbera City, approximately 6km from Berbera Central Business District (CBD). Berbera is a major coastal city which is located approximately 160km northwest of Hargeisa, the capital of Somaliland. The city is a home to Somaliland's principal seaport, through which millions of livestock are exported annually to the Gulf States.

The proposed site is situated within a government-owned, fenced compound belonging to the Ministry of Livestock and Rural Development (MoLRD). Within approximately 200 m of the site, the surrounding area consists mainly of open government land, with the Ministry of Justice and the Ministry of Energy and Minerals to the south, open land and a small hill to the north, and access roads to the east and west. There are limited physical structures and infrastructure in the immediate surroundings, reducing the likelihood of impacts on nearby receptors during construction and operation.

Other than that, the surrounding terrain is open and unobstructed, facilitating efficient movement and ease of construction access.



Figure 1. Site for the Berbera Veterinary Laboratory

3. **Key stakeholders and how they were consulted and engaged for the proposed sub-project activities to ensure broad agreement, ownership and risk identification and mitigation (Please explain)**

The key stakeholders consulted during the preparation of the proposed Somaliland National Veterinary Laboratory included representatives of the Ministry of Livestock and Rural Development (MoLRD), the Office of the Regional Governor, the Ministry of Social Work, the Ministry of Land and Housing, Berbera Local Municipality, nearby residents, and other relevant government institutions. Stakeholder engagement was undertaken through consultation meetings, and joint site visits. The consultations provided an opportunity to introduce the proposed sub-project, disclose its objectives and planned activities, verify the suitability and ownership of the proposed site, identify potential environmental and social risks and mitigation measures, and collect stakeholders' views and recommendations.



Figure 2: stakeholder meeting/consultations

4. Consultations with the community on the sub-project (to ensure broad agreement, ownership and risk identification and mitigation)

	Date	Total number of people involved	No. of women	Main concerns raised	and how they will be addressed including training	Challenges in consulting with people e.g. migration, conflicting event, insecurity
Initial site visit	21 st July 2026	6	1	The participants emphasized the importance of establishing a National Veterinary Laboratory to strengthen disease diagnosis, surveillance, and livestock export certification. They confirmed that the proposed site is government-owned, suitable for the project, and has adequate space for the planned facilities and future expansion. They raised concerns about the safe management of laboratory and its operations	The E&S team confirmed the suitability of the site and verified that it is owned by the Ministry of Livestock and Rural Development (MoLRD), eliminating the need for land acquisition or resettlement. The E&S team also discussed the environmental and social assessment process and agreed to incorporate the identified issues into the project design and ESMP.	No major challenges were encountered during the consultation.

Community/ stakeholder consultation meeting including: 1. Sharing sub-project information 2. Documenting potential E&S impacts/risks 3. Awareness of GBV prevention; 4. GRM process	22 nd July 2026	21	2	The main environmental and social issues raised included: • Construction waste management. • Dust and noise during construction. • Occupational health and safety of construction workers. • Heat stress risks due to Berbera's hot climate. • Fair employment opportunities for local communities. • Potential GBV/SEA/SH risks associated with construction workers.	The E&S team acknowledges the environmental and social risks raised during the consultation. The team emphasized that the contractor will be responsible for implementing all necessary mitigation measures to address these impacts. These include proper waste management, dust and noise control, implementation of occupational health and safety measures, heat stress management (including shaded rest areas, drinking water, rest breaks, and suitable working hours), fair and transparent recruitment, implementation of the Labour Management Procedures (LMP), GBV/SEA/SH awareness training, enforcement of the Code of Conduct (CoC), and operation of the project's GRM. The E&S team will closely monitor compliance throughout the construction period to ensure that these risks are effectively managed and that the construction works proceed in an environmentally and socially responsible manner.	• Limited knowledge of participants on environmental and social safeguards • Detailed explanation and awareness raising were given before meaningful input could be gathered.
---	----------------------------	----	---	---	--	--

1. **Has there been any conflict over this land in the past? If so please describe, what measures the project will take to ensure that project does not exacerbate conflict:**

No, there is no conflict at this location. The donated land is a government owned prepared for public service by the Ministry of Livestock and Rural Development (MoLRD).

2. **Has a safeguards field visit been undertaken to the site? Y/N Date of visit:** Yes, 21-23/07/2026, **Title of visiting officer:** Environmental specialist, social safeguarding specialist, and GBV specialist
3. **Will the ESMP be incorporated into the contract for the works and is a safeguards compliance report required before payment?** Yes _____
4. **Type of land required for sub-investment and documentation:**

a. Government land	Title deed/confirmation document attached?	YES
--------------------	--	-----

		The land is government-owned prepared for public service by the Ministry of Livestock and Rural Development (MoLRD)
b. Community land	Voluntary land donation form and conversion document attached?	NA
c. Private land	Voluntary land donation form and conversion document attached?	NA

5. **GRM: Has the GRM process and contact information for focal points been disseminated to the community? If so, how and to whom. If not, when will this be done? _**

During the consultation meeting, the project team explained the Grievance Redress Mechanism (GRM) process and informed participants that they could raise any complaints or concerns related to any other aspect of the sub-project.

6. **Describe the nearest GBV service providers for health, psycho-social and legal support (to inform the site supervisor and stakeholder in the area):**

The nearest Health provider including GBV, and legal support is Berbera main referral hospital which is less than 3km from the site.

7. **GBV/SEAH: Has awareness been carried out on GBV, service providers and confidential survivor centric GBV complaints mechanism? If so, how and to whom. If not, when will this be done?**

Yes. Awareness raising on GBV/SEAH, available service providers, and the confidential survivor-centered GBV complaints mechanism has been carried out as part of the project safeguards implementation, this awareness has been done by the GBV specialist of the project shared the participants about GBV/SEAH information.

Annex 2. Consultation Minutes of the Meeting

1. Introduction

The Somaliland Food Systems Resilience Program (FSRP) is a regional initiative financed by the World Bank intended to increase the resilience of food systems and improve Somaliland's preparedness for food insecurity in the project's target areas. As part of this broad objective, the program also provides support in improving institutional infrastructure and capacity development.

For the MoLRD, under sub-component **4.2**, the project will support the construction of a National Veterinary Laboratory in Berbera. The proposed veterinary laboratory is expected to significantly strengthen veterinary service delivery, livestock disease surveillance, and emergency response capacity.

2. Community Consultation Discussion

Community Consultation Meeting Minutes	
Date of Meeting: 22 July 2026	Meeting venue: ALOORE Hotel in Berbera
Facilitated by:	SL-FSRP Safeguarding Team
How and who mobilized?	MoLRD regional coordinator mobilized the stakeholders
Total members participated:	21
Number of Men:	19
Number of Women:	2
Purpose/Agenda of Meeting:	- Sharing Project Information and proposed veterinary laboratory construction - Identifying the potential environmental and social impacts associated with the construction activities - Discussing land ownership issues - Awareness and sensitization on GBV prevention and reporting - Sharing information on GRM process and reporting channels
Key issues discussed and concerns raised by the community:	The safeguarding team provided information about the Somaliland Food Systems Resilience Project (SL-FSRP), the role of the Ministry of Livestock and Rural Development (MoLRD), and the proposed construction of the National Veterinary Laboratory in Berbera. Stakeholders welcomed the proposed project and recognized the importance of establishing a national veterinary laboratory to strengthen animal disease diagnosis, surveillance, disease control, research, and

	livestock health certification, particularly for livestock exported through Berbera Port. a. Project Overview The E&S team presented the objectives, expected benefits, and technical requirements of the proposed veterinary laboratory. The participants was informed about the scope of work and potential E&S risks/impacts. b. Land Donation • The site is already fenced and clearly separated from the surrounding land. • No private or community land is required for the proposed construction. • There is an existing eight-room building owned by the MoLRD within the compound, which will be retained and will not be demolished or affected by the proposed construction. c. Site Selection Criteria The reason it was chosen was because the site offers a more technically favorable profile. The site is easily accessible via existing tarmac road that crosses the city. The surrounding terrain is open and unobstructed, facilitating efficient movement and ease of construction access. Other issues or concerns raised by the community include: 1. Waste Management (Solid & Liquid): The E&S team explained that the contractor will be required to properly manage construction waste, while appropriate laboratory waste management procedures and facilities will be established for the operational phase. 2. Local Employment: The E&S team explained that recruitment should be transparent and non-discriminatory and that qualified local workers should be considered for available employment opportunities, particularly unskilled and semi-skilled positions. 3. GBV/SEAH Risks: Potential for misconduct or exploitation by project workers. The participants were sensitized on: ○ Zero tolerance for GBV/SEAH ○ Survivor-centered confidential reporting mechanisms (sharing with reporting channels) ○ Available service providers 4. Occupational Health and Safety:
--	--

	Stakeholders raised concerns about worker safety during construction, particularly given the very hot climatic conditions in Berbera, which may expose workers to heat stress and other heat-related health risks. The E&S team stated that the contractor will be required to implement appropriate OHS and heat stress measures, including shaded rest areas, adequate drinking water, regular rest breaks, appropriate PPE, and scheduling physically demanding work during cooler hours where possible. d. Participants Feedback and Agreement - Participants expressed support for the proposed construction and emphasized the need for the laboratory to be adequately equipped, staffed, and maintained after completion. - Stakeholders requested continued consultation and information sharing throughout construction and operation.
--	---

Potential Environmental and Social Impacts: *The following information is based on the discussions with the participants in the consultation meeting. The table below summarizes the potential environmental and social risks/impacts identified during the discussions.*

S/N	Potential Impact	Affected Group	Agreed Mitigation Measures
1	Poor management of construction and other solid/liquid waste	Construction workers + community + environment	Ensure proper collection, storage, and safe disposal of construction waste at approved disposal areas.
2	Dust and noise generated during construction	Construction workers + nearby residents	Apply regular water spraying to control dust, maintain construction equipment, provide appropriate PPE, and restrict noisy activities to daytime hours.
3	Occupational health and safety risks to construction workers	Construction workers	Provide appropriate PPE, safety training, first-aid facilities, warning signs, and regular toolbox talks.
4	Exposure of workers to extreme heat due to Berbera's hot climatic conditions	Construction workers	Provide shade rest areas and adequate drinking water and ensure regular rest breaks.
5	Labor-related issues including unfair employment opportunities	Local community + construction workers	Ensure fair, transparent and non-discriminatory recruitment and provide opportunities for qualified local workers where possible.
6	GBV due to the labor influx	Community members, particularly women and	Conduct GBV/SEA/SH awareness, requires workers to

		girls, and construction workers	sign and comply with the Code of Conduct, and provide confidential and survivor-centered reporting mechanisms. contractor Code of Conduct enforced and monitored
Follow-up action needed: • Ensure integration of Environmental and Social Management Plan (ESMP) mitigation measures during project implementation. • Train and sensitize contractors on implementation of the mitigation measures in the ESMP • Conduct regular E&S monitoring to verify implementation of the agreed measures.			
Conclusion: The consultation meeting was productive and participatory, providing participants with an opportunity to share their views, concerns, and recommendations regarding the proposed veterinary laboratory construction in Berbera. On the other hand, the project E&S team provided information about the project and the grievance mechanism in place, including the hotline number (9660) for any grievances. Overall, the participants expressed strong support for the project.			

Annex 3: Consultations Meeting Attendance



Food Systems Resilience Project (P177816)

E&S screening and assessment for Berbera animal health laboratory construction
Berbera, Somaliland



Attendance Sheet for community engagement

Date: 22/07/2026

No	Name	Title	Gender	Telephone	Signature
1	Ahmed Haribeh Warsan	MOLRD	M	4446174	[Signature]
2	Mohamed SULAIMAN MOHAMAD	REG. COORD. MOL	M	4447792	[Signature]
3	Ali Omar Ali	REG.	M	4446165	[Signature]
4	Mohamed Saleh Ali	REG.	M	4448305	[Signature]
5	Mohamed Osman Liban	MOLRD	M	4244395	[Signature]
6	Farah Aden Ahmed	MOLRD	M	4318155	[Signature]
7	Mahdi Xariir Ahmed	MOLRD	M	4444402	[Signature]
8	Noura Ali Mohamed	MOLRD	F	3274368	[Signature]
9	Mejahn Elhadar Salah	MOLRD	F	0460843	[Signature]
10	Mohamed Ibrahim Mohamud	Ag-Agriculture	M	063-4446110	[Signature]
11	Dr. Maxamed Ahmed Omar	MOLRD	M	063-4381726	[Signature]
12	Dr. Hassan Ali Buragile	MOLRD	M	063-4445816	[Signature]
13	Dr. Osman Suleiman Saad	MOLRD	M	063-4402057	[Signature]
14	Dr. Gulied Ali Ahmed	MOLRD	M	063-4441616	[Signature]
15	Dr. Nurvahan Ismail Has	MOLRD	M	063-4441700	[Signature]

This attendance sheet MUST be used for all workshops, training sessions, meetings, and other important events/gatherings or as deemed necessary.

No	Name	Title	Gender	Telephone	Signature
16	Xamse Ahmed Iid	Ag-Agriculture	M	4577555	[Signature]
17	Nur Maxamed	Ag-Agriculture	M	4420463	[Signature]
18	Saleh Saad Salah Ahmed	MOLRD	M	4301849	[Signature]
19	Hassan Xamse	MOLRD	M	6601514	[Signature]
20	MAXAMED HASSAN	MOLRD	M	8381186	[Signature]
21	Mubark Alahi	MOLRD	M	41800280	[Signature]
22					
23					
24					
25					
26					
27					
28					
29					
30					
31					
32					
33					
34					
35					
36					
37					

This attendance sheet MUST be used for all workshops, training sessions, meetings, and other important events/gatherings or as deemed necessary.

Annex 4: Land Ownership Documentation



Jamhuuriyadda Somaliland - جمهورية صومالييلاند
Wasaaradda Hawlaha Guud, Dhulka iyo Guriyeynta
وزارة الأشغال العامة والأرض والإسكان
Ministry of Public Works, Land & Housing

Tix: JSL/WHG/DH&G/XAG/382/2026

Taar: 20/08/2026

To: Minister of livestock and Rural Development

Cc: Minister of Public Works, Land and Housing

SUBJECT: CERTIFICATE OF LAND OWNERSHIP

We are Writing in reference to your letter (Tix: JSL/WXX&HR/XW/327/2026), dated 16/008/2026, in which you requested confirmation of the ownership of the office space and land. In response, we are providing the necessary evidence, measurements, and detailed locations of the land owned by the Ministry of livestock and Rural Development.

This is to certify that the Ministry of livestock and Rural Development, is the rightful owner and possesses the following land for the purpose of constructing the FSRP (World Bank).

The Parcel of the Public land has the following Descriptions:

1. Location: Berbera District, Saaxil Region
2. Area: 12,000m²
3. Coordinates:

Point A= 10°24'27.97" N, 45°0'59.87" E

Point B= 10°24'26.13" N, 45°0'56.60" E

Point C= 10°24'23.17" N, 45°0'57.72" E

Point D= 10°24'25.12" N, 45°0'11.18" E



Email: dg.mopwlh@sldgov.org

www.mopwlh.govsomaliland.org

Hargeisa Somaliland



This land is legally registered under the Ministry of livestock and Rural Development, and all ownership rights, including possession and usage, are vested in the said ministry.

The Ministry of Public Works, Land and Housing after careful verification and assessment, confirms that the Ministry of livestock and Rural Development has the full authority to utilize the land for the construction of FSRP (World Bank), in accordance with applicable laws and regulations.

Note: This certificate serves as an official document and should be presented upon request for verification purposes.

Suleiman Ibrahim Mohamoud

Director General of MoPW/L&H

SL-8



Email: dg.mopwlh@sldgov.org

www.mopwlh.govsomaliland.org

Hargeisa Somaliland

Annex 5: Template Code of Conduct for BID

Code of Conduct for Contractor's Personnel (ES) Form

Note to the Employer:

The following minimum requirements shall not be modified. The Employer may add additional requirements to address identified issues, informed by relevant environmental and social assessment.

The types of issues identified could include risks associated with: labor influx, spread of communicable diseases, and Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH) etc.

Delete this Box prior to issuance of the bidding documents.

Note to the Bidder:

The minimum content of the Code of Conduct form as set out by the Employer shall not be substantially modified. However, the Bidder may add requirements as appropriate, including to take into account Contract-specific issues/risks.

The Bidder shall initial and submit the Code of Conduct form as part of its bid.

CODE OF CONDUCT FOR CONTRACTOR'S PERSONNEL

We are the Contractor, [enter name of Contractor]. We have signed a contract with [enter name of Employer] for [enter description of the Works]. These Works will be carried out at [enter the Site and other locations where the Works will be carried out]. Our contract requires us to implement measures to address environmental and social risks related to the Works, including the risks of sexual exploitation, sexual abuse and sexual harassment.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Works. It applies to all our staff, laborers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting us in the execution of the Works. All such persons are referred to as “**Contractor's Personnel**” and are subject to this Code of Conduct.

This Code of Conduct identifies the behavior that we require from all Contractor's Personnel.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

Contractor's Personnel shall:

1. carry out his/her duties competently and diligently;
2. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person;
3. maintain a safe working environment including by:
 - a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
 - b. wearing required personal protective equipment;
 - c. using appropriate measures relating to chemical, physical and biological substances and agents; and
 - d. following applicable emergency operating procedures.
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
6. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Contractor's or Employer's Personnel;
7. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
8. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, and Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH);
11. report violations of this Code of Conduct; and
12. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Redress Mechanism.

RAISING CONCERNS

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done in either of the following ways:

1. Contact [enter name of the Contractor's Social Expert with relevant experience in handling gender-based violence, or if such person is not required under the Contract, another individual designated by the Contractor to handle these matters] in writing at this address [] or by telephone at [] or in person at []; or
2. Call [] to reach the Contractor's hotline (if any) and leave a message.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

Any violation of this Code of Conduct by Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

FOR CONTRACTOR'S PERSONNEL:

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact [enter name of Contractor's contact person with relevant experience] requesting an explanation.

Name of Contractor's Personnel: [insert name]

Signature: _____

Date: (day month year): _____

Countersignature of authorized representative of the Contractor:

Signature: _____

Date: (day month year): _____

Annex 6: SEA/SH Performance Declaration Form for Contractor

Sexual Exploitation and Abuse (SEA) and/or Sexual Harassment Performance Declaration

[The following table shall be filled in by the Bidder, each member of a Joint Venture and each subcontractor proposed by the Bidder]

Bidder's Name: *[insert full name]*

Date: *[insert day, month, year]*

Joint Venture Member's or Subcontractor's Name: *[insert full name]*

RFB No. and title: *[insert RFB number and title]*

Page *[insert page number]* of *[insert total number]* pages

SEA and/or SH Declaration in accordance with Section III, Evaluation and Qualification Criteria
We: ☐ (a) have not been subject to disqualification by the Bank for non-compliance with SEA/ SH obligations ☐ (b) are subject to disqualification by the Bank for non-compliance with SEA/ SH obligations ☐ (c) had been subject to disqualification by the Bank for non-compliance with SEA/ SH obligations. An arbitral award on the disqualification case has been made in our favor. ☐ (d) had been subject to disqualification by the Bank for non-compliance with SEA/ SH obligations for a period of two years. We have subsequently demonstrated that we have adequate capacity and commitment to comply with SEA/ SH obligations. ☐ (e) had been subject to disqualification by the Bank for non-compliance with SEA/ SH obligations for a period of two years. We have attached evidence demonstrating that we have adequate capacity and commitment to comply with SEA/ SH obligations.
<i>[If (c) above is applicable, attach evidence of an arbitral award reversing the findings on the issues underlying the disqualification.]</i>
<i>[If (d) or (e) above are applicable, provide the following information:]</i>
Period of disqualification: From: _____ To: _____

If previously provided on another Bank financed works contract, details of evidence that demonstrated adequate capacity and commitment to comply with SEA/ SH obligations (**as per (d) above**)

Name of Employer: _____

Name of Project: _____

Contract description: _____

Brief summary of evidence provided: _____

Contact Information: (Tel, email, name of contact person): _____

As an alternative to the evidence under (d), other evidence demonstrating adequate capacity and commitment to comply with SEA/ SH obligations (**as per (e) above**) *[attach details as appropriate]*.

Annex 6: Chance Find Procedures

Introduction

This procedure was developed in accordance with the World Bank's ESS8 to protect cultural heritage from the impacts of project activities and support its preservation, to address cultural heritage as an integral aspect of sustainable development, to promote meaningful consultation with stakeholders regarding cultural heritage. To promote the equitable sharing of benefits from the cultural heritage.

This procedure is included as a standard provision in the implementation of Public Works contracts to ensure the protection of cultural heritage (Archaeological and Historical Sites). All implementers / contractors will be required to observe this procedure as documented hereafter.

Scope

This procedure applies to the Contractor, subcontractors, workers, supervision personnel, and other persons involved in construction activities, particularly excavation, foundation works, trenching, site preparation, and other activities involving disturbance of the ground.

Chance finds may include, but are not limited to:

- Archaeological objects or remains;
- Human remains or burial sites;
- Historical structures, foundations, or ruins;
- Religious or culturally significant objects; and
- Any other object or feature suspected to have archaeological, historical, religious, or cultural value.

Chance Finds Procedure

Excavation in sites of known archaeological interest should be avoided. Where this is unavoidable, prior discussions must be held with the PCU and the World Bank in order to undertake pre-construction excavation or assign an archaeologist to log discoveries as construction proceeds. Where historical remains, antiquity or any other object of cultural or archaeological importance are unexpectedly discovered during construction in an area not previously known for its archaeological interest, the following procedures should be applied.

- Stop construction activities;
- Delineate the discovered site area;
- Secure the location to prevent any damage or loss of removable objects. In case of removable antiquities or sensitive remains, a full-time guard should be present until the responsible authority takes over;

- Notify the responsible foreman/archaeologist, who in turn should notify the PCU and the World Bank and local authorities (within less than 24 hours);
- The significance and importance of the findings will be assessed according to various criteria relevant to cultural heritage including aesthetic, historic, scientific or research, social and economic values;
- Decision on how to handle the finding will be reached based on the above assessment and could include changes in the project layout (in case of finding an irrevocable remain of cultural or archaeological importance), conservation, preservation, restoration or salvage;
- Implementation of the decision concerning the management of the finding;
- Construction work can be resumed only when permission is given from the respective authorities, PCU and World Bank, after the decision concerning the safeguard of the heritage is fully executed;

In case of delay incurred in direct relation to archaeological findings not stipulated in the contract (and affecting the overall schedule of works), the contractor may apply for an extension of time. However, the contractor will not be entitled to any kind of compensation or claim other than what is directly related to the execution of the archaeological findings works and protections.

Discovery of Human Remains

If human remains or suspected burial sites are discovered, work shall stop immediately and the area shall be secured. The remains shall not be touched, moved, removed, photographed unnecessarily, or otherwise disturbed.

The Contractor shall immediately notify the Supervision Engineer, contractor's E&S Specialist/Focal Person and PCU E&S Team. The relevant government authorities shall be informed, and any further action shall be undertaken in accordance with applicable legal requirements and instructions from the competent authorities. Cultural and religious sensitivities shall be respected at all times.

Worker Awareness and Training

Before commencing relevant works, the Contractor shall provide workers with awareness and toolbox training on the Chance Finds Procedure. Workers shall be instructed to:

- Recognize examples of potential cultural heritage finds;
- Immediately stop work when a suspected find is encountered;
- Avoid touching, moving, collecting, or damaging the find;
- Report the find immediately to their supervisor;
- Protect the location from unauthorized access; and
- Follow instructions provided by the Contractor's E&S Specialist and relevant authorities.

Chance Finds Reporting Form

The following form shall be completed whenever a chance find is identified.

Information Required	Details
Project/Sub-project:	
Contractor:	
Date and time of discovery:	
Location of the find:	
Name/position of person reporting:	
Description of the find:	
Activity being undertaken when discovered:	
Immediate actions taken:	
Work stopped:	Yes ☐ No ☐
Area secured/protected:	Yes ☐ No ☐
Contractor E&S Specialist notified:	Date/Time:
Supervision Engineer notified:	Date/Time:
PCU E&S Team notified:	Date/Time:

Relevant authority notified, if required:	Authority/Date/Time:
Assessment/recommendations:	
Protection or corrective measures required:	
Clearance/authorization to resume works:	
Date works resumed:	
Additional remarks:	

Annex 5: Contractor ESHS Monitoring Report Template

CONTRACTOR MONTHLY ESHS MONITORING REPORT TEMPLATE

Environmental, Social, Health and Safety (ESHS)

A. Basic Project Information

Item	Information
Project/Sub-project Name	
Location	
Contractor	
Supervision Engineer/Consultant	
Reporting Month	
Report Prepared By	
Position	
Date Submitted	
Number of Workers	Male: _____ Female: _____ Total: _____
Main Activities Undertaken During the Month	

B. Monthly ESHS Compliance Checklist

Assessment: YES = requirement complied with; NO = requirement not complied with; N/A = not applicable.

#	ESHS Requirement	YES / NO / N/A	Observations / Corrective Action Required
1	ESMP/C-ESMP and required E&S procedures are available and being implemented.		
2	Workers received E&S/OHS induction and relevant toolbox talks.		
3	Appropriate PPE is available and properly used by workers.		
4	Work areas are appropriately secured and warning signs/barriers are provided where required.		
5	Work areas, access routes and emergency exits are maintained safely.		
6	First-aid kits, trained first aiders and emergency arrangements are available.		
7	Accidents, incidents and near misses are recorded, reported and followed up.		
8	Dust, noise, vibration and other pollution are adequately controlled.		
9	Solid and hazardous wastes are properly segregated, stored, transported and disposed of.		
10	Fuel, chemicals and hazardous materials are safely stored and managed, where applicable.		
11	Wastewater, sanitation and drainage are appropriately managed.		
12	Good housekeeping is maintained at the work site and workers' facilities.		

13	Community health and safety measures are being implemented.		
14	Traffic and movement of construction vehicles/equipment are appropriately managed.		
15	Labour and working conditions comply with applicable Project requirements.		
16	There is no evidence of child labour or forced labour.		
17	Workers have signed the Code of Conduct and received GBV/SEA/SH awareness.		
18	Workers' GRM is available, communicated and functional.		
19	Community/Project GRM information is accessible to affected stakeholders.		
20	Stakeholder and community concerns related to the works are recorded and addressed.		
21	Trees, vegetation, birds/nesting sites and other sensitive environmental features are protected, where applicable.		
22	Chance Finds Procedure is available and workers are aware of the procedure.		
23	E&S issues identified during previous inspections have been addressed or are being followed up.		

C. Key Monthly ESHS Statistics

Indicator	This Month
Total number of workers	
Number of female workers	
E&S/OHS inductions conducted	
Toolbox talks conducted	
Workers participating in E&S/OHS training	
ESHS site inspections conducted	
Accidents resulting in injury	
Near-miss incidents	
Environmental incidents/spills	
Community health and safety incidents	
GBV/SEA/SH allegations reported*	
Workers' grievances received	
Community grievances received	
Grievances resolved	
E&S non-compliances identified	
Corrective actions completed	
Corrective actions pending	

***Note:** No names or personally identifiable information relating to GBV/SEA/SH cases should be included. Such cases shall be handled through confidential and survivor-centred procedures.

D. Corrective Action Follow-Up

#	Issue / Non-Compliance	Corrective Action Required	Responsible Person	Deadline	Status
1					
2					

3					
4					

Status should be stated as: COMPLETED / PENDING / ONGOING

E. Incidents and Grievances

Question	YES / NO	Brief Details, if YES
Were any E&S/OHS incidents or accidents reported during the month?		
Were any environmental spills or pollution incidents reported?		
Were any community health and safety incidents reported?		
Were any worker grievances received?		
Were any community grievances received?		
Were any GBV/SEA/SH allegations reported through the appropriate confidential channel?		
Are there any significant unresolved ESHS issues requiring attention?		

F. Priorities for the Next Month

1. _____
2. _____
3. _____

G. Report Certification

Prepared by - Contractor E&S Specialist/Focal Person	Name: _____
	Signature: _____ Date: _____
Reviewed by - Contractor Project/Site Manager	Name: _____
	Signature: _____ Date: _____
Reviewed/Verified by Supervision/PCU, where applicable	Name/Position: _____
	Signature: _____ Date: _____