



THE MOLDOVA ROAD PROJECT V

(DTM 45094)

THE TECHNICAL DESIGN STAGE

THE DRAFT REPORT

**The Project's Environmental and Social Management System specific
for rehabilitation process of the express road M1 located in the
Hincesti District**

Lot no.1 (km 1.00 – km 9.00)

REQUIREMENTS

 Ministry of Infrastructure and Regional Development	THE MOLDOVA ROAD PROJECT V The Project's Environmental and Social Management System specific for reconstruction process of the express road M1 located in the Hincesti District Lot no.1 (km 1.00 – km 9.00) THE TECHNICAL DESIGN STAGE – REQUIREMENTS	 S.A. ADMINISTRATIA NATIONALA A DRUMURILOR
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Executive Summary

The Employer, JSC National Road Administration, signed the contract agreement for Lot 1 with the general designer, S.C. TRANSPROIECTCONSULT S.R.L. (the consultant), for the development of the technical design for the section of the M1 road between the Romanian and Ukrainian borders (km 1.00 to 85.46) within Lot 1 (km 1+000 to km 9+000). During the design process, the Consultant will also identify specific hazards and assess risks, establishing mitigation measures to control them.

This document provides procedure for controlling risks assessed based on the EBRD's Performance Requirements No. 1 Assessment and Management of Environmental and Social Risks and Impacts and the applicable Moldovan technical laws relating to the design process. The document also established and described the institutional roles and responsibilities, and commitment to comply with requirements established in the Environmental and Social Action Plan, monitor and measure mitigation measures and report performances to the EBRD and Government of the Republic of Moldova.

The Project's specific ESMS and ES Plans for Lot No. 1 will form part of the tender documents. The document describes the mitigation measures that the Contractor will implement to manage residual environmental and social risks during construction. The Supervision Consultant (Engineer) will monitor compliance with this document's requirements to ensure that the Project meets national and EBRD standards.

In order to ensure that residual risks are kept under control, the General Contractor will use the mitigation measures identified in this document to prepare its own environmental and social management plan (CESMP). This plan will then be integrated into the detailed on-site plan of works. This will allow the contractor to calculate the costs of the environmental protection and social impact mitigation measures that will be implemented during the project's construction phase.

Furthermore, this document establishes environmental and social requirements for the Employer (the National Road Administration) during the operational and decommissioning phases. The objective is to emphasise economic growth, inclusion and sustainability. This is accomplished by implementing best international industrial practices and incorporating robust development plans to enhance environmental quality, community health and safety.

The Employer's proposed capacity-building measures will be considered during the construction stage by the General Contractor, who will select and hire 10 young people to be trained on site. The aim of this initiative is to enhance economic inclusion and contribute to the high-quality maintenance of roads. The project will also ensure continuous improvement in road quality and safety, contributing to an improved level of traffic safety, as well as an overall improvement in environmental and social conditions.

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1 SCOPE

This document specifies the Environmental and Social Management System (ESMS) procedures to be applied by the Employer, JSC National Road Administration, in the implementation process of the Moldova Road Project V. The ESMS is a systematic management tool that contributes to the environmental and social pillars of sustainability.

The scope of the ESMS is to help involved parties in the implementation process achieve the Project's ESMS outcomes, providing value for environmental and social value, the Project context and the Employer and stakeholders.

Consistent with the Project's Environmental and Social Management Policy for the Moldova Road Project V, the ESMS outcomes include the following: (i) enhancement of the ES performances, (ii) fulfilment of compliance obligations and (iii) achievement of ES Objectives.

2 NORMATIVE REFERENCES

The present document is developed based on following documents:

1. The Planning Town Urbanism Certificate¹ for Design no. 1 of February 14th 2025 issued by the Hincesti District Council
2. The Environmental Permit² no. 24 of August 12th 2025 issued by the Environmental Agency for the Moldova Road Project V
3. Notice issued by the Ministry of Culture for the Moldova Road Project V
2. Notice issued by the National Archaeological Agency for the Moldova Road Project V
3. The Pavement Survey Report 2024
4. The Topographical Survey Report 2024
5. The Geotechnical Report 2024
6. Hydrometeorological Report 2024
7. Culverts Inspection Report 2024
8. Adaptation to Climate Change Report 2024
9. The Technical Design no. and the verification Report of the Technical Design
10. ESAP of the Moldova Road Project V
11. Stakeholder Engagement Plan
17. Applicable laws of the Republic of Moldova

¹ Source: <https://hincesti.md/category/subdiviziunile/sectia-constructii-gospodarie-comunala-si-drumuri/>

² Source: <https://www.andsa.md/acorduri-de-mediu/>

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3.0 TERMS, DEFINITIONS AND ACRONYMS

3.1 Terms and definitions

Used terms and their definitions are in conformity with normative references. For better understanding the plan the following terms are used:

Audit: systematic, independent and documented process for obtaining audit evidence and evaluating it objectively to determine the extent to which the audit criteria are fulfilled.

Capacity of response: ensuring endowment with means of interventions, means of protections and human resources for intervening immediately and efficient when appears an emergency situation.

Cause: anything with the potential to release a hazard. Cause classes include (but not limited to): thermal energy, chemical energy, biological energy, radiation, kinetic energy, climatic condition, uncertainty or human factors.

Competence: ability to apply knowledge and skills to achieve intended results.

Conformity: fulfilment of a requirement.

Continuous Improvement: repeated activity to increase the ability to comply with requirements.

Contractor: the person(s) named as contractor in the Letter of Tender accepted by the Employer and the legal successors in title to this person(s).

Corrective Action: action taken to eliminate the cause of a Non-conformity detected or any other unwanted situation.

Danger Identification: the process of danger identification and definition of its characteristics.

Danger: an event or situation with a harmful potential expressed in injury, illness, damage to property, pollution at the workplace or a combination of these.

Direct workers: represent Contractor's workers.

Emergency situation: an event or an incident which does not generate major effects on HSE, but has the potential to provoke a major accident which requires a quick intervention of a specially trained team

Employer: the person named as employer and the legal successors in title to this person.

Engineer: the person appointed by the Employer to act as the Engineer for the purposes of the Contract or other person appointed from time to time by the Employer and notified to the Contractor.

Environmental protection: measures used to prevent harm to the environment of the world. It prevents harm to air, water, land and natural resources providing protection to flora, fauna and human beings and their inter-relationships.

Engineering Control: represent a process used to protect employees by preventing exposure to hazards.

Health: the state of well-being in both a physiological and psychological sense.

Health and Safety: conditions and factors that have an impact on the health of employees, temporarily engaged personnel, subcontracted personnel, visitors or any other person being at the workplace.

Hazard: source with a potential to cause injury and ill health. Hazards can include sources with the potential to cause harm or hazardous situations, or circumstances with the potential for exposure leading to injury and ill health.

Incident: event, or chain of event, which cause, or could have caused, injury, illness and/or damage (loss) to assets, the environment or third parties.

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Indirect workers (contracted): workers who work on behalf of Contractor.

Laws: all national (or state) legislation, statutes, ordinance and other laws, and regulations and by-laws of any legally constituted public authority.

Monitoring: determining the status of a system, a process or an activity. To determine the status, there may be a need to check, supervise or critically observe.

Measurement: process to determine a value.

Non-conformity: non-compliance with a requirement.

Objectives: purposes (targets) relative to the OHS performance, intended to be attained by an organization.

Occupational: it would include not suffering from fatigue, stress or noise induced deafness.

Operational Control: are those operations that are associated with the identified major hazards consistent with OHS policy, objectives and targets.

Outsource: make an arrangement where an external organization performs part of an organization's function or process.

Performance: measurable results.

Policy: short statement of the contractor/company policy that conveys managements support and intentions of the specific program that is signed by a member of senior management.

Preventive Action: action taken to eliminate the cause of a potential Non-conformity or any other potential unwanted situation.

Procedure: specified way to carry out an activity or a process.

Process: set of interrelated or interacting activities which transforms inputs into outputs.

Risk Assessment: process of general risk impact assessment and decision as to the level of risk tolerance.

Risk: combination of probability of appearance and consequences of a certain dangerous event.

Safety: the absence of danger or physical harm to persons, extending in the workplace to things such as equipment, materials and structures.

Site: location with defined geographical boundaries and on which activities under the control of an organisation may be carried out.

Subcontractor: any person named in the Contract as a subcontractor, or any person appointed as a subcontractor, for a part of the Works, and the legal successors in title to each of these persons.

Construction sites: any construction site at which building or civil engineering works are carried out.

Welfare: the provision of workplace facilities that maintain the basic wellbeing and comfort of the worker such as eating, washing and toilet facilities which enable them to fulfil their bodily functions.

Working environment: the surroundings and conditions in which work is performed.

3.2 Acronyms

CESMP	Contractor's Environmental and Social Management Plan
CL&OHSP	Contractor's Labor & Occupational Health and Safety Plan
CoC	Code of Conduct
DD	Detail design
EA	Environmental Agency
EHS	Environmental and health and safety

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EIA	Environmental impact assessment
ESP	Environmental and Social Policy
ESRs	Environmental and Social Requirements
GD	Government Decision
HR	Human Resources
KPIs	Key performance indicators
LPA	Local public authority
MS	Method Statement
NAPH	National Agency for Public Health
NGOs	Non-Governmental Organisations
OHS	Occupational health and safety
PIU	Project Implementation Unit
PMU	Project Management Unit
POM	Project Operational Manual
PPE	Personal protective equipment
PTW	Permit-to-Work
SMR	Subcontractor management representative
SOPs	Safety Operational Procedures
SSA	State supervision agency
TLI	Territorial labor inspection
TMP	Traffic management plan
TS	Technical specification

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4 CONTEXTS OF THE PROJECT

4.1 The Employer JSC National Road Administration

4.1.1 General

On January 22nd 2024, the European Bank for Reconstruction and Development (EBRD)³ and the Government of the Republic of Moldova⁴ (the Borrower) signed the Loan Agreement for the Moldova Roads Rehabilitation Project V. The Borrower is the Republic of Moldova and is represented by the Ministry of Finance.

The facility will consist of a sovereign loan to the Borrower in the amount of up to EUR 150 million, tranché. The loan will finance the rehabilitation and widening of the M2 Chisinau ring road (section 2) and the purchase of specialized equipment and software for the Road Asset Management System (Tranche 1) and the rehabilitation of the M1 Chisinau to Leuseni road section (Tranche 2) (together the “Project”).

The Project is of a strategic priority for the Republic of Moldova and will support the Government's efforts to halt the deterioration of the road network and ensure key road links are maintained to acceptable standards to facilitate economic growth, regional integration and connectivity by strengthening core transport links with a focus on extended TEN-T network.

The Project is aligned with the European Union's Economic and Investment Plan for Neighbourhood East and its post-2020 Eastern Partnership Priorities, is included in the Eastern Partnership TEN-T Investment Action Plan, and is consistent with the Solidarity Lanes approach by focussing on core corridors to ensure transportation of goods between Ukraine and the European Union.

The Borrower shall carry out the Project in accordance with the Project Implementation Plan furnished by the Borrower to EBRD (subject to any modifications to which EBRD may agree in writing) and cause the financing specified in the Financing Plan to be applied exclusively to the Project. The proceeds of the Loan shall be applied exclusively to the components of the Project to be financed (or co-financed as the case may be) by EBRD in accordance with the Procurement Plan.

4.1.2 Project Development Objective

The Project will facilitate Moldova's economic development and its physical integration by improving transit connections and corridors between its cities and between Moldova and neighbouring countries, including Ukraine and Romania. The Project will also improve the road infrastructure between cities and on key corridors/regional connections through the rehabilitation of the M2 Chisinau ring road (section 2) and the M1 Chisinau to Leuseni road section, which are in poor condition.

³ Source: <https://www.ebrd.com/home/work-with-us/projects/psd/54423.html>

⁴ Source: <https://gov.md/index.php/en>

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The purpose of the Project is to assist the Borrower in financing the rehabilitation and widening of the M2 Chisinau ring road-section 2, the rehabilitation of the M1 Chisinau to Leuseni road section and extension, and upgrade of the road asset management system.

4.1.3 Project Beneficiaries

The Project beneficiaries are:

- The Government of the Republic of Moldova⁵;
- The Ministry of Finance⁶
- The Public Property Agency⁷;
- The Ministry of Infrastructure and Regional Development⁸;
- The Hincesti District⁹ Council
- The community from the Republic of Moldova;
- The community from Romania and Ukraine and other countries.

4.1.4 Project components

The Project consists of the following Parts:

Part A:

- (i) Civil works: rehabilitation and widening of the M2 Chisinau ring road-section 2, comprising of approximately 7 km of road;
- (ii) Supervision of civil works for rehabilitation and construction of the above road section to be provided by the Supervision Consultant;
- (iii) Extension and upgrade, of the road asset management system; and
- (iv) Contingencies to finance any cost overruns in relation to Part A.

Part B:

- (i) Civil work: rehabilitation, of the M1 Chisinau to Leuseni road section, comprising of approximately 71 km of road;
- (ii) Supervision of civil works for rehabilitation and construction of the above road section to be provided by the Supervision Consultant; and
- (iii) Contingencies to finance any cost overruns in relation to Part B.

4.1.5 The Technical Designer

The Employer (Beneficiary SA National Road Administration) signed a Service Contract with the Consultant (Technical Designer) S.C. “Transproiectconsult” S.A. for developing the Technical Design for the sector of the road M1, border with Romania - Leușeni- Chisinau - Dubasari - border with Ukraine (Lot 1 - km 1.0 - km 9.0)

⁵ Source: <https://gov.md/ro/autoritati-administrative-centrale>

⁶ Source: <https://mf.gov.md/ro>

⁷ Source: <https://app.gov.md/>

⁸ Source: <https://midr.gov.md/portofoliu/transport>

⁹ Source: <https://hincesti.md/>

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4.2 Needs and expectation of stakeholders

4.2.1 Needs and expectation of the EBRD and the Borrower (GoM)

(a) The Borrower shall, and shall cause any contractor to, carry out the Project in accordance with environmental regulations and standards in effect in the EU and the Republic of Moldova and the Designated Environmental and Social Requirements.

(b) Except as otherwise specified in the Environmental and Social Action Plan, the Borrower shall, and shall cause any contractor to ensure that environmental and/or social risks and impacts arising from Associated Facilities are managed and mitigated in accordance with applicable law, good international practice and the objectives of the designated ESRs.

(c) Without limiting the foregoing, the Borrower shall diligently implement and adhere to the Environmental and Social Action Plan.

d) The Borrower and EBRD may from time to time agree to amend the Environmental and Social Action Plan in response to changes in the circumstances of the Project, the Borrower or the Borrower's business and operations, unforeseen events and the results of monitoring. Without limiting the generality of the foregoing,

(1) if there is any adverse environmental or social impact or issue that was not foreseen by or contemplated in the Environmental and Social Action Plan either entirely or as to its severity;

(2) if any impact mitigation measure set out in the Environmental and Social Action Plan is not sufficient to eliminate or reduce any environmental or social impact to the level contemplated by the relevant designated Environmental and Social Requirements within the time frame set out in the Environmental and Social Action Plan; or

(3) if any material non-compliance with the Environmental and Social Action Plan or with any Environmental and Social Law has been identified by the Borrower, EBRD or by an inspection from any regulatory or enforcement authority or by any audit,

the Borrower shall, as soon as reasonably practicable and subject to the consent of EBRD, develop and incorporate into the Environmental and Social Action Plan such additional or revised mitigation measures as may be necessary to achieve compliance with the designated Environmental and Social Requirements, the Environmental and Social Action Plan or Environmental and Social Law, in each case in a manner satisfactory to EBRD.

The Borrower is the Republic of Moldova, represented by the Ministry of Finance.

4.2.2 Needs and expectation of the Implementing Agency (Client)

According to the Loan Agreement¹⁰ for Moldova Road Project V, the Implementing Agency is the Ministry¹¹ of Infrastructure and Regional Development (MoIRD), operating via the JSC National

¹⁰ Source: Approved by the Board of Directors on 28 November 2023

¹¹ Source: <https://midr.gov.md/ro/despre-minister/mandat>

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Road Administration (Employer). Planning and oversight of the road network in Moldova is the responsibility of the MoIRD who also controls the Employer, which is the agency responsible for executing road investments, maintenance and safety measures.

The Employer is responsible for the efficient administration of the financial resources allocated from the state budget, the road fund and external sources for the rehabilitation, development, modernisation and maintenance of the national public road network of the Republic of Moldova.

4.2.3 Needs and expectation of the JSC National Road Administration (Employer)

The Employer's needs and expectations are to be implemented in the present document on the construction site, with the aim of promoting quality and safety, minimising the impact on the health and safety of the workforce and the community, and safeguarding the environment. This will be achieved by having in place approved technical documents specific to the construction site, and by performing construction works without complaints from the community, and without any incidents or accidents on construction sites.

The Employer ensures that the project's activities are carried out in accordance with the EBRD's Environmental and Social Policy¹² 2019 and Performance Requirements, and in accordance with the Republic of Moldova's applicable technical and environmental and social laws.

The Employer has established a Project Implementation Unit (PIU) for managing technical and environmental and social aspects in order to enhance the Project's performances and based on established roles, responsibilities and authority for implementation process for fulfilling of the compliance obligation.

The Employer and PIU have extensive experience in implementation of similar project and qualified staff. Moreover, the PIU will support the Employer with the procurement activities, contracts monitoring and administration as well as reporting performances.

The Employer and PIU will be supported by the dedicated independent Supervision Consultant (Engineer), who will provide day-to-day administration of works contracts funded under the Project.

4.2.4 Needs and expectation of community

4.2.4.1 General

The Employer will implement the Project in manner not to affect the community to risks and impacts as a result of presence of equipment and infrastructure and assesses risks, established mitigation measures and control residual risks during construction stage.

¹² Source: <https://www.ebrd.com/home/news-and-events/publications/institutional-documents/environmental-and-social-policy-2019.html>

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The Employer identified specific affected communities that are relevant for the Project's ESMS, established their relevant needs and expectation and compliance obligation to protect community health and safety.

4.2.4.2 Specific requirements

Needs and expectation of the community affected by the rehabilitation process of the express road M1, are promoted by the Employer in order to identify, assess and manage health, safety and security risks, based on the PR no.1 Assessment and Management of ES Risks and Impacts, to project-affected communities (PACs) and consumers during the construction and operation of the road from both routine and non-routine activities and to incorporate health and safety at the earliest opportunity into the project design.

The Employer has identified adequate security management arrangements and contingency plans to protect the integrity of project operations from security incidents or changes to the operating environment, ensuring the safety of those affected by the project.

The Employer has documented needs and expectation of the community and will implement on construction site procedures and plans developed in compliance with EBRD's Performance Requirements and the applicable laws of the Republic of Moldova.

The revised Stakeholder Engagement Plan (SEP) is provided in the Annex no.1.

4.3 The scope of the Project's ESMS

The Project's ESMS scope is to assess and manage ES-specific risks and impacts during the design stage, taking into consideration the relevant standards:

- PR no. 2: Labour and Working Conditions
- PR no. 3: Resource Efficiency and Pollution Prevention and Control
- PR no. 4: Health, Safety and Security
- PR no. 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- PR no. 6: Biodiversity Conservation & Sustainable Management of Living Natural Resources
- PR no. 8: Cultural Heritage
- PR no. 10: Information Disclosure and Stakeholder Engagement.

The Project's Environmental and Social Management System (ESMS) is a dynamic, continuous process initiated and supported by the Employer. It involves meaningful communication between the Employer, the Project's workforce, and the local communities affected by the Project's construction activities and other specific stakeholders.

The Project's ESMS applies a risk assessment procedure as described in the EBRD's PR No. 1, Assessment and Management of ES Risks and Impacts for the Project's Life Cycle (pre-construction, construction, operation and decommissioning).

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The Employer ensures sufficient resources to implement and manage ES specific risks and impacts for implementation and of the ESMS based on established procedure and plans.

4.4 The Project's Environmental and Social Management System

The Employer has established the Project's ESMS based on the Project's life cycle with the scope to achieve the intended outcomes taking into consideration the Project's business processes (design and development, procurement, human resources, construction, operation, etc.).

The Project's ESMS shall be used by the Supervision Consultant, the General Contractor, stakeholders and other interested parties involved in the implementation process of the Moldova Road Project V in order to meet the requirements of the ESAP and compliance obligation with:

- The Employer's Environmental and Social Management Policy and Objectives;
- The Project's specific ESMP for rehabilitation process of the express way M1;
- The Project's specific Labour Management Plan for rehabilitation process of the express way M1;
- The Project's specific Code of Conduct (CoC) for rehabilitation process of the express way M1
- The Project's specific Consultation and Participation Plan for rehabilitation process of the express way M1;
- The Project's specific Complaint Mechanism for rehabilitation process of the express way M1;
- The Project's specific Stakeholder Engagement Plan (SEP) for rehabilitation process of the express way M1
- The Project's specific Training and Economic Inclusion Plan for rehabilitation process of the express way M1
- The Project's specific Resettlement Action Plan.

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5 LEADERSHIP

5.1 Leadership and commitment

The Employer, JSC National Road Administration, demonstrates leadership and commitment with respect to the compliance with the Project's environmental and social requirements established in the ESAP by the following means:

- Taking accountability for the effectiveness of the ESMS;
- Ensuring that the Environmental and Social Management Policy and Objectives are established and are compatible with the strategic direction and the Project's context;
- Ensuring the integration of the ESMS requirements into the Project's life cycle;
- Ensuring that the resources needed for implementation of ESMS are available;
- Communicating the importance of effective ES management and of conforming to the ESMS requirements;
- Ensuring that the ESMS achieves its intended outcomes;
- Directing and supporting persons to contribute to the effectiveness of the ESMS;
- Promoting continual improvement; and
- Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility.

5.2 The Environmental and Social Management Policy

The Employer has established, implements and maintains an Environmental and Social Management Policy that:

- It is vital to respect and protect the fundamental principles and rights of all project workers.
- It is also crucial to ensure fair treatment, non-discrimination, non-harassment and equal opportunities for all project workers.
- Furthermore, it is essential to establish, maintain and improve a sound worker-management relationship, based on social dialogue.
- In addition, it is vital to ensure compliance with national labour and employment laws, social security laws and any collective agreements.
- Protecting all project workers is also paramount, including vulnerable project workers who might be at higher risk of discrimination, harassment or exploitation, such as women and gender-diverse workers, young workers, workers with disabilities, migrant workers and refugees, self-employed and contracted workers, as well as workers in the project's core supply chain.
- It is essential to prevent the use of forced labour and child labour.
- It is vital to ensure that all project workers have access to effective channels to raise and address workplace concerns.
- It is also crucial to safeguard and promote the health, safety and security of project workers by creating safe, healthy and secure working environments and implementing appropriate procedures and plans that are proportionate to the specific risks associated with the project.
- Furthermore, it is essential to identify, assess and manage health, safety and security risks to project-affected communities and consumers during the project lifecycle from the routine and

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non-routine activities and to incorporate health and safety at the earliest opportunity into the project design.

- In addition, it is imperative to outline a systematic approach to stakeholder engagement that will help the employer build and maintain a constructive relationship with their stakeholders.
- Moreover, it is vital to provide a means for effective and inclusive engagement with project stakeholders throughout the project cycle.
- It is essential to ensure that appropriate environmental and social information is disclosed and meaningful consultation is held with the project's stakeholders and, where appropriate, that feedback provided through the consultation is taken into consideration.
- To mitigate and control the resettlement process by providing timely compensation for loss of agricultural lands at the replacement costs, monitor and ensure the appropriate disclosure of information, meaningful consultation and participation.
- It is also crucial to ensure that complaints from stakeholders are responded to and managed appropriately by the Employer.
- Lastly, it is vital to ensure that stakeholder engagement is conducted in a manner that protects the privacy and safety of stakeholders and is free from retaliation.

The Employer's Environmental and Social Management Policy is (i) available as documented information, (ii) communicated to the stakeholders and other interested parties, (iii) available to interested parties, and (iv) relevant and appropriate.

5.3 Organizational roles, responsibilities and authorities

5.3.1 The Project Implementation Agent (PIA)

The Ministry¹³ of Infrastructure and Regional Development (MoIRD) is the central specialized body, which promotes state policy in the field of infrastructure and regional development and operates in accordance with the Constitution and Laws of the Republic of Moldova, Parliamentary Decisions, Acts of the President of the Republic of Moldova, Government Decisions and Orders, as well as other normative acts. The Ministry performs the following functions: (i) Rehabilitation, modernization and expansion of the national road network; (ii) Establishing a sustainable mechanism for financing the maintenance of public roads and increasing the responsibility for their administration; and (iii) Improving road safety.

5.3.2 The Employer and Project Implementation Unit

The JSC "National Road Administration"¹⁴ (NRA) is founded by the Public Property Agency. Policies in the field of road infrastructure are developed by the Ministry of Infrastructure and Regional Development of the Republic of Moldova.

The objectives of JSC "National Road Administration" activity are as follows: maintenance, repair, rehabilitation, development, modernization, and administration of national public roads, as well as

¹³ Source: <https://midr.gov.md/en/about-the-ministry/mandate>

¹⁴ Source: <https://www.andsa.md/en/despre-noi/>

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other road infrastructure elements defined by law, in order to ensure safe, smooth, and continuous road traffic; implementation of programs for the unified development of the national public road network in accordance with the requirements of the national applicable legislation.

The JSC "National Road Administration" is responsible for the efficient management of financial resources allocated from the State Budget, Road Fund, and External Sources for the rehabilitation, development, modernization, and maintenance of the national public road network of the Republic of Moldova.

The JSC "National Road Administration" has service contracts with JSC “DRUMURI” for the maintenance of national public road network. These contracts set out the conditions for the annual maintenance of the roads and govern the relationship between NRA and JSC “DRUMURI”. The JSC "National Road Administration" (NRA) is responsible for maintaining the 5,951 km of national public roads (express, republican and regional roads).

5.3.3 The General Contractor

The General Contractor, engaged by the Employer during construction phase, shall take the responsibility for physical implementation of mitigation measures provided in the present document, as well as take measures for controlling residual ES risks and impacts during the construction activities in accordance with the Project's specific ES Plans, contractual documents and applicable social legislation of the Republic of Moldova.

5.3.4 Roles, responsibilities and authority of the Supervision Consultant

The Supervision Consultant, engaged by the Employer to monitor and measure the implementation process on site, shall employ an Environmental, Social and Health and Safety (HSSE) Manager(s) to be permanent on construction site who shall ensure that the General Constructor carries out day-to-day implementation of the Project's specific ESMP, LMP, CoC, TMP, and revised SEP in line with the environmental and social clauses included in contractual documents.

The main objective of the assignment for the Consultant is to assist the Employer in the administration and supervision of the construction works for rehabilitation of the express national road M1 with due diligence, to carry out the duties assigned to him in the Contract and provide other services.

The Supervision Consultant, hired by the Employer, for daily supervision over the implementation of civil construction works, will be responsible for supervising the timely, proper and reliable implementation of the construction works and measures, as provided by the Project's specific ESMP, LMP, CoC, TMP, revised SEP, etc.

The Employer shall oversee the environmental and social aspects of all activities for rehabilitation process of the sector of road from the Hincesti District in order to ensure that established mitigation measures are designed and implemented properly to prevent and minimize likely adverse

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environmental and social impacts.

The Supervision Consultant shall also ensure that all necessary agreements and permits are obtained by the General Contractor from relevant state and local public authorities before the construction works are start. The Employer may request to check if such permits are issued and valid as well as if the Project's specific ESMP, LMP mitigation and monitoring aspects are implemented on the ground during the rehabilitation process of the road M1 according to applicable the Republic of Moldova ES legislation.

5.4 Consultation and participation process

5.4.1 Consultation process

The consultation process represents the key factors of success for the ESMS implementation by the Employer ensure that identified ES risks and impacts and proposed mitigation measures at the design phase are communicated to the specific stakeholders' workforce at the construction and operational stages.

The consultation process¹⁵ implies a two-way communication involving dialogue (kick off meeting, toolbox-talk, EHSS meetings, EHSS committees, etc.) and exchanges (leaflets, notices published on the informational panels, risks assessment sheets, etc.) during ESMS implementation. Consultation process involves the timely provision of the information necessary for the project stakeholders to give informed feedback to be considered by the Supervision Consultant and the General Contractor before making a decision. Participation process enables workers to contribute to decision-making processes on ESMS performance measures, proposed changes and continual improvement of the labour process.

Feedback from the consultation process or the complaint mechanism (CM) on the ESMS implementation is dependent upon workforce and community participation. The Employer shall ensure workforce and community are encouraged to report hazardous and other situations, so that preventive measures can be put in place and corrective action taken.

The reception of suggestions, grievances, complaints, proposals for improvements, suggestions received from workforce and community shall be a free or anonymous format and the consultation process will be more effective if workers do not fear the threat of dismissal, disciplinary action or other such reprisals when making them.

The Employer ensures that the Project's specific stakeholders (workers and community) are consulted with the Project's specific ES risks and provided other specific, these include, but are not limited to:

- ES risks and mitigation measures;
- Labour and working conditions risk and mitigation measures;

¹⁵ Source: GD no. 95/2009 Organization activities for the protection of workers at the workplace and prevention of professional risks - https://www.legis.md/cautare/getResults?doc_id=123544&lang=ro#

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- Health, safety and security risks and mitigation measures of workforce and community;
- Communication risks and mitigation measures;
- Emergency risks and mitigation measures.

The Committee agenda shall normally include subjects which are / were of concern to workforce and community on various ES and health and safety issues. The agenda items that may be typically included are:

- The outcomes of any recent inspection by the enforcing authorities;
- The outcomes of any third-party audits (the state supervision agencies) that relate to social issues;
- Any recent accidents, incidents and near misses – reports and outcomes;
- Any problems arising from workplace inspections, e.g. housekeeping, blocked fire exits etc.
- Also, areas such as the identification of unsafe acts, conditions and hazards that have been reported and perhaps not suitably rectified;
- Other topics may include, stress at work, due to long hours, or environmental conditions, manual handling issues, worker dissatisfaction with welfare arrangements, food and catering contractors etc.;
- Changes in legislation, in technical design, and their likely impact;
- Outcomes of risk assessment and safe working system reviews;
- Accident, incident, sickness, absence and ill health statistics, etc.;
- Complaints from direct and subcontracted workers, supply chain, community workers and from affected persons, LPA, CPA, etc.
- Workplace inspection scheduled.

The requirement for the consultation process is described in the Project's specific Consultation and Participation procedure for rehabilitation process of the express way M1 and is presented in the Annex no. 2.

5.4.2 Participation process

The Employer is committed to consulting project-specific stakeholders on environmental and social issues, and other pertinent matters, both before and during the construction stage. They also ensure that these stakeholders are involved in the decision-making process based on mitigation measures that have been identified during the design process for construction and operational stages. The aim is to facilitate the involvement of these stakeholders in monitoring process of the environmental and social aspects on construction and operational sites.

The employer is committed to ensuring a positive and productive work environment for site-specific stakeholders. To this end, a Project's Complaint Mechanism has been established, which is specifically designed to address concerns raised by our valued workforce and community members. This mechanism is readily accessible to all relevant stakeholders and is communicated to them at the time of recruitment.

The complaint mechanism is overseen by appropriate management levels and is intended to address concerns in a prompt, transparent, and understandable manner. The Employer is committed to

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ensuring that any concerns raised are addressed in a timely manner and without any form of retribution.

In order to further enhance the Employer's commitment to transparency and fairness, the project's complaint mechanism allows for anonymous complaints to be raised and addressed. It is also important to note that this mechanism does not impede access to other judicial or administrative remedies that may be available under the law or through existing arbitration procedures. Furthermore, it is not intended to substitute for grievance mechanisms provided through collective agreements.

The purpose of the participation process is to meet and discuss ES risks and mitigation measures, procedures and other ESMS documents specific for implementation by the Employer.

The participation process is described in the Project's specific Consultation and Participation Plan for rehabilitation process of the express way M1 is presented in the Annex no. 2.

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6 PLANNING

6.1 Actions to address risks and opportunities

6.1.1 General procedure

The Moldova Road Project V is classified by the EBRD as a category B project (2019 ESP) for Tranche 1 and 2.

Tranche 1 (the express road M1) was subject to Environmental and Social Due Diligence (the “ESDD”) and Road Safety Audit (the “RSAu”) conducted by independent consultants. Findings from the ESDD and the RSAu for Tranche 1 and preliminary findings for Tranche 2 suggest that, in general, the Employer complies with EBRD’s Performance Requirements (“PRs”) and potential E&S impacts can be limited and addressed through good international construction practice and additional mitigation measures.

6.1.2 The identification and assessment of risks and opportunities

The ES risks assessment procedure specific to the Moldova Road Project V is triggered by the Employer's Environmental and Social Management Policy. This policy is committed to identifying ES aspects and dangers, assessing risks, and establishing mitigation measures based on relevant EBRD’s Environmental and Social Policy 2019 and Performance Requirements (PRs). The policy also manages risks through the project's design, construction, operations, and decommissioning or closure and reinstatement.

The objective of the risk assessment process, according to the PR no.1 Assessment and Management of Environmental and Social Risks and Impacts is to:

- identify and assess ES risks and impacts of the project;
- adopt a mitigation hierarchy approach to address ES risks and impacts from project activities on workforce, affected communities, and the environment;
- develop the Project’s specific Environmental and Social Plans commensurate to the specific ES risks and impacts of the project in a manner consistent with the relevant PRs; and
- promote continuous improvement of the Employer’s Environmental and Social Management Policy and performance through the effective use of the management system.

6.1.3 Legal requirements and other requirements

6.1.3.1 General

The Employer has identified applicable ES laws and relevant EBRD’s Performance Requirements and maintains the procedure to:

- a) determine and have access to the compliance obligations related to specific ES risks and ESMS;
- b) determine how compliance obligations apply to the specific stage of the Project (design, construction, operation, etc.) and what needs to be communicated;

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c) take compliance obligations (ESAP) into account when developing the Project's specific ES Plans and establish actions for continually improving its ESMS.

6.1.3.2 The provision of the Constitution of the Republic of Moldova

The Constitution of the Republic of Moldova is the supreme law of the state and society. No normative act that contravenes its provisions has legal force.

Human rights and freedoms (Art. 4)

- (1) Constitutional provisions on human rights and freedoms shall be interpreted and applied in accordance with the Universal Declaration of Human Rights, the Covenants and other treaties to which the Republic of Moldova is a party.
- (2) If there are inconsistencies between the covenants and treaties on fundamental human rights to which the Republic of Moldova is a party and its domestic laws, international regulations shall take precedence.

Compliance with international law and international treaties (Art. 8)

- (1) The Republic of Moldova undertakes to comply with the Charter of the United Nations and the treaties to which it is a party, to base its relations with other states on the unanimously recognized principles and norms of international law.
- (2) The entry into force of an international treaty containing provisions contrary to the Constitution shall be preceded by a revision of the latter.

Fundamental principles on property (Art. 9)

- (1) Property is public and private. It consists of material and intellectual property.
- (2) Property may not be used to the detriment of human rights, freedoms and dignity.
- (3) The market, free economic initiative and fair competition are the basic factors of the economy.

Equality (Art. 16)

- (1) Respect for and protection of the individual is a fundamental duty of the state.
- (2) All citizens of the Republic of Moldova are equal before the law and public authorities, regardless of race, nationality, ethnic origin, language, religion, sex, opinion, political affiliation, property, or social origin.

Free access to justice (Art. 20)

- (1) Everyone has the right to effective satisfaction by the competent courts against acts that violate their rights, freedoms, and legitimate interests.
- (2) No law may restrict access to justice.

Right to information (Art. 34)

- (1) The right of a person to have access to any information of public interest may not be restricted.
- (2) The public authorities, in accordance with their powers, are obliged to ensure that citizens are properly informed about public affairs and matters of personal interest.

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(3) The right to information shall not prejudice measures for the protection of citizens or national security.

(4) The public information media, whether state or private, shall be obliged to ensure that the public is correctly informed.

(5) The media shall not be subject to censorship.

Right to a healthy environment (Art. 37)

(1) Everyone has the right to an environment that is ecologically safe for life and health, as well as to harmless food and household items.

(2) The state guarantees every person the right to free access to and dissemination of truthful information about the state of the natural environment, living and working conditions, and the quality of food and household items.

(3) Concealing or falsifying information about factors that are detrimental to human health is prohibited by law.

(4) Individuals and legal entities shall be liable for damage caused to a person's health and property as a result of environmental offences.

The right to form and join trade unions (Art. 42)

(1) Every employee has the right to form and join trade unions to defend their interests.

(2) Trade unions shall be established and shall operate in accordance with their statutes, under the conditions provided by law. They shall contribute to the protection of the professional, economic, and social interests of employees.

Right to work and to protection at work (Art. 43)

(1) Everyone has the right to work, to free choice of employment, to fair and satisfactory working conditions, and to protection against unemployment.

(2) Employees have the right to labor protection. Protective measures concern occupational safety and hygiene, the working conditions of women and young people, the establishment of a minimum wage, weekly rest, paid vacation, work in difficult conditions, and other specific situations.

(3) The working week shall not exceed 40 hours.

(4) The right to negotiate in matters of labour and the binding nature of collective agreements shall be guaranteed.

Prohibition of forced labor (Art. 44)

(1) Forced labor is prohibited.

(2) The following shall not constitute forced labor:

a) military service or activities carried out in lieu thereof by persons who, according to the law, are not subject to compulsory military service;

b) work performed by a convicted person under normal conditions during detention or probation;

c) services required in the event of disasters or other dangers, as well as those that are part of normal civil obligations established by law.

Right to private property and its protection (Art. 46)

(1) The right to private property as well as claims on the State shall be guaranteed.

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(2) No one may be expropriated except for a cause of public utility, established by law, with just and prior compensation.

(3) Lawfully acquired property may not be confiscated. The lawful nature of the acquisition shall be presumed.

(4) Assets intended for, used in or resulting from crimes or offences may be confiscated only under the conditions provided by law.

(5) The right of private property shall oblige to observe the duties concerning the protection of the environment and ensuring good neighbourliness, as well as to observe the other duties which, according to the law, are incumbent upon the owner.

(6) The right to inherit private property is guaranteed.

Right of petition (Art. 52)

(1) Citizens shall have the right to address public authorities by petitions formulated only on behalf of the signatories.

(2) Legally constituted organisations have the right to petition exclusively on behalf of the collectives they represent.

Environmental protection and preservation of monuments (Art. 59)

Environmental protection and the preservation and conservation of historical and cultural monuments are the duty of every citizen.

6.1.3.3 The applicable laws of the Republic of Moldova

The Republic of Moldova has a new legislative base, the majority of which has been harmonised with the EU's Acquis Communautaire in accordance with the Association Agreement. Please refer to the table below for details of some of the main laws related to the project proposal and activities that will be implemented.

Table 6-1: Main national legal environmental and social acts relevant for design stage

Legal act	General overview	Relevancy with the Project
Applicable Environmental Laws		
Environmental Protection ¹⁶ Law #1515/1993	Establishes the basic legal framework for drafting special normative acts and instructions issues of environmental protection	Provides basic rules regarding air quality conditions, rights and duties of each actor with activities with potential impact to environment during the project life cycle
Environmental Impact Assessment ¹⁷ Law #86/2014	The law transposed totally the Directive 2011/92/EU of the European Parliament and of the Council of 13 December 2011 on the assessment of the effects of certain public and private projects on the environment	This law is not relevant for proposed activities under the Component 1 and Component 2 as the proposed activities are not listed in the Annex 1 of this law
Green Spaces of the Urban and Rural	Law regulates relations in the field of development and protection of green spaces in urban & rural localities in	Regulates the identification and delineation of the green areas within the settlements' areas

¹⁶ Source: https://www.legis.md/cautare/getResults?doc_id=88192&lang=ro

¹⁷ Source: https://www.legis.md/cautare/getResults?doc_id=139828&lang=ro#

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Legal act	General overview	Relevancy with the Project
Localities Law ¹⁸ #591/1999	order to ensure the right of everyone to a healthy and aesthetic environment	
The Water ¹⁹ Law #272/2012	The Law partially transposed the EU Directive no. 91/271/CEE, 91/676 CEE, 2000/60/CE, 2006/7/CE, 2007/60/CE, 2008/105/CE and establishes the legal framework necessary for the water management, protection and use	It is relevant as it specifies the procedures for obtaining water authorizations
Land Code ²⁰ #828/1991	Establishes the relations and rights of land ownership and the basic requirements of land use and protection	It is or establishing the procedures, duties and obligations under administration of the land
Law ²¹ on State Supervision of Public Health #10/2009	This law regulates the organization of the state supervision of public health, establishing general requirements to public health, the rights and obligations of physical persons and legal entities, procedure for the organization of system of the state supervision of public health.	It is relevant for the project and its stipulations need to be reflected in the ESA documents
The Urbanism and Construction Code ²² no. 434/2023	The provisions of the Code are applied to construction and related facilities, hereinafter referred to as the building industry, in the design, construction and building, as well as in the stages of exploitation and interventions to existing buildings and post-utilization them, regardless of their form of ownership, destination, category and class or source of funding, in order to protect people's lives their goods, society and the environment	The provisions are relevant to proposed activities and should be reflected ESA documents for all proposed civil work
Law ²³ on access to information #148/2023	This law shall govern the rights of access to information of public importance held by public authorities, with a view to exercising and protecting the public interest to know and attaining a free democratic order and an open society	This is relevant for ensuring disseminating information about implementation of the project and about potential ES impacts
Law ²⁴ on Wastes #209/2016	The Law transposed the Directive 2008/98/CE on Wastes regarding authorizing waste collecting, transportation, exploitation and disposal activities, etc.	This is relevant for ensuring the waste management at the level of each institution for the solid waste management, including hazardous ones
Law ²⁵ on Industrial Emissions #227/2022	The Law transposed the EU Directive 2010/75 on IPPC has the objective to prevent, reduce and as far as possible eliminate pollution arising from industrial activities in compliance with the 'polluter pays' principle and the principle of pollution prevention, etc.	The law is relevant and requires measures for reducing industrial emissions during the project life cycle to energy sector
Law ²⁶ on occupational safety & health #186/2008	The Law transposed the Directive 89 / 391 /EEC on the introduction of measures to encourage improvements in the safety and health of workers at work, etc.	The law is relevant and is mandatory to be followed during the project life cycle in order to protect workforce

¹⁸ Source: https://www.legis.md/cautare/getResults?doc_id=141075&lang=ro#

¹⁹ Source: https://www.legis.md/cautare/getResults?doc_id=144636&lang=ro#

²⁰ Source: https://www.legis.md/cautare/getResults?doc_id=139975&lang=ro#

²¹ Source: https://www.legis.md/cautare/getResults?doc_id=142435&lang=ro#

²² Source: https://www.legis.md/cautare/getResults?doc_id=141587&lang=ro#

²³ Source: https://www.legis.md/cautare/getResults?doc_id=137908&lang=ro#

²⁴ Source: https://www.legis.md/cautare/getResults?doc_id=143643&lang=ro#

²⁵ Source: https://www.legis.md/cautare/getResults?doc_id=133705&lang=ro#

²⁶ Source: https://www.legis.md/cautare/getResults?doc_id=142433&lang=ro#

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Legal act	General overview	Relevancy with the Project
Law ²⁷ on the protection of archaeological heritage No. 218/2010	The Law transposed the UNESCO and EU recommendations regarding protection of the heritage patrimony, as well as the protection of archaeological heritage, a component part of the national cultural heritage.	Relevant at the pre-design stage when is requested of the urban planning certificate for design in accordance with the Law relating to the authorization of executing the construction works No. 163/2010
Applicable Social Laws		
Law ²⁸ on Social Inclusion of Persons with Disabilities #60/2012	The law regulates the rights of persons with disabilities for their social inclusion, guaranteeing the possibility of their participation in all areas of life without discrimination, at a level identical to the other members of the society, having as a basis the respect of fundamental human rights and freedoms	The law is relevant and requires measures for ensuring the participation of person from socially vulnerable groups in the project activities during the project life cycle
Law ²⁹ regarding the promotion of employment and unemployment insurance #105/2018	The purpose of the law is to prevent and reduce unemployment and its social effects, reduce the risk of unemployment & ensure a high level of employment and adapting to the demands of the labor market	The law is important to ensure the rights of employees during the project life cycle
Law ³⁰ on Social Services #123/2010	The law establishes the general framework for the creation and functioning of the integrated system of social services, with the determination of the tasks and responsibilities of the central and local public administration authorities, of other legal and natural persons empowered to provide and provide social services, as well as the protection of the rights of the beneficiaries of social services;	The provisions of the law are important for ensuring the quality of public services and respecting the interests of consumers
Law ³¹ on ensuring equal opportunities between women and men # 5/2006	The Law transposed the Directive 2004/113/CE implementing the principle of equal treatment between men and women in the access to and supply of goods and services	The provisions of the law are important for promoting women's interests in exercising their rights in labor relations during the project life cycle
Law ³² on Freedom of Expression # 64/2010	This Law guarantees right to freedom of expression and regulates the balance between right to freedom of expression and defense of private and family life	This is relevant for ensuring disseminating information about implementation of the project and about potential ES impacts
Law ³³ on Transparency in Decision Making # 239/2008	The law refers to the transparency of information linked with the decision-making process and to the consultation of stakeholders when drafting decisions	This is relevant for ensuring disseminating information specific for the project life cycle
Administrative Code ³⁴ of Republic of Moldova # 116/2018	The Code establishes procedure for consideration of petitions of the RM citizens addressed to the relevant authorities/bodies for the purpose of ensuring protection of petitioners' rights and legitimate interests	This is relevant for ensuring for the early collection of information regarding the risks of non-compliance with ES standards

²⁷ Source: https://www.legis.md/cautare/getResults?doc_id=143917&lang=ro#

²⁸ Source: https://www.legis.md/cautare/getResults?doc_id=139006&lang=ro#

²⁹ Source: https://www.legis.md/cautare/getResults?doc_id=139819&lang=ro#

³⁰ Source: https://www.legis.md/cautare/getResults?doc_id=141516&lang=ro#

³¹ Source: https://www.legis.md/cautare/getResults?doc_id=144448&lang=ro#

³² Source: https://www.legis.md/cautare/getResults?doc_id=141515&lang=ro#

³³ Source: https://www.legis.md/cautare/getResults?doc_id=142655&lang=ro#

³⁴ Source: https://www.legis.md/cautare/getResults?doc_id=144471&lang=ro#

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6.1.3.4 The EBRD Environmental and Social Policy 2029

6.1.3.4.1 General

The European Bank for Reconstruction and Development (EBRD) is committed to promoting environmentally sound and sustainable development in all its activities, as outlined in the Agreement Establishing the EBRD. The Bank recognises that ES sustainability is a fundamental aspect of achieving outcomes that are consistent with its transition mandate.

The EBRD's risk assessment procedure, as outlined in the Performance Requirement No. 1, stipulates the borrower's (client) responsibilities in identifying and assessing potential environmental and social (ES) risks and impacts associated with the project. The procedure also details the borrower's obligation to develop and implement an ESMS for the mitigation, management, monitoring and reporting of these risks and impacts.

The objectives of the risk assessment process are to:

- Identify and assess ES risks and impacts of and to the project
- Adopt a mitigation hierarchy approach to address ES risks and impacts from project activities on workers, affected communities and the environment
- Integrated human rights risks and impacts into the assessment process and mitigation process
- Implement an ESMS commensurate with the ES risks and impacts of the project in a manner consistent with the relevant Performance Requirements (applicable standards for Moldova Road Project V), including monitoring and reporting provisions
- Require continuous improvement of the client's ES performances.

6.1.3.4.2 The applicability of Performance Requirements during the design process

The Employer identified the relevant PRs (with the exception of standards PS no. 7 and PR no. 9) as part of the ES assessment process. They then established mitigation measures and managed them through the project assessment during the design, construction, operation, decommissioning or closure and reinstatement phases.

The EBRD adopted a comprehensive set of specific Performance Requirements (PRs) for key areas of environmental and social sustainability that projects are required to meet. The PRs are as follows:

PR 1 Assessment and Management of Environmental and Social Risks and Impacts

PR 2 Labour and Working Conditions

PR 3 Resource Efficiency and Pollution Prevention and Control

PR 4 Health, Safety and Security

PR 5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

PR 6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

PR 7 Indigenous Peoples

PR 8 Cultural Heritage

PR 9 Financial Intermediaries

PR 10 Information Disclosure and Stakeholder Engagement

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The EBRD's Performance Requirements applicable during the design stage of the Moldova Road Rehabilitation Project activities are summarized below.

Table 6-2: Relevant EBRD's PRs applicable for Lot no.1 of the Moldova Road Project V

Performance Requirements	Requirements	Applicability to the Project	Compliance with national requirements
PR 1 Assessment and Management of ES Risks and Impacts	Standard sets out measures and responsibilities for assessing impacts and risks, managing and monitoring ES risks associated with the Project's life cycle, in order to achieve ES outcomes consistent with requirements.	Standard is applicable for the design stage	The Environmental Permit ³⁵ no.24/2025
PR 2 Labour & Working Conditions	Standard sets out measures and responsibilities design to protect direct & indirect workforce specific for the Project's life cycle including labour-related risks.	Standard is applicable for the design stage	The Environmental Permit no.24/2025 Urbanism Certificate for Design
PR 3 Resource Efficiency, Pollution Prevention & Control	Standard sets out measures and responsibilities to address resource efficiency and pollution prevention and management throughout the project life cycle	Standard is applicable for the design stage	The Environmental Permit no.24/2025 Urbanism Certificate for Design
PR 4 Health, Safety and Security	Standard sets out measures and responsibilities to protect direct & indirect workforce and OHS risks.	Standard is applicable for the design stage	The Environmental Permit no.24/2025 Urbanism Certificate for Design
PR 5 Land Acquisition, Restrictions on Land Use & Involuntary Resettlement	Standard sets out requirements for land acquisition and/or restrictions on land use, which can result in the temporary or permanent displacement etc.	Standard is applicable for the design stage	The Environmental Permit no.24/2025 Urbanism Certificate for Design
PR 6 Biodiversity Conservation & Sustainable Management of Living Natural Resources	The standard sets out the requirements and measures to adopt throughout the project life cycle to protect the biodiversity etc.	Standard is applicable for the design stage	The Environmental Permit no.24/2025 Urbanism Certificate for Design
PR 7 Indigenous Peoples	The standard sets out and responsibilities for assessing, managing and monitoring project impacts, risks and opportunities related to Indigenous Peoples	Standard is not applicable for MRRP.	Not applicable
PR 8 Cultural Heritage	Standard sets out requirements for protection of the cultural heritage, etc.	Standard is applicable for the design stage	1 The Environmental Permit no.24/2025 2 Urbanism Certificate for Design 3 Notice issued by the MoC and NAA

³⁵ The Environmental Permit no.24/2025 - <https://drive.google.com/file/d/12djVH-xq5VSe4J8cIAsC7eXxrZlnrzNM/view>

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Performance Requirements	Requirements	Applicability to the Project	Compliance with national requirements
PR 9 Financial Intermediaries	Standard sets out the requirements and processes for financial intermediaries of intermediated financing, etc.	Standard is not applicable for MRRP.	Not applicable
PR 10 Information Disclosure & Stakeholder Engagement	The Standard ensures an engagement with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process etc.	Standard is applicable for the design stage	The Environmental Permit no.24/2025 Urbanism Certificate for Design

6.1.4 Actions to comply with obligations to control risks

6.1.4.1 Actions to comply with risks and opportunities

According to the Employer's Environmental and Social Management Policy, the following actions have been taken to control specific risks:

- Established mitigation measures for controlling significant ES risks included in the Project's specific ESMP
- Established mitigation measures for controlling labour and working conditions and health, safety and security risks included in the Project's specific Labour Management Plan (LMP)
- Established mitigation measures for controlling behaviour risks included in the Project's specific Code of Conduct Plan (CoC)
- Established mitigation measures for controlling consultation and participation risks included in the Project's specific Consultation and Participation Plan (CPP)
- Established mitigation measures for controlling communication risks included in the Project's specific Complaint Mechanism (PCM)
- Established mitigation measures for controlling capacity building and training risks included in the Project's specific Training and Economic Inclusion Plan (TEIP)
- Established mitigation measures for controlling community engagement risks included in the Project's specific revised Stakeholder Engagement Plan (SEP)
- Established mitigation measures for controlling resettlement risks included in the Project's specific Resettlement Action Plan (RAP).

6.1.4.2 Actions to comply with applicable laws and requirements

The Employer has adopted the mitigation hierarchy to address ES risks and impacts from project activities on workers, affected communities and persons, and the environment and mitigation measures have been included in the Project's ES Plans.

The Employer will include the ES requirements in the tender document, and during the construction stage the General Contractor will identify measures to mitigate residual risks on site. The Supervision Consultant shall ensure the implementation of these actions, evaluate their effectiveness, and report on monthly performance to the Employer.

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6.2 ES Objectives and actions to achieve them

6.2.1 The strategic ES Objectives

The Employer's strategic Environmental and Social Objectives are consistent with the Employer's Environmental and Social Policy, measurable and taken into account the applicable ES requirements of the Republic of Moldova, results of the risks assessment and opportunities and the public consultation results in order to maintain and continually improve the ESMS and performances.

The Employer will monitor, communicate the objectives and update during the implementation of the present document at the construction and operational stages based on a consistent and systematic approach to promote the environmental and social culture on construction site for workforce, affected community by the construction activities and other stakeholders by:

- a) Complying with identified operating criterion specific for construction and operational stages,
- b) Having competent personnel with defined role and responsibilities to operate risks specific for construction and operational stages,
- c) Communicating the ES risks and mitigation measures to subcontractors, supply chain and all interested parties specific for construction and operational stages,
- d) Adopting specific ES risks and mitigation measures by subcontractors during the construction and operational stages;
- e) Controlling ES risks by administrative control and establishing safety operational procedures specific for construction and operational stages,
- f) Controlling abnormal situation and risks which can trigger emergency situations specific for construction and operational stages,
- g) Monitoring and measuring all identified risks, and
- h) Improving continually the implementation process on construction and operational sites and report performances to the Employer and other interested parties.

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Table 6-3: The Environmental and Social objectives specific for Lot no.1

No	General Objectives (EBRD's ES Policy and PRs)	Specific objectives	Targets	Actions	KPIs
PR no. 1	Assessment and Management of Environmental and Social Risks and Impacts				
1.1	Identify and assess ES risks & impacts of the project	Comply with applicable ES laws of the Republic of Moldova during the design process and apply screening criteria (mitigation hierarchy)	Identify and assess specific risks for Lot no.1 based on data provided by the design process and establish operation criteria	Establish operation criteria in order to control residual risks during the construction stage	ESMS Project's specific ES Plans and SEP
1.2	Adopt a mitigation hierarchy approach to address ES risks and impacts from project activities on workers, affected communities, and the environment	Comply with applicable ES laws of the Republic of Moldova during the design process and apply screening criteria (mitigation hierarchy)	Adopt a mitigation hierarchy to address ES risks taking into consideration the applicable PR 2, PR 3, PR 4, PR 5, PR 6, PR 8, PR 10	Establish operation criteria in order to control residual risks during the construction stage	The Project's specific ESMP and SEP
1.3	Develop an ESMS commensurate to the ES risks and impacts of the project in a manner consistent with the relevant PRs	Develop the ESMS based on the concept of Plan Do-Check-Act (PDCA). The PDCA concept is an iterative process used by Employer to achieve continual improvement during the implementation of the Project take into consideration the project's life cycle (construction and operation).	Develop a specific ESMS for Lot no.1 based on the concept of Plan Do-Check-Act (PDCA) and the scope is to develop the applicable procedure for controlling ES risks	Include the ESMS and ES Plans in the tender documents to be used during the construction stage	Approved ESMS shall be included in the tender docs for
1.4	Promote continuous improvement of the ES performance through the effective use of management systems	Take actions to continually improve the ES performance to achieve the intended outcomes.	Apply the approved ESMS during the project life cycle	Include the ESMS in the tender documents to be used during the construction stage	MPRs issued by the Supervision Consultants
PR no. 2	Labour and Working Conditions (LWC)				
2.1	Respect & protect the fundamental principles and rights of workers	Comply with the Constitution of RM and applicable social laws	Identify and assess specific Labour and Working Conditions risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's Labour and OHS Plan
2.2	Ensure fair treatment, non-discrimination, and equal opportunities of workers in accordance with the decent work agenda	Comply with the Constitution of RM and the Labour Code and other applicable social laws	Identify and assess specific social and behavioural risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Approved the Project Code of Conduct

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No	General Objectives (EBRD's ES Policy and PRs)	Specific objectives	Targets	Actions	KPIs
2.3	Establish, maintain and improve a sound worker management relationship	Comply with the Constitution of RM and the Labour Code and other applicable social laws	Identify and assess Labour and Working Conditions risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's Labour and OHS Plan
2.4	Ensure compliance with national labour and employment laws and any collective agreements to which the client is a party	Comply with the Constitution of RM and the Labour Code and other applicable social laws	Identify and assess Labour and Working Conditions aspects for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's Labour and OHS Plan
2.5	Protect women and men at work, including vulnerable workers such as young workers, persons with disabilities, migrant workers and refugees, workers engaged by third parties, and workers in the client's supply chain	Comply with the Constitution of RM and the Labour Code and other applicable social laws	Identify and assess specific Labour and Working Conditions aspects for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's Labour and OHS Plan
2.6	Prevent the use of forced labour and child labour (as defined by the International Labour Organisation (ILO))	Comply with the Constitution of RM and the Labour Code and other applicable social laws	Identify and assess specific Labour and Working Conditions aspects for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's Labour and OHS Plan
2.7	Ensure that accessible and effective means to raise and address workplace concerns are available to workers	Comply with the Constitution of RM and the Labour Code and other applicable social laws	Identify and assess specific communication risks for Lot no.1 based on data provided by the design process	Establish communication operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project Consultation and Participation Plan and the Project Complaint Mechanism
PR no 3	Resource Efficiency and Pollution Prevention and Control				
3.1	Adopt the mitigation hierarchy approach to addressing adverse impacts on human health and the environment arising from the resource use and pollution released from the project	Comply with the Constitution of RM and the Environmental Law and other applicable social laws	Identify and assess specific environmental risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP Plan
3.2	Avoid, minimise and manage project-related GHG emissions	Comply with the Constitution of RM and the Environmental Law and other applicable GHG laws	Identify and assess specific GHG risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP Plan

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No	General Objectives (EBRD's ES Policy and PRs)	Specific objectives	Targets	Actions	KPIs
3.3	Avoid, minimise and manage the risks and impacts associated with hazardous substances and materials (HSM), including pesticides	Comply with the Constitution of RM and the Environmental Law and other applicable HS and waste laws	Identify and assess specific HSM risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP Plan
3.4	Identify, where feasible, project-related opportunities for resource efficiency improvements	Comply with the Constitution of RM and the Environmental Law and other applicable HS and waste laws	Identify and assess specific resource use for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP Plan
3.5	Specific water use (measured by volume of water used per unit production) will be assessed	Comply with the Constitution of RM and the Environmental Law and other applicable HS and waste laws	Identify and assess specific water risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP Plan
3.6	Operations will be benchmarked to available industry standards & GIP of water use efficiency	Comply with the Constitution of RM and the Environmental Law and other applicable HS and waste laws	Identify and assess specific water risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP Plan
3.6	Opportunities for continuous improvement in terms of water use efficiency and recovery should be identified	Comply with the Constitution of RM and the Environmental Law and other applicable HS and waste laws	Identify and assess specific water risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP Plan
PR no. 4	Health, Safety and Security (HSS)				
4.1	Protect & promote the HSS of workers, by ensuring HSS working conditions & implementing a management system, appropriate to risks associated with the project	Comply with the Constitution of RM and the OHS Law and other applicable social laws	Identify and assess specific HSS risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific Labour and OHS Plan
4.2	Identify, assess, and manage health, safety and security risks to project - affected communities and consumers during the project life cycle from both routine and non-routine activities.	Comply with the Constitution of RM and the OHS Law and other applicable social laws	Identify and assess specific HSS risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific Labour and OHS Plan
PR no. 5	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement				
5.1	Avoid involuntary resettlement or, when unavoidable, minimise involuntary resettlement by exploring	Comply with the Constitution of RM and the Expropriation Law and other applicable social laws	Identify and assess specific resettlement risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft RAP

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No	General Objectives (EBRD's ES Policy and PRs)	Specific objectives	Targets	Actions	KPIs
	feasible alternative project designs and sites;				
5.2	Avoid forced eviction	Comply with the Constitution of RM and the Expropriation Law and other applicable social laws	Identify and assess specific resettlement risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft RAP
5.3	Mitigate unavoidable adverse social and economic impacts from involuntary resettlement on affected persons by: (i) providing timely compensation for loss of assets at full replacement cost; and (ii) ensuring that land acquisition, restrictions on land use, other assets and natural resources and involuntary resettlement activities are implemented with meaningful consultation, participation, and disclosure of information	Comply with the Constitution of RM and the Resettlement Law and other applicable social laws	Identify and assess specific resettlement risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft RAP
5.4	Improve, or as a minimum restore the livelihoods and standards of living of affected persons compared to pre-displacement levels; and	Comply with the Constitution of RM and the Resettlement Law and other applicable social laws	Identify and assess specific resettlement risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft RAP
5.5	Improve living conditions of physically displaced persons through the provision of adequate housing (including essential services and utilities) with security of tenure at resettlement sites.	Comply with the Constitution of RM and the Resettlement Law and other applicable social laws	Identify and assess specific resettlement risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft RAP
PR no. 6	Biodiversity Conservation and Sustainable Management of Living Natural Resources				
6.1	Protect and conserve biodiversity using a precautionary approach	Comply with the Constitution of RM and the Environmental Law and other applicable biodiversity protection laws	Identify and assess specific biodiversity risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP
6.2	Adopt the mitigation hierarchy in the design and implementation of projects with the aim of achieving no net loss,	Comply with the Constitution of RM and the Environmental Law and other applicable biodiversity protection laws	Identify and assess specific biodiversity risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP

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No	General Objectives (EBRD's ES Policy and PRs)	Specific objectives	Targets	Actions	KPIs
	and where appropriate, a net gain of biodiversity				
6.3	Maintain ecosystem services	Comply with the Constitution of RM and the Environmental Law and other applicable biodiversity protection laws	Identify and assess specific biodiversity risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP
6.4	Promote GIP in the sustainable management & use of living natural resources	Comply with the Constitution of RM and the Environmental Law and other applicable biodiversity protection laws	Identify and assess specific biodiversity risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose and consult the draft Project's specific ESMP
PR no. 8	Cultural Heritage				
8.1	Support the protection and conservation of cultural heritage	Comply with the Constitution of RM and the Cultural Protection Law and other applicable monuments protection laws	Identify and assess specific cultural protection risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose & consult the draft Project's specific ESMP with CFP
8.2	Adopt the mitigation hierarchy approach to protecting cultural heritage from adverse impacts arising from the project;	Comply with the Constitution of RM and the Cultural Protection Law and other applicable monuments protection laws	Identify and assess specific cultural protection risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose & consult the draft Project's specific ESMP with CFP
8.3	Promote the equitable sharing of benefits from the use of cultural heritage in business activities	Comply with the Constitution of RM and the Cultural Protection Law and other applicable monuments protection laws	Identify and assess specific cultural protection risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose & consult the draft Project's specific ESMP with CFP
8.4	Where significant elements of cultural heritage are identified, promote the awareness, appreciation and enhancement of cultural heritage as well as potential socioeconomic benefits for local communities	Comply with the Constitution of RM and the Cultural Protection Law and other applicable monuments protection laws	Identify and assess specific cultural protection risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose & consult the draft Project's specific ESMP with CFP
PR no. 10	Information Disclosure and Stakeholder Engagement				
10.1	Outline a systematic approach to stakeholder engagement that will help the client build & maintain a constructive relationship with their stakeholders	Comply with the Constitution of RM and the Access to Information Law and other applicable social protection laws	Identify and assess specific stakeholders form the Hincesti District risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose & consult the revised SEP

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No	General Objectives (EBRD's ES Policy and PRs)	Specific objectives	Targets	Actions	KPIs
10.2	Provide means for effective and inclusive engagement with project stakeholders throughout the project cycle	Comply with the Constitution of RM and the Access to Information Law and other applicable social protection laws	Identify and assess specific stakeholders form the Hincesti District risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose & consult the revised SEP
10.3	Ensure that appropriate ES information is disclosed and meaningful consultation is held with the project's stakeholders and where appropriate, feedback provided through the consultation is taken into consideration	Comply with the Constitution of RM and the Access to Information Law and other applicable social protection laws	Identify and assess specific stakeholders form the Hincesti District risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose & consult the revised SEP
10.4	Ensure that grievances from stakeholders are responded to and managed appropriately.	Comply with the Constitution of RM and the Access to Information Law and other applicable social protection laws	Identify and assess specific stakeholders form the Hincesti District risks for Lot no.1 based on data provided by the design process	Establish operation criteria in order to control residual risks during the construction stage	Disclose & consult the revised SEP

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6.2.2 Actions to achieve ES objectives

The Employer's ES Objectives are consistent with the Employer's Environmental and Social Policy (The Employer Commitment to comply with the Project's ESAP) by monitoring and measurable process, communication results to stakeholders and other interested parties.

During the design stage, the Project's final ESMP, L&OHSP, Code of Conduct, Consultation and Participation plan, complaint mechanism, RAP, SEP, etc. will be included in the second phase of the tender documents (Works) for the selection of the contractor to execute construction works on site, Lot No. 1.

During the construction stage, the General Contractor shall be responsible for controlling any residual risks. Prior to commencing construction activities on site, the Contractor's ESMP, inclusive of detailed plans (OHSP, CoC, TMP, Communication and Outreach Plan, Training and Plan, EPRP, etc.), must be submitted for the Supervision Consultant's approval.

In the operational stage, the Employer is required to implement ESHS requirements by developing and maintaining its own ES Management System. This system will comprise relevant ES aspects and performances, and the employer will be responsible for reporting these to the state authorities and other interested parties.

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Table 1: Actions to achieve the environmental and social objectives during the construction stage

No.	Actions to control residual risks	Resources	Responsibility	When completed	Evaluation and monitoring	KPIs
1	Comply with identified operating criterion specific in the Project's specific ES Plans	Contractor	Contractor	Develop CESMP before starting the construction activity	Reviewed by the Supervision Consultant	Approved CESMP
2	Competent personnel with defined role and responsibilities to operate residual risks	Contractor	Contractor	During the Construction Stage	Reviewed the competence	Approved Training plan
3	Communicate the residual risks and mitigation measures to workforce, community subcontractors, supply chain and other interested parties	Contractor	Contractor	Develop a Communication and Outreach Plan before starting the construction activity on site	Reviewed by the Supervision Consultant	Approved Communication and Outreach Plan
4	Adopt CESMP by subcontractors and supply chain	Contractor	Contractor	Control subcontractors during construction activity	Reviewed by the Contractor and Supervision Consultant	Approved CESMP
5	Control residual ES risks by establishing safety operational procedures	Contractor	Contractor	Develop and approve Safety Operational Procedure before	Reviewed by the Supervision Consultant	Approved SOPs
6	Control abnormal situations and risks which can trigger emergency situations	Contractor	Contractor	Develop an Emergency Preparedness and Control Plan	Reviewed by the Supervision Consultant	Approved EPRP
7	Monitoring and measuring residual risks from CESMPs	Contractor	Contractor		Reviewed by the Supervision Consultant	Approved CESMP
8	Continually improve the CESMP and report performances to the Employer, etc.	Contractor	Contractor	Report performances to the Supervision Consultant	Reviewed by the Supervision Consultant	Approved MPRs
9	Training and economic inclusion of the local workforce	Contractor	Contractor	Develop the Training Plan before starting the construction activity on site	Reviewed by the Supervision Consultant	Approved Training Plan for economic inclusion of the local workforce

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7 SUPPORT

7.1 Resources

The Employer has provided the necessary resources for implementation and continual improvement of the Project's ES Management System by engaging a Supervision Consultant to monitor and measure the implementation process and General Contractor to perform construction activities on site.

7.2 Competence

The Employer has:

- (a) determined the necessary competence criterion for workers that affects or can affect the Project's ES performance;
- (b) ensure that workers are competent on the basis of appropriate education, training or experience;
- (c) take actions to acquire and maintain the necessary competence, and evaluate the effectiveness of the actions taken;
- d) retain appropriate documented information as evidence of competence.

Before starting the construction activity on site, the General Contractor shall select and hired 10 young people from the Hincesti District with the support of the National Employment Agency (ANOFM) in order to involved in the training process in areas related to surveying, earthworks, road engineering, structures (tunnels, bridges) design and construction, occupational health and safety management, quality assurance management, mechanical and electrical engineering, project management and others.

The General Contractor shall select and train 10 unemployed young people based on requirements established in the Project's specific Training and Economic Inclusion Plan provide in the Annex no. 3 and the Supervision Consultant shall monitor and measure the process.

7.3 Awareness (Training)

7.3.1 General

The European Bank for Reconstruction and Development³⁶ is committed to promoting environmentally sound and sustainable development in the full range of its activities pursuant to the Agreement Establishing the EBRD. The Bank recognises that environmental and social sustainability is a fundamental aspect of achieving outcomes consistent with its transition mandate.

Capacity-building is defined as the process through which individuals and organisations can obtain, strengthen and maintain the capabilities to set and achieve their goals. It is an essential aspect for local governments as they adopt increasingly sophisticated policies, management practices and an integrated planning culture.

³⁶ Source: <https://www.ebrd.com/home/news-and-events/publications/institutional-documents/environmental-and-social-policy-2024.html>

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The broad types of capability are as follows:

- (i) institutional or organisational capacity (the policies, structures, process, rules and procedures that allow local governments to operate and provide leadership in their jurisdiction);
- (ii) human capacity, which refers to (the experience, tools and knowledge mastered by the employees of local governments which enable them to identify, analyse and respond to people's needs, ensure their implementation and assess their impact); and
- (iii) societal capacity (the empowerment of the community, NGOs and city residents, including those that face disproportionate barriers to economic opportunities).

It is important to recognise these types of capability in order to not only hold local governments and administrations accountable for the services they offer, but also to participate more effectively in community management and the labour market.

The capacity-building process involving human resources during the construction stage aims to promote targeted capacity building within central and local public authorities, providing the skills required for the maintenance of new infrastructure and equipment, and continual improvement.

7.3.2 Capacity building specific for the construction phase

In order to successfully implement the Project's ESMP for the reconstruction of the M1 express national road (Lot No. 1), it is essential that the General Contractor and subcontractor personnel involved in the reconstruction process possess the necessary knowledge and expertise. The contractor is responsible for ensuring that all workers receive comprehensive safety and health training, including specific information and instructions relevant to their respective workstations or roles:

- (i) on recruitment,
- (ii) in the event of a transfer or a change of job,
- (iii) in the event of the introduction of new work equipment or a change in equipment, and
- (iv) in the event of the introduction of any new technology.

The training shall be adapted to take account of new or changed risks, and repeated periodically if necessary.

The reconstruction of the express road M1 will support relevant training on knowledge and information on topics such as the implementation of the Project's specific ESMP for the reconstruction process, ES performances reporting, etc. Please refer to Table 7-1 below for details of the capacity-building and training plan for the construction stage.

Table 7-1: Capacity building and training program for Construction Phase

#	Training subject	Time and duration	Recipients	Organizer	Cost
1	Induction training for the provision of the Project's specific ESMP	Before starting the construction works	Contractor/ Subcontractor	Contractor	Contractor cost
2	Induction training for the provision of the Project's specific LMP (Child labour, non-discrimination	Before starting the construction works	Contractor/ Subcontractor	Contractor	Contractor cost

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#	Training subject	Time and duration	Recipients	Organizer	Cost
	and equal opportunity, TiP, SH, HIV/AIDS and STD, etc.)				
3	Induction training for the provision of the Project's Code of Conduct	Before starting the construction works	Contractor/ Subcontractor	Contractor	Contractor cost
4	Induction training for the provision of the Project's Consultation and Participation Plan	Before starting construction works and periodically	Contractor/ Subcontractor	Contractor	Contractor cost
5	Induction training for the provision of the Project's Complaint Mechanism	Before starting construction works and periodically	Contractor/ Subcontractor	Contractor	Contractor cost
6	RAP and Right of Way	Before starting construction works and periodically	Contractor/ Subcontractor	Contractor	Contractor cost
7	Stakeholder Engagement Plan	Before starting construction works and periodically	Contractor/ Subcontractor	Contractor	Contractor cost
8	Traffic Management Plan	Before starting construction works and periodically	Contractor/ Subcontractor	Contractor	Contractor cost
9	Emergency Preparedness and Response Plan	Before starting construction works and periodically	Contractor/ Subcontractor	Contractor	Contractor cost
10	First Aid and Evacuation Plan	Before starting construction works and periodically	Contractor/ Subcontractor	Contractor	Contractor cost

It is the General Contractor's responsibility to ensure that subcontractor workers engaged in work have received appropriate instructions regarding ES and OHS risks during their activities in the undertaking and/or establishment. Workers' representatives with a specific role in protecting the safety and health of workers shall be entitled to appropriate training. This training must take place during working hours or in accordance with national practice, either within or outside the undertaking and/or the establishment.

The General Contractor will be responsible for developing and implementing a Training and Economic Inclusion Plan on the construction site. This plan will prepare new young people to work on the road during the operational stage, when they will be employed by the Employer for maintenance and repair work.

7.3.2 Capacity building for operational phase

To achieve the EBRD's goals of promoting environmentally sound and sustainable development, the Employer is required to establish and implement a capacity-building plan, as outlined in Table 7-2.

The implementation of the Project's specific ESMPs (LMP, CoC, CCP, PCM, RAP, SEP, etc) for reconstruction process requires specific knowledge and expertise for the Employer personnel to operate and maintain the new constructed facility and new purchased equipment.

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The Employer shall ensure that the workforce receives adequate ES training, in accordance with the Republic of Moldova and EBRD specifications for the new facility. This training shall be provided:

- upon recruitment;
- in the event of a transfer or a change of job;
- in the event of the introduction of new work equipment or a change in equipment; and
- in the event of the introduction of any new technology.

Table 7-2: Capacity building and training program for Operational Phase

#	Training subject	Time & duration	Recipients	Organizer	Cost
1	Operation & maintenance of the equipment (EMS)	2026-27	Beneficiary	Beneficiary	Beneficiary
2	Compliance with applicable laws	2026-27	Beneficiary	Beneficiary	Beneficiary
3	ES&OHS Risk Assessment Procedure	2026-27	Beneficiary	Beneficiary	Beneficiary
4	Certification of the monitoring and measurement equipment (technical and metrological)	2026-27	Beneficiary	Beneficiary	Beneficiary
5	Emergency situation	2026-27	Beneficiary	Beneficiary	Beneficiary
6	Environmental and Social Management System	2026-27	Beneficiary	Beneficiary	Beneficiary
7	Capacity building	2026-27	Beneficiary	Beneficiary	Beneficiary

7.4 Communication

7.4.1 General

The Employer has developed and implement the communication procedure for:

- Consultation and Participation Plan for the project's workforce and affected community
- Complaint Mechanism to be used by workforce and affected communities
- Stakeholder Engagement Plan to be used for engagement of workforce and affected communities in the rehabilitation process of the express way.

The Employer took into account diversity aspects (e.g. gender, language, culture, literacy, disability) when considering its communication needs.

The Employer ensured that the views of external interested parties are considered in establishing its communication processes.

The Employer's communication processes took into account (i) applicable legal requirements and relevant EBRD's Performance Requirements and (ii) ensured that ES information to be communicated is consistent with information generated within the ES management system, and is reliable.

The Employer responds to relevant communications on its ES management system and retains documented information as evidence of its communications, as appropriate.

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7.4.2 Internal communication

The Employer communicates (i) internally information relevant to the ES management system among the Supervision Consultant and General Contractor at various levels and functions, including technical and ES aspects; b) ensures its communication processes enables workers to contribute to continual improvement.

7.4.3 External communication

The Employer externally communicates information relevant to the ES management system, as established by the Employer's communication process and taking into account applicable legal requirements and other requirements. The Project's Complaint Mechanism is provided in the Annex no. 3.

Table 7-3: The external communication with stakeholders

no.	What communicate	When	With whom	How	Responsibility
A	DESIGN STAGE				
1	Employer’s ES Policy and Objectives	Design	1 Employer	Public Consultation	Employer
2	The Project’s ESMP		2 Design		
3	The Project’s LMP		Consultant		
4	The Project’s Code of Conduct		3 Hincesti		
5	The Project’s Consultation and Participation Plan		District Council		
6	The Project’s Complaint Mechanism		4 Affected communities		
7	RAP		5 Affected persons		
8	SEP		6 Other		
B	CONSTRUCTION STAGE				
9	Contractor’s ESMP	Construction	Supervision Consultant Employer	ES Committee Meetings Consultations	General Contractor
10	Contractor’s OHS Plan				
11	Contractor’s Code of Conduct				
12	Capacity Building Plan				
13	Contractor’s EPRP				
14	Contractor’s Complaint Mechanism				
C	OPERATION STAGE				
15	The Employer’s ESMS and ES Plans	Operation	MoIRD MoEnv., etc.	Official letters etc.	Employer

The Public Consultation events during the design stage shall be organised by the Employer with the support of the Design Consultant. The Employer will develop a Non-technical Report with brief description of the Project's context and specific risks and proposed mitigation measures. Additionally, the Employer will use leaflets with the project's information and communication channel and complaint mechanism in order to ensure an open and transparent communication channel to receive proposals, comments, advise, and other information and the Employer submit response.

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The General Contractor is responsible for communication process with direct and subcontracted workforce by using procedure described in the Project's Consultation and participation Plan.

7.5 Documented information

7.5.1 General

The Employer's ES management system includes the following documented information for rehabilitation process of the express way M1:

- a) The Project's specific ESMP
- b) The Project's specific Labour Management Plan
- c) The Project's specific Code of Conduct Plan
- d) The Project's specific Complaint Mechanism
- e) The Project's specific Consultation and Participation Plan
- f) the revised Project's specific Stakeholder Engagement Plan
- g) the Project's specific Training and Economic Inclusion Plan
- h) The Resettlement Action Plan.

7.5.2 Creating and updating

The Employer ensures that documented information, developed during the detailed design, shall be updating as appropriate (i) identification and description (ii) format and media (e.g. paper electronic) and (iii) review and approval for suitability and adequacy.

7.5.3 Control of documented information

Documented information required by the Project's ES Management System is controlled by the Employer in order to ensure (i) it is available and suitable for use, where and when it is needed and (ii) it is adequately protected.

The Employer addresses, for the control of documented information, the following activities, as applicable: (i) distribution, access, retrieval and use, (ii) storage and preservation, including preservation of legibility, (iii) control of changes (e.g. version control), (iv) retention and disposition.

Documented information of external origin necessary for the planning and operation of the Project's ESMS are identified, as appropriate, and controlled by the Employer.

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8 OPERATION

8.1 Operational planning and control

8.1.1 General

The Employer has implemented actions for controlling ES risks and impacts in order to achieve the strategic Environmental and Social Objectives by:

- (i) Establishing Operating criteria (mitigation hierarchy) for the construction process, and
- (ii) implementing control of the construction process in compliance with operating criteria.

8.1.2 Operating Criteria for controlling ES significant aspects

The operating criteria for controlling specific ES aspects are outlined in the Project's specific ESMP, which is based on PR nos. 1, 2, 3, 4, 5, 6, 8, 10, and technical data provided by the technical consultant. The document aims to prevent pollution of the air, water, land, and consumption of finite resources, while also ensuring biodiversity protection and the conservation of the cultural heritage. It also establishes specific roles, responsibilities, and authorities to be implemented on the construction site.

The Project's specific ES Plans stipulates the environmental and social criterion for controlling specific ES risks for rehabilitation process and further operation and maintenance of the new road and purchased equipment.

The Project's specific ES Plans shall be implemented on the construction site by the General Contractor and the Supervision Consultant shall monitor and measure the implementation process and report performances to the Employer. The Project's specific ESMP is presented in the Annex no. 4.

8.1.3 Operating Criteria for controlling labour and working conditions and health, safety and security

The operating criteria for controlling specific labour and working conditions risks are included in the Project's specific Labour Management Plan, developed based on PR no.1, PR no. 2, PR no. 4 and PR no. 10 and technical data provided by the Technical Consultant. The document has the scope to promote safety and health at work, fair treatment, non-discrimination and equal opportunity, etc. by establishing specific role, responsibilities and authorities to implement on construction site.

The Project's specific LMP stipulates the labour and working criterion for controlling labour, HSS risks for rehabilitation process and further operation and maintenance of the new road and purchased equipment.

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The Project's specific LMP shall be implemented on construction site by the General Contractor and the Supervision Consultant shall monitor and measure the implementation process and report performances to the Employer. The Project's specific LMP is presented in the Annex no. 5.

8.1.4 Operating Criteria for controlling Consultation and Participation process on site

The operating criteria for controlling the consultation and participation of the project's workforce and affected community are set out in the project's specific Consultation and Communication Plan. This plan was developed based on PRs 1, 2, 4 and 10, and technical data provided by the Technical Consultant. The document aims to promote consultation and participation of the workforce and affected communities on site by establishing specific roles, responsibilities and authorities to implement on the construction site.

The Project's specific Consultation and Participation Plan sets out the criteria for consultation and participation in order to control specific health, safety and security risks for the workforce and affected communities during the rehabilitation process and further operation and maintenance of the new road and purchased equipment.

The Project's specific Consultation and Participation Plan shall be implemented on the construction site by the General Contractor and the Supervision Consultant shall monitor and measure the implementation process and report performance to the Employer. The Project's specific Consultation and Participation Plan is presented in the Annex no. 6.

8.1.5 Operating Criteria for controlling complaints process on site

The operating criteria for controlling specific complaints during the consultation and participation of the project's workforce and affected community are included in the project's specific Complaint Mechanism. This mechanism has been developed based on PR No. 1, PR No. 2, PR No. 4 and PR No. 10, as well as technical data provided by the Technical Consultant. The document aims to promote a communication procedure to be used by the project's workforce and affected communities on site. This procedure establishes specific roles, responsibilities and authorities to be implemented on the construction site.

The Project's specific Complaint Mechanism stipulates the specific communication criterion for receiving and managing complaints from the workforce and affected communities and procedure to reporting to them during rehabilitation process and further operation and maintenance of the new road and purchased equipment.

The Project's specific Complaint Mechanism will be implemented on the construction site by the General Contractor. The Supervision Consultant will monitor and measure the implementation process and report on performance to the Employer. The Project's specific Complaint Mechanism is presented in the Annex no. 7.

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8.1.6 Operating Criteria for controlling the stakeholder engagement on site

The operating criteria for controlling the stakeholder engagement during the road rehabilitation process are outlined in the Project's Stakeholder Engagement Plan. This plan was developed based on PR No. 1, PR No. 2, PR No. 4 and PR No. 10, and technical data provided by the Technical Consultant. The document aims to continue engaging specific stakeholders in the construction process on the construction site by establishing clear roles, responsibilities and authorities to be implemented on site.

The Project's Stakeholder Engagement Plan details the specific criteria for consultation and participation, as well as the process for receiving and managing complaints from the workforce and affected communities. It also outlines the procedure for reporting to them during the rehabilitation process, as well as the further operation and maintenance of the new road and purchased equipment.

The General Contractor and the Supervision Consultant will implement the Project's specific Stakeholder Engagement Plan on the construction site. The Supervision Consultant will monitor and measure the implementation process and report on performance to the Employer. Please refer to Annex No. 1 for details of the Project's Stakeholder Engagement Plan.

8.1.7 Operating Criteria for controlling the training and economic inclusion process

The operating criteria for controlling the training and economic inclusion process during the road rehabilitation process are outlined in the Project's specific Training and Economic Inclusion Plan. This plan was developed based on EBRD's requirements for economic inclusion of the young people in the construction process during the rehabilitation process. The document aims to enhance economic inclusion of unemployed young people in the construction process on the site by establishing clear roles, responsibilities and authorities to be implemented on site.

The Project's specific Training and Economic Inclusion Plan details the specific criteria for labour and working conditions, training duration, trainer selection, compliance with site-specific ES rules, as well as the process for lodging complaints to the Supervision Consultant (Engineer) and the Employer. Please refer to Annex No. 3 for details of the Project's specific Training and Economic Inclusion Plan.

8.1.87 Operating Criteria for controlling the resettlement process

The operating criteria for controlling the resettlement process during the road rehabilitation process are outlined in the Project's specific Resettlement Action Plan. The action plan has been developed based on EBRD's Performance Requirement no. 5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement during the design process. The document aims to acquire agricultural lands from affected persons by providing timely compensation for loss of lands at the market cost and assist displaced persons in their efforts to improve, or at least restore, their livelihood and living standards, in the real terms to the pre-displaced level or to the level prevailing prior to the start of the project by establishing clear roles, responsibilities and authorities to be implemented on site.

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8.2 Control the construction process versus the established operating criteria

The Supervision Consultant has the responsibility and authority to oversee the implementation of the Project's specific ES Plans. These plans were developed by the Employer with support from the Design Consultant during the design stage.

The Supervision Consultant is also responsible for reviewing and approving the Contractor's own CESMP, OHSP, Code of Conduct, TMP, Labour Management Plan, EPRP, etc. The Supervision Consultant will monitor and measure the Project's ES Plans and report ES performances on a monthly basis to the Employer.

8.3 Emergency preparedness and response

The Employer has established actions to control abnormal situation from the construction site in order to respond to potential emergency situations, including:

- a) accidental pollution of air, soil, water, consumption of finite resources, etc.,
- b) labour and working conditions incidents and complaints from workforce and affected communities
- c) HSS incidents and accidents on site, including traffic accidents;
- d) complaints from workforce and affected communities (SH, GBV, TiP, SE, HIV-AID & STDs, etc.
- e) fire and explosion and natural calamities,
- f) complaint from central public authorities regarding the collection of plants, hunting, fishing and other prohibited practices on site;

The Employer ensures that all identified potential abnormal conditions on construction site shall be control by the General Contractor by developing Emergency Preparedness and Response Plans based on specific emergency scenarios in order to control abnormal situation:

- a) develops an EPRP, discloses and analyses with workforce, specific roles and responsibilities and coordinate EPRP with affected community;
- b) Provide training for workforce the planned response;
- c) Periodically test and exercise the planned response capability;
- d) Evaluate performance and, as necessary revise the planned response, including after testing and, in particular, after the occurrence of emergency situations;
- e) Communicate and provide relevant information to all workers on their duties and responsibilities;
- f) Communicate relevant information to Supervision Consultant, visitors, emergency response services, CPA and LPAs and the local community;
- g) Take into account the needs and capabilities of all relevant interested parties and ensuring their involvement, as appropriate, in the development of the planned response.

The Supervision Consultant shall review and approve the EPRP developed by the General Contractor for responding to potential emergency situations.

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9 PERFORMANCE EVALUATION

9.1 Monitoring, measurement, analysis and performance evaluation

9.1.1 General

The Employer monitors and measures, analysis and performance evaluation of the implementation of the Project's ES Management Policy.

The Employer has determined:

- a) compliance obligation with relevant EBRD's PRs and (ii) the Project's specific ES risks stipulated in the Project's specific ES Plans (iii) progress towards achievement of the strategic and specific ES Objectives and (iv) effectiveness of operational and other controls;
- b) the monitoring and measurement of the Project's ES Plans;
- c) the monitoring and measurement of the operating criteria established for controlling ES risks;
- d) the monitoring and measuring construction process during the construction stage;
- e) Analyse, evaluate and communicate the Project's ES performances.

The Employer evaluates the Project's ES performance, determines the effectiveness of the Project's ESMS and report them to the stakeholders.

9.1.2 Evaluation of compliance

9.1.2.1 General

The Employer evaluates compliance with obligations and applicable legal requirements and report performance to stakeholders.

The Employer (i) determine the frequency and method(s) for the evaluation of compliance, (ii) evaluate compliance and take action, (iii) maintain knowledge and understanding of its compliance status with legal requirements and EBRD requirements and (iv) retain documented information of the compliance evaluation result(s).

9.1.2.2 Evaluation of compliance with the EBRD's

During the design process, the Designer developed the technical design and additional the Report for acquisition of land for extension of the express road M1:

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Table 9-1: Evaluation of compliance with EBRD's requirements

PRs	Performance Requirements	PRs Objectives	Technical and ES Plans developed during the DD stage by the Technical Designer	Identified Gaps
1	Assessment and Management of Environmental and Social Risks and Impacts	- identify and assess ES risks and impacts of the project; - adopt a mitigation hierarchy approach to address ES risks and impacts from project activities on workers, affected communities, and the environment; - develop an ESMS commensurate to the ES risks and impacts of the project in a manner consistent with the relevant PRs; and - promote continuous improvement of the client's ES performance through the effective use of management systems.	- Road Engineering Report - Bridges Engineering Report - Road works - Cross sections - Culverts. Drainage of rainwater/ - Road marking and signing - Bridges - Overhead Power Cable Lines - Road lighting - Telecommunications cables - External Water supply - Organization of construction works (HS, Env. Fire and fighting, traffic, etc.) - Materials for land allocation - BoQs for road, bridges, utilities	The PR no.1 was not used for assessing ES risks for proposed equipment and materials, workforce, communication and disclosure process, etc. The National Design Procedure must be coordinated with applicable EBRD PRs
2	Labour & Working Conditions	- respect and protect the fundamental principles and rights of workers; - ensure fair treatment, non-discrimination, and equal opportunities of workers in accordance with the decent work agenda; - establish, maintain and improve a sound worker management relationship; - ensure compliance with national labour and employment laws and any collective agreements to which the client is a party; - protect women and men at work, including vulnerable workers such as young workers, persons with disabilities, migrant workers and refugees, workers engaged by third parties, and workers in the client's supply chain;	This aspect is included in the Organisation of Construction Works	Included general recommendation to protect workforce by wearing PPE and construction site. The documents include general recommendation to take measures to protect the site of fire risk The following gaps were identified: - Labour and working condition (recruitment criterion) are not defined as well as human rights principles, non-discrimination, fair treatment, etc. - Roles, responsibilities and authorities are defined partial and general; - Training requirements for direct and subcontracted workers are not defined;

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PRs	Performance Requirements	PRs Objectives	Technical and ES Plans developed during the DD stage by the Technical Designer	Identified Gaps
		- prevent the use of forced labour and child labour (as defined by the International Labour Organisation (ILO)); and - ensure that accessible and effective means to raise and address workplace concerns are available to workers.		- The operating criterion are not established to performed construction works in safe on site; - Emergency arrangements are recommended as general aspects and not specify roles and responsibilities; - Monitoring and measurements of performances are not provided in Es documents; - Nonconformities, incidents and accidents are not provided in the ES documents
3	Resource Efficiency, Pollution Prevention & Control	- adopt the mitigation hierarchy approach to addressing adverse impacts on human health and the environment arising from the resource use and pollution released from the project; - avoid, minimise and manage project-related GHG emissions; - avoid, minimise and manage the risks and impacts associated with hazardous substances and materials, including pesticides; and - identify, where feasible, project-related opportunities for resource efficiency improvements. - specific water use (measured by volume of water used per unit production) will be assessed; - operations will be benchmarked to available industry standards and GIP of water use efficiency; and - opportunities for continuous improvement in terms of water use efficiency and recovery should be identified.	This aspect is included in the Organisation of Construction Works and is mentioned the during the construction stage impact on environmental is minimal	The ESMP was developed by the Employer in parallel with DD process, but was not used EBRD's PR no.1 in the risk assessment process. The following gaps were identified: - Roles, responsibilities and authorities are defined partial and general; - Training requirements for direct and subcontracted workers are not defined; - The operating criterion are not established to performed construction works in safe on site; - Emergency arrangements are recommended as general aspects and not specify roles and responsibilities; - Monitoring and measurements of performances are not provided in ES documents; - Nonconformities, incidents and accidents are not provided in the ES documents
4	Health, Safety and Security	- protect and promote the health, safety and security of workers, by ensuring safe, healthy and secure working conditions and implementing a management system, appropriate to risks associated with the project; and	This aspect is included in the Organisation of Construction Works, in the Labour Safety Chapter	The following gaps were identified: - EBRD PR no.1 was not used to assessed risks - Roles, responsibilities and authorities are defined partial and general;

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PRs	Performance Requirements	PRs Objectives	Technical and ES Plans developed during the DD stage by the Technical Designer	Identified Gaps
		- identify, assess, and manage health, safety and security risks to project - affected communities and consumers during the project life cycle from both routine and non-routine activities.		- Control of subcontractors, supply, community HS, etc. are not defined; - Training requirements for direct and subcontracted workers are not defined; - The operating criterion are not established to performed construction works in safe on site; - Emergency arrangements are recommended as general aspects and not specify roles and responsibilities; - Monitoring and measurements of performances are not provided in Es documents; - Nonconformities, incidents and accidents are not provided in the Es documents
5	Land Acquisition, Restrictions on Land Use & Involuntary Resettlement	- avoid involuntary resettlement or, when unavoidable, minimise involuntary resettlement by exploring feasible alternative project designs and sites; - avoid forced eviction; - mitigate unavoidable adverse social and economic impacts from involuntary resettlement on affected persons by: (i) providing timely compensation for loss of assets at full replacement cost; and (ii) ensuring that land acquisition, restrictions on land use, other assets and natural resources and involuntary resettlement activities are implemented with meaningful consultation, participation, and disclosure of information, in accordance with the req. of PR 10; - improve, or as a minimum restore the livelihoods and standards of living of affected persons compared to pre-displacement levels; and - improve living conditions of physically displaced persons through the provision of adequate housing (including essential services and utilities) with security of tenure at resettlement sites.	The Resettlement Policy Framework was developed during the FS/ESIA process, but during the design process the Consultant identified necessary agricultural land plots for extension of the express road M1 based on the technical data provided by the technical designer	The Resettlement Action Plan shall be developed during the Design Stage, with specific roles and responsibilities for compensation of land loss, taking into consideration vulnerable groups, gender aspects, socio-economic survey/aspects and complaint mechanism.

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PRs	Performance Requirements	PRs Objectives	Technical and ES Plans developed during the DD stage by the Technical Designer	Identified Gaps
6	Biodiversity Conservation & Sustainable Management of Living Natural Resources	- protect and conserve biodiversity using a precautionary approach; - adopt the mitigation hierarchy in the design and implementation of projects with the aim of achieving no net loss, and where appropriate, a net gain of biodiversity; - maintain ecosystem services; and - promote good international practice in the sustainable management and use of living natural resources.	The Biodiversity Risks Assessment was developed in parallel with the Design Process by an independent Consultant	The Employer performed and additional Biodiversity Risk Assessment Report for the express road M1 and the Environmental Agency issued the Environmental Permit no.24/2025. The technical design did not stipulate any measures to control the construction work and ensure that the right of way was not exceeded. The role and responsibilities of the supervision consultant do not include monitoring the right of way in the technical documents.
7	Cultural Heritage	- support the protection and conservation of cultural heritage; - adopt the mitigation hierarchy approach to protecting cultural heritage from adverse impacts arising from the project; - promote the equitable sharing of benefits from the use of cultural heritage in business activities; and - where significant elements of cultural heritage are identified, promote the awareness, appreciation and enhancement of cultural heritage as well as potential socioeconomic benefits for local communities.	The Designer stated that “Cultural Heritage” is not applicable for rehabilitation process	The requirements for excavation work are not provided in order to protect buried cultural artefacts.
8	Information Disclosure and Stakeholder Engagement	- outline a systematic approach to stakeholder engagement that will help the client build and maintain a constructive relationship with their stakeholders; - provide means for effective and inclusive engagement with project stakeholders throughout the project cycle; - ensure that appropriate ES information is disclosed and meaningful consultation is held with the project's stakeholders and where appropriate, feedback provided through the consultation is taken into consideration; and - ensure that complaints from stakeholders are responded to and managed appropriately.	This aspect is included in the Organisation of Construction Works and is mentioned that during the construction stage impact on community is minimal etc.	The technical and environmental and social (ES) documents did not provide information on disclosure and stakeholder engagement during the design and construction stages. There was no complaint mechanism or procedure for reporting to affected persons.

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PRs	Performance Requirements	PRs Objectives	Technical and ES Plans developed during the DD stage by the Technical Designer	Identified Gaps
				The project's SEP was not updated to include the specific engagement of local affected communities or a communication procedure.

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9.1.2.3 Evaluation with applicable laws of the Republic of Moldova

The Employer is responsible for ensuring that the requirements set out in the approved Project's specific ES Plans are implemented on the construction site by the general contractor. This implementation must adhere to the defined roles, responsibilities and authorities of the general contractor. The Employer must also ensure an internal communication process for direct and subcontracted workers, as well as an external process and a protocol for dealing with emergency situations.

The Employer ensures that, in the event of any identified non-conformities on the construction site and in accordance with the general terms and conditions of the contract, the General Contractor is responsible for ensuring that all personnel employed to carry out work are competent and fit to carry out the work they are employed to do. All contractor personnel must receive a site safety induction before they commence work, which should identify any hazards and the risks to their health and safety, as well as the control measures that are to be implemented. Any worker who fails to cooperate with the contractor or fails to take reasonable care of themselves or others, thereby placing them at risk of injury or ill health, will be removed from the site.

Additionally, according to the EBRD's Environmental and Social Policy 2019³⁷, art.14 During the course of any work activity, the client will ensure that all project workers have appropriate physical fitness to undertake their appointed job roles and are provided with:

- (i) continued and appropriate level of supervision to ensure they do not place themselves or others at risk;
- (ii) safe work equipment; and
- (iii) OSH procedures, work instructions, information, appropriate training and workplace rules that are implemented and enforced.

Where project workers place themselves or others at risk, the Client (Employer) will take proportionate disciplinary action to enforce workplace rules and, where necessary, ensure that **they are immediately removed from the workplace until they are no longer a risk to themselves or others. The client will not impose financial penalties on workers for health and safety infringements.**

On the other hand, according to the Contravention Code³⁸ of the Republic of Moldova, the following fines shall be paid by the Contractor in case of non-compliance with applicable laws of the Republic of Moldova:

Table 9-3: Non-compliance with applicable requirements of the Republic of Moldova

No.	Articles	Contents	Fines, leis
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³⁷ EBRD's Environmental and Social Policy 2019: <https://www.ebrd.com/home/news-and-events/publications/institutional-documents/environmental-and-social-policy-2019.html>

³⁸ The Contravention Code no. 218/2008: https://www.legis.md/cautare/getResults?doc_id=150830&lang=ro

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1	55	Violation of labour legislation	7500 - 12000
2	55 ³	Violation of the legislation on safety and health at work	12500 - 20000
3	69	Insult	2500 - 3500
4	70	Slander	9000 - 12000
5	70 ¹	Incitement to discrimination	6000 - 10500
6	70 ²	Harassment	7500 - 12000
7	70 ³	Victimisation	6000 - 10500
8	71	Violation of the legislation on access to information and on petitions	1350 - 1650
9	109	Violation of the water protection regime	30000 - 40000
10	154	Violation of waste management rules	30000 - 40000
11	156	Failure to comply with the provisions of the legislation on environmental impact assessment	9000 - 12000
12	163	Violation of the Regulation on the protection of electricity networks	3000 - 6000
13	177	Violation of legislation and normative documents in spatial planning, urban planning & construction:	
	(1)	The violation of the legislation in the field of urban planning and constructions	12500 – 15000
	(2)	Violation of legislation and normative documents in construction (lack of information panel at the construction site or its non-compliance with the provisions of the normative acts)	17500 - 25000
	(3)	Violation of the legislation in the field of construction manifested by the execution of construction works without a building permit or project, based on unverified, uncoordinated, unapproved, unapproved projects in the established manner, in violation of the project or building permit	50000 – 75000

9.2 Internal audit

9.2.1 General

The Employer conducts internal audits at planned intervals to provide information on whether the ES Management System is compliance with the Employer's Environmental and Social Policy and Objectives and (ii) the specific ES Risks requirements by this document and is effectively implemented and maintained.

9.2.2 Internal audit program

The Supervision Consultant on behalf of the Employer shall:

- define the audit criteria and scope for each audit (ToR);
- select auditors and conduct audits to ensure objectivities and the impartiality of the audit process;
- ensure that results of the audits are reported to the Employer.

9.3 Management review

Top Employer shall review the Project's ES Management System, at planned intervals, to ensure its continuing suitability, adequacy and effectiveness.

The management review shall include consideration of:

- the status of actions from previous management reviews;

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- b) changes in external and internal issues that are relevant to the ESMS, including: (i) the needs and expectations of interested parties, (ii) legal requirements and other requirements and (iii) risks and opportunities;
- c) the extent to which the ES Management Policy and the Objectives have been met;
- d) information on the ES performance, including trends in: (i) incidents, nonconformities, corrective actions and continual improvement; (ii) monitoring and measurement results; (iii) results of evaluation of compliance with legal requirements and other requirements; (iv) audit results; (v) consultation and participation of workers and (vi) risks and opportunities;
- e) adequacy of resources for maintaining an effective ES Management System;
- f) relevant communication(s) with interested parties;
- g) opportunities for continual improvement.

The outputs of the management review shall include decisions related to:

- the continuing suitability adequacy and effectiveness of the Project's ESMS in achieving its intended outcomes;
- continual improvement opportunities;
- any need for changes to the ESMS;
- resources needed;
- actions;
- opportunities to improve ESMS with other business processes of the Employer;
- any implications for the strategic direction of the Employer.

The Employer reports annually ES performance to the EBRD and GoM.

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10 IMPROVEMENT

10.1 General

The Employer has determined opportunities for improvement and implement actions to achieve the intended outcomes of the Project's ESMS.

10.2 Incident, nonconformity and corrective action

The Employer implements and maintains actions to control ES risks, including reporting, investigating and taking action, to determine and manage incidents and nonconformities.

When an incident or a nonconformity occurs, the following actions shall be performed:

- a) react in a timely manner to the incident or nonconformity and, as applicable: (i) take action to control and correct it and (ii) deal with the consequences;
- b) evaluate, with the participation of workers and the involvement of other relevant interested parties (affected communities), the need for corrective action to eliminate the root cause(s) of the incident or nonconformity, in order that it does not recur or occur elsewhere, by: (i) investigating the incident or reviewing the nonconformity, (ii) determining the cause(s) of the incident or nonconformity and (iii) determining if similar incidents have occurred, if nonconformities exist, or if they could potentially occur;
- c) review existing ES risks and other risks, as appropriate;
- d) determine and implement any action needed, including corrective action, in accordance with the hierarchy of risk controls;
- e) assess ES risks that relate to new or changed hazards, prior to taking action;
- f) review the effectiveness of any action taken, including corrective action;
- g) make changes to the ES Management System, if necessary.

Corrective actions shall be appropriate to the effects or potential effects of the incidents or nonconformities encountered.

The Employer shall retain documented information as evidence of:

- the nature of the incidents or nonconformities and any subsequent actions taken;
- the results of any action and corrective action, including their effectiveness.

The Employer communicates this documented information to relevant workers, and, where they exist, workers' representatives, and affected communities and other relevant interested parties.

The Non-conformity Report is presented in the Annex no. 8.

The Incident Notification Report is presented in the Annex 9.

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10.3 Continual improvement

The Employer will continually improve the suitability, adequacy and effectiveness of the ESMS, by:

- a) enhancing the Project's ES performance;
- b) promoting a culture that supports an ES Management System;
- c) promoting the consultation and participation of workforce and affected communities in implementing actions for the continual improvement of the ESMS;
- d) communicating the relevant results of continual improvement to workforce, affected communities and other stakeholders;
- e) maintaining and retaining documented information as evidence of continual improvement.

The Annual Environmental and Social Report is provided in the Annex no.11.

11 ANNEXES

Annex no. 1: The revised Stakeholder Engagement Plan

Annex no. 2: The Project's Consultation and Participation Plan

Annex no. 3: The Project's Training and Economic Inclusion Plan

Annex no. 4: The Project's specific ESMP for rehabilitation process of the M1

Annex no. 5: The Project's specific Labor Management Plan for rehabilitation process of the M1

Annex no. 6: The Project's specific Code of Conduct

Annex no. 7: The Project's specific Complaint Mechanism for rehabilitation process of the M1

Annex no. 8: The Non-conformity and Corrective Action Report

Annex no. 9: The Incident Notification Report

Annex no. 10: Annual ES Report

Annex no. 11: Resettlement Action Plan

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Annex no. 1: The revised Stakeholder Engagement Plan

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Annex no. 2: The Project's Consultation and Participation Plan

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Annex no. 3: The Project's Training and Economic Inclusion Plan

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Annex no. 4: The Project's specific ESMP for rehabilitation process of the M1

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Annex no. 5: The Project's specific Labour Management Plan for rehabilitation process of the M1

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Annex no. 6: The Project's specific Code of Conduct

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Annex no. 7: The Project's specific Complaint Mechanism for rehabilitation process of the M1

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Annex 8: The Nonconformity and Corrective Actions Report form

Part A: Nonconformity Report			
Non-conformance (To be completed by NCR Preparer or Auditor):			
Title of NCR:			
NCR Number:		Date Issued:	
NCR Prepared By:		NCR Issued To:	
Job Title		Job Title	
CS Engineer		Contractor	
EHSS Expert		Subcontractor	
Details of the Non-conformance (To be completed by NCR Preparer or Auditor)			
Major ☐		Minor ☐	
Description			
Insert a clear and concise description of the Non-conformance identified and any additional supporting documents (such as reports, drawings, photographs, etc.) evidencing the situation/problem identified, and attach to the NCR.			
Requirement relating to the Non-conformance			
Insert details of the relevant governance document(s) such as contract, procedure, specification or standard, as applicable (including any Document Reference Numbers)			
Part B: Classification of aspects and dangers			
For reporting/benchmarking purposes, Non-conformances are classified into at least one of six categories. Tick the most appropriate options below			
	To be completed by NCR Preparer or Auditor		
1	Materials		
2	Machine & equipment		
3	Measurement (monitor and control by management)		
4	Manpower (training included)		
5.	Methods (workmanship included)		
6	Health and safety		
7.	Environment and Social		
Details of the Root Cause Documentation			
Refer any internal meetings, investigations, audits that took place to identify and confirm root cause and attach any relevant records (Minutes, reports etc.)			
Time table:			
Proposed by:			
Name:		Date:	
Reviewed by:			
Name:			
Signature:			

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Date:			
Part C: Remedial (Correction) and Corrective Action(s) to address Non-conformance			
Correction Actions (To be completed by the Responsible Manager)			
Insert a clear and concise description of the Correction (Remedial Action to be taken to rectify the Major Non-conformance identified)			
Proposed by		Job Title:	
Name of Responsible Manager:			
Planned Completion Date: (Specify an appropriate and realistic date)		Signature:	
Reviewed by (Name of NCR Issuer or Issuer Line Manager)	Date:	Signature	
Corrective Action(s) (To be completed by Responsible Manager):			
Please insert details of the Corrective Action to be taken to prevent recurrence of the identified Non-conformance.			
Proposed by:		Job Title:	
Name of Responsible Manager:			
Expected Timescale: (Specified date; monthly; periodic; on-going; etc.)		Signature:	
Reviewed by (Name of NCR Issuer or Issuer Line Manager)	Date:	Signature	
Part D: Closure of Non-conformance			
Verification of completion of the Corrective Action(s) (To be completed by NCR Preparer or Auditor)			
Verified Complete (Select as applicable)	Yes ☐ No ☐	The Corrective Action(s) above have been satisfactorily completed by the relevant Responsible Manager.	
Comments:			
Verified by NCR Preparer or Auditor:			
Name:		Date:	
Job Title:		Signature:	
Reviewed/Approved by: (Lead Auditor, Quality Manager or other Senior Manager as per applicable NCR Procedure)			
Name:		Date:	
Job Title:		Signature:	

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Annex 9: The Incident Notification Form (template)

INCIDENT REPORTING FORM			
General Information			
Project Name, Activity			
Name of Project Implementing Agency			
Name of Contractor and subcontractors			
Name, position & company of main person(s) involved with/ causing the Incident			
Details about Accident / Incident			
Date and time of incident			
Location of incident			
Type of incident		<i>E.g. Fatality, Injury, major oil spill, social unrest, outbreak of violence, labor strikes etc.</i>	
Detailed description of incident (attach photos if needed)		<i>Describe in detail what has happened in a chronological manner. Who was involved? Which activities were performed? Under which external circumstances did the incident occur? What was the reason for the Incident? Etc.</i>	
Describe victims and damage		<i>Fatalities (including number deceased and differentiating between employee/ contractor fatalities and members of the public). Number injured (mention hospitalizations/ loss of limb). Number of injured in the community (if any). Loss/ damage to company facilities or operating environment. Environmental damage (e.g. water pollution, etc.).</i>	
Describe immediate response		<i>Which immediate activity was taken? E.g. construction activities interrupted, first aid given, injured person taken to hospital, police informed, task force implemented etc.</i>	
Describe long-term response		<i>Describe long-term activities to prevent this incident to happen again. Describe further investigations if any. Describe how lessons learned will be shared among employees.</i>	
Incident Report Approval			
	Position	Name	Date
Prepared by			
Approved by			

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Annex 10: Annual Environmental and Social Report (AESR) template

OFFICIAL USE



Annual Environmental & Social Report

YEAR _____

OFFICIAL USE

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1. Company Details	
Client Name:	
Client Address:	
Country:	
Client authorized representative:	
Name:	
Title:	
I certify that, to the best of my knowledge and belief, the information contained in this report is true, complete and correct in all material respects and does not omit any material fact necessary.	
Signature:	
Date:	
Contact Details:	
Reporting Period: Year _____	
Unless otherwise stated, the information provided below shall be for this reporting period only.	

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PART A. CORE QUESTIONS

2 Project Update		
Project Name (As given in the Project Legal Documentation):		
Project OP ID (As given in the Project Legal Documentation):		
Please provide a summary update on the project implementation. If the project includes production or manufacturing please also include:		
3 Environmental and Social Action Plan (ESAP) Status Update		
Using the guidance provided below, please provide an ESAP status update as an attachment to the Annual Environmental & Social Report. Please use the template provided under Annex 1 for the update. The ESAP for the Project is included in the Legal Documentation.		
For each ESAP action item, please complete the two steps below and note under the ESAP Status column:		
1. Interpret your implementation status using the below guidance:		
Exceeding Target (ET): The project has gone beyond the requirements of the defined ESAP target and evaluation criteria within the defined timeframe.		
Achieved Target (AT): The project has achieved the ESAP action targets and fulfilled the evaluation criteria within the defined timeframe.		
On Target (OT): The project is on target for achieving ESAP action targets and fulfilling the evaluation criteria within the defined timeframe.		
Minor Delay (MD): The project has not achieved the ESAP action targets within the defined timetable but has put systems, processes or mitigation measure in place, which are working towards addressing the deficiencies within a reasonable timeframe. In such case, please specify the new target date.		
Significant Delay (SD): No significant progress has been made towards achieving the ESAP action targets within the defined timeframe. In such case, please specify the new target date.		
Not Applicable yet (NA): The defined ESAP action is not applicable yet, e.g., if the project is currently at design stage and the defined ESAP action will be applicable only during the operational stage.		
2. Comment on implementation status: Provide a brief commentary on the chosen status. For actions with delays or changes, explain the reasons for the delay or changes, actions planned to meet the requirements and estimated completion date for the action. Please note that any material changes to the action plan(s) or deadlines agreed with the Bank must be satisfactory to the Bank.		
4 General		
4.1. Have any new environmental, social or gender ³⁹ issues been identified which were not foreseen by or contemplated in the Environmental and Social Action Plan?	Yes: ☐ No: ☐	If Yes, please provide details of the issues:

³⁹ Within the Bank's Environmental and Social Policy, "social" refers to those issues which pertain to project-affected people and their communities and workers and related to socioeconomic status, vulnerability, gender identity, human rights, sexual orientation, cultural heritage, labour and working conditions, health and safety and participation in decision making.

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4.2. Have there been any accidents or incidents that have caused damage to the environment, affected cultural property, or created liabilities for the Client?	Yes: ☐ No: ☐	If yes, please describe incident/accidents, damage caused by the incident/accident, including details of actions to repair and prevent reoccurrence:
4.3. Have there been any suspensions, closures, penalties, fines and/or corrective action plans imposed by environmental, health and safety, labour authorities on the Company or the Contractors?	Yes: ☐ No: ☐	If yes, please describe identified violations, including resulting penalties, status of implementing corrective actions to address any violations found: a) environmental, b) health and safety, c) labour
4.4 Have there been any exceedances of the emission and discharge standards that apply to the project (either by regulation or as defined under the ESAP / ESMP/ EU Directives)?	Yes: ☐ No: ☐	If yes, please describe, including details of corrective actions:
4.5 Have there been any court cases filed or determined against the Client in the reporting period that are related to labour, health and safety, environment, land acquisition, damage to third party assets, etc.?	Yes: ☐ No: ☐	If yes, how many? a) Labour b) Health and safety c) Environment d) Land acquisition/resettlement e) Damage to third party assets f) Others Please also provide brief information about the cases.

5 Human Resources Management

Unless otherwise noted, the questions in this section apply to both direct employees and non-employee workers (e.g. contractors and other 3rd party employees working on the project site or performing work directly related to the core functions of the project).

	Total	Recruited in the reporting period	Dismissed in the reporting period
Number of direct employees:	Total: Men: Women:	Men: Women:	Men: Women:
Number of contracted workers:	Total: Men /Women:	Men: /Women:	Men: /Women:
Number of seasonal/temporary workers:	Direct Employees: Men: /Women:	Contracted Workers: Men: /Women:	Men: Women:
Number of employees:	International (%) – Men: / Women:	National (%) Men: /Women:	Local (%)⁴⁰ Men: /Women:
5.1 Were there any collective dismissals as defined in article 1 of EU Directive 98/59 ⁴¹ and/or as defined in the national labour code affecting the directly employed workforce during the reporting period?	Yes: ☐ No: ☐	If yes, please describe the redundancy plan, including reasons for redundancies, number, sex and age of workers involved, how they were selected, consultation undertaken, and measures to mitigate the effects of redundancy:	
5.2 Are any collective dismissals planned for the directly employed workforce in the next year?	Yes: ☐ No: ☐	If yes, please describe the redundancy plan, including reasons for redundancies, number, sex and age of workers involved, and selection and consultation process:	

⁴⁰ From directly affected/neighbouring communities

⁴¹ <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31998L0059&from=EN>

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5.3 Were there any changes to: - worker representation at Client facilities? - status of collective agreements?	Yes: ☐ No: ☐	If yes, please provide details, and summarise engagement with workers, worker representatives, and relevant state authorities during the reporting period:
5.4 Have workers raised any grievances concerning the project, Client, or contractors including working conditions or any type of discrimination, harassment or bullying during the reporting period?	Yes: ☐ No: ☐	If yes, please state how many complaints were made and through which channels the issues were raised (e.g. grievance mechanism, trade unions, courts, media, etc.); report number of grievances by male and female staff and explain how the Client has addressed them:
5.5 Have there been any strikes or other collective disputes related to working conditions at the Client in the reporting period?	Yes: ☐ No: ☐	If yes, please summarise nature of, and reasons for, disputes and explain how they were resolved

6 Health and Safety (H&S) Data

6.1	Please provide information on any accidents / incidents that have happened to employees, contractors or other third parties during the reporting period? Please confirm circumstances, severity of the accident (fatal, serious, minor etc.), status of investigation and remedial action taken.
6.2	Please provide information on the H&S training provided to employees or contractors during the reporting period? Please provide the training topics and the numbers of workers that have been trained.
6.3	Please provide information on the number of H&S inspections / audits which have been carried out during the reporting period? Please confirm if these were carried out by the Client or by an independent OSH expert and if any actions are outstanding.
6.4	Please provide information on any major developments and achievements related to H&S management during the reporting period? Please include new safety measures which have been introduced, safety awards which the project has received or safety programmes / initiatives that have been introduced.
6.5	Please provide information on the road traffic collisions that have happened to employees or contractors during the reporting period including the number of accidents, fatalities, major injuries, minor injuries, damage only and the investigative process undertaken. Summarise remedial action taken.

7 Stakeholder Engagement

7.1 Please provide information on the implementation of the stakeholder engagement plan agreed with EBRD and summarise interaction with stakeholders during the reporting period, including: - meeting or other initiatives to engage with members of the public or public organisations, civil society, communities, including vulnerable groups during the report period. Please describe how you have made such meetings and interactions accessible to both men and women of all ages, all social groups, and those who speak minority languages. - Summarise any coverage in media on environmental, health and safety and social issues related to the project, and, - interaction with any environmental or other community groups. Please describe any changes to the Stakeholder Engagement Plan:		
7.2 How many complaints or grievances did the project receive from members of the public or civil society organisations during the reporting period? Please split by stakeholder group and by issues and provide status update on % of resolved and unresolved complaints. Summarise main issues raised in the complaints or grievances and explain how they were resolved:		
7.3 What information on environmental and social issues was put in the public domain during the reporting period? Please attach a copy or the link.		
Is the project Categorised A by the EBRD?	Yes: ☐ No: ☐	If yes, please provide a link to the annual report released to the public for EBRD to include on the EBRD website.

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PART B. QUESTIONS FOR PROJECTS WITH SPECIFIC CONDITIONS

8 Water Use and Efficiency		
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Does the project involve production or manufacturing with a high-water demand (greater than 5,000 m ³ /day)?	Yes: ☐ No: ☐	If yes, please provide answers to the following:
Total volume of water drawn from water source(s) in m ³ during the reporting period		
Total volume of potable water drawn from water source(s) in m ³ during the reporting period (if available)		
Total units of production/manufacturing (please define the units in the response)		
Water source (well, water network, etc.)		

9 Greenhouse Gas (GHG) Emissions		
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Are the direct and indirect GHG emissions of the project more than 25,000 tonnes/year CO ₂ -equivalent?	Yes: ☐ No: ☐	If yes, please quantify these emissions in accordance with EBRD Methodology for Assessment of Greenhouse Gas Emissions ⁴² . Please provide the data and assumptions on which the calculations are based:
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10 Land Acquisition		
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Was there any land acquisition associated with the project during the reporting period? Yes: ☐ No: ☐ If yes, please provide answer to the following:		
Number of communities affected:		
Number of people affected:	Land owners:	Land users:
Have any persons been physically displaced? If yes how many?		
Permanent land use (number of parcels):		
Temporary land use:	number of parcels:	area affected:
Overall Status of land acquisition:		
	amicable agreements:	court process:
Is there a Resettlement Framework/ Resettlement Action and/or Livelihood Restoration Plan (RAP/LRP) developed for the Project?	Yes: ☐ No: ☐	If yes, please attach an implementation report including any further progress made during the reporting period in the implementation of the plan, using the monitoring indicators as detailed in the plan. Please provide the results of any other related monitoring carried out by the Client or its consultants and attach any additional information you think would be useful.

⁴² <https://www.ebrd.com/cs/Satellite?c=Content&cid=1395258435436&d=&pagename=EBRD%2FContent%2FDownloadDocument>

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11 Gender

Is there a Gender Action Plan (GAP) developed for the Project?	Yes: ☐ No: ☐	If yes, please attach an implementation report including any further progress made during the reporting period in the implementation of the plan, using the monitoring indicators as detailed in the plan. Please provide the results of any other related monitoring carried out by the Client or its consultants and attach any additional information you think would be useful.
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12 Community Development

Please summarise the social or community development initiatives undertaken by the Client during the reporting period, and associated expenditure: Comment on whether the community has input into the selection of initiatives to be supported.

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Annex 11: Resettlement Action Plan