

Environmental and Social Assessment and Technical
Assessment for
CBC Public Buildings Energy Efficiency Project

Environmental and Social Management Plan

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Contractor:	Centar za ekonomski, tehnološki i okolinski razvoj (CETEOR) Topal Osman Paše 32 B 71000 Sarajevo, Bosna i Hercegovina Tel: +387 33 563 580 Fax: +387 33 205 725 E-mail: info@ceteor.ba Website: www.ceteor.ba
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1 INTRODUCTION

The Environmental and Social Management Plan (ESMP) is an essential instrument developed as part of the Due Diligence process to identify, avoid, or mitigate potential temporary disruptions and nuisances associated with the construction and implementation of the Project. The ESMP also ensures that affected persons are appropriately informed about planned rehabilitation works. Prepared by the Consultant and endorsed by the Client, the ESMP provides a framework for the Construction Contractor(s) to integrate environmental, social, health, and safety measures into all project activities. By incorporating the ESMP into tendering and contractual documents, the Project ensures that contractors comply with good construction practices and adhere to applicable environmental, health, safety, and social standards, in alignment with the Bank's Environmental and Social Requirements (ESRs).

1.1 Project Context

The Project covers 51 public buildings, including administrative facilities, healthcare and educational institutions, aiming to reduce energy consumption and greenhouse gas (GHG) emissions, improve building safety and comfort, and support long-term sustainability in line with the European Green Deal objectives.

The CBC Government is responsible for overall Project implementation, including decision-making related to construction and renovation works, as well as the preparation and launch of tenders. The selected Contractor(s) will be responsible for executing the construction and renovation works in accordance with contractual requirements, while the supervisors will oversee the implementation and ensure compliance with technical, environmental, and social standards.

To support effective implementation, CBC has established a Project Implementation Unit (PIU), responsible for project planning, procurement, coordination, and reporting.

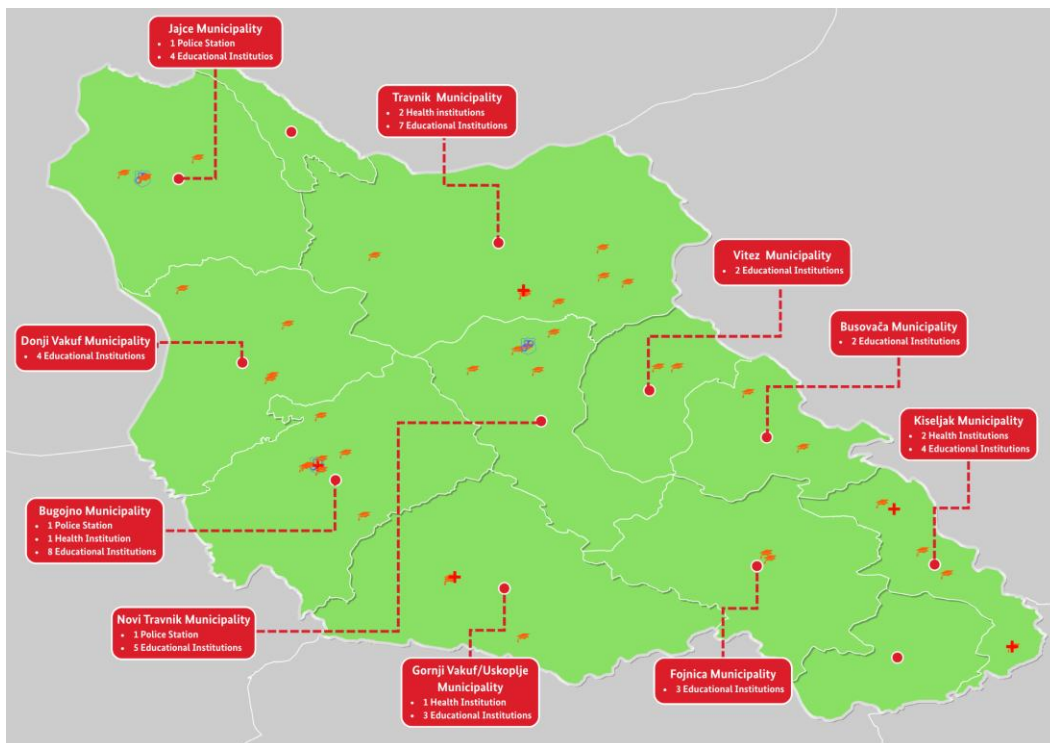


Figure 1. Location of municipalities within CBC and Project buildings

The Project buildings are located throughout the entire CBC, predominantly in urban environments, in 9 municipalities (Bugojno, Jajce, Travnik, Donji Vakuf, Vitez, Fojnica, Kiseljak, Busovača, and Gornji Vakuf-Uskoplje). The table below provides an overview of all buildings included in this Project.

Table 1. List of public buildings within the Project

No.	Municipality/ City	Public Building
1	Bugojno	Police station Bugojno
2	Bugojno	Health Center Bugojno
3	Bugojno	First Primary School, Bugojno
4	Jajce	Police station Jajce
5	Jajce	Secondary Vocational School Jajce
6	Fojnica	Muhsin Rizvić Primary School, Zijah Dizdarević Mixed Secondary School and Branch Department of Ivan Goran Kovačić Primary School
7	Fojnica	Muhsin Rizvić Primary School
8	Fojnica	Ivan Goran Kovačić Primary School, Gojevići – Fojnica
9	Travnik	Travnik Primary School
10	Travnik	Mixed Secondary Technical School, Travnik
11	Travnik	Karaula Primary School, Travnik
12	Travnik	Guča Gora Primary School
13	Jajce	Braća Jezerčić Primary School and Jajce Primary School Kruščica, Divičani, Jajce
14	Donji Vakuf	Mixed Secondary School Donji Vakuf
15	Travnik	Dolac Primary School
16	Bugojno	Third Primary School Bugojno and First Primary School Jaklić
17	Busovača	Kaonik Primary School, Busovača
18	Bugojno	Second Primary School Bugojno
19	Gornji vakuf Uskoplje	Voljevac Primary School, Gornji Vakuf – Uskoplje
20	Vitez	Vitez Primary School
21	Jajce	Berta Kučera and 13th September Primary School, Jajce
22	Gornji Vakuf Uskoplje	Uskoplje Primary School
23	Bugojno	Secondary Technical School Bugojno
24	Donji Vakuf	First Primary School Donji Vakuf – Kurića Kula Branch School
25	Bugojno	Gračanica Primary School, Bugojno
26	Travnik	Mehurići Primary School, Travnik
27	Novi Travnik	Novi Travnik Primary School, Novi Travnik
28	Novi Travnik	Mixed Secondary School Novi Travnik
29	Kiseljak	Secondary Vocational School Fojnica and Ivan Goran Kovačić Primary School, Kiseljak
30	Novi Travnik	Musa Ćazim Ćatić Primary School – Trenica
31	Novi Travnik	Mehmedalija Mak Dizdar Primary School, Novi Travnik
32	Gornji Vakuf	Gornji Vakuf Mixed Secondary School and Uskoplje Secondary School
33	Jajce	Nikola Šop Secondary School, Jajce

No.	Municipality/ City	Public Building
34	Lepenica	Lepenica Primary School, Kiseljak
35	Kiseljak	Lepenica Outpatient Clinic
36	Kiseljak	Gromiljak Primary School, Kiseljak
37	Novi Travnik	Fra Marijan Šunjić Primary School, Novi Travnik
38	Busovača	Kačuni Primary School, Busovača
39	Bugojno	Secondary Vocational School Bugojno
40	Bugojno	Bristovi Primary School, Bugojno
41	Bugojno	Drvetine Primary School, Bugojno
42	Kiseljak	Kiseljak 1 Primary School, Bilalovac, Kiseljak
43	Travnik	Han Bila Primary School, Travnik
44	Gornji Vakuf	Primary Health Care Centre Gornji Vakuf – Uskoplje
45	Travnik	Travnik Hospital, Department of Physical Medicine and Rehabilitation
46	Travnik	Travnik Hospital
47	Donji Vakuf	Fourth Primary School Torlakovac, Donji Vakuf
48	Donji Vakuf	Third Primary School Oborci, Donji Vakuf
49	Vitez	Dubravica Primary School, Šantići Branch School, Vitez
50	Kiseljak	Brestovsko Branch Outpatient Clinic, Kiseljak
51	Novi Travnik	Police station Novi Travnik

Classified as Category “B” under the EBRD Environmental and Social Policy (2024), the Project is expected to generate limited, site-specific, and manageable environmental and social impacts.

The implementation of the Energy Efficiency Project in the CBC is expected to result in significant long-term environmental and social benefits. The Project is expected to generate multiple environmental and socio-economic benefits, including reduced heating energy demand and fuel consumption, leading to lower atmospheric and greenhouse gas emissions. Improvements to building envelopes will enhance thermal insulation and contribute to better indoor comfort, including slight noise reduction. Energy efficiency measures will support climate change mitigation and adaptation by reducing energy demand during extreme weather conditions. In addition, the Project will improve the quality of public services through enhanced indoor conditions in schools, healthcare, and other public facilities. Broader benefits include reduced public energy expenditures, enabling reallocation of resources to other social needs, as well as the creation of employment opportunities during implementation. Overall, the Project contributes to the transition toward a low-carbon economy and promotes sustainable energy practices within local communities.

1.2 Objective and Scope of the Environmental and Social Management Plan (ESMP)

The project in CBC involves the implementation of energy efficiency measures across 51 public buildings. In line with EBRD Environmental and Social Policy (2024), all project activities must meet applicable environmental and social standards to ensure that potential impacts are appropriately managed. The project includes all reasonable measures to avoid, minimize, or mitigate any adverse changes in environmental and social conditions, including impacts on public health and safety. Special

attention is paid to preventing disproportionate effects on specific groups based on gender, age, ethnicity, disability, socio-economic status, or other personal characteristics.

According to EBRD Environmental and Social Policy (2024), the Environmental and Social Management Plan (ESMP) is an integral part of the Environmental and Social Due Diligence process. It sets out the measures required to maximize project benefits, avoid, minimize, mitigate, or offset any adverse environmental or social impacts, and provides budget estimates, sources of funding, and institutional arrangements for monitoring, reporting, and accountability.

The main objectives of the ESMP for the CBC energy efficiency project are:

- To provide a detailed action plan for implementing recommendations from the environmental and social assessments;
- To establish measurable and auditable environmental control targets;
- To provide a basis for prospective contractors to accurately price environmental and social management in tender documents;
- To specify roles, responsibilities, and timelines for mitigation measures;
- To support monitoring of compliance throughout the project; and
- To serve as a practical site management tool for construction and rehabilitation works.

The ESMP defines the agreed program, standards, and actions to be implemented by the Client and Construction Contractor(s) to maintain compliance with national legislation, relevant international standards, and EBRD requirements. Depending on project needs, components may include site-specific environmental and social management plans, community engagement plans, occupational health and safety measures, and emergency response procedures.

1.3 Purpose of the Environmental and Social Management Plan (ESMP)

The purpose of this ESMP is to ensure that all project stages are structured to meet legal and regulatory requirements and EBRD standards, and includes:

- Allocation of resources and definition of roles and responsibilities for implementing and updating the ESMP;
- Supply chain management, with ESMPs developed by contractors and approved by the Client;
- Capacity building to ensure personnel implementing the ESMP have adequate awareness and skills;
- Performance indicators linked to key environmental and social impacts;
- A monitoring plan to track ESMP implementation and regulatory compliance;
- Emergency procedures addressing fire safety, pollution control, and potential incidents, including response plans, firefighting measures, and alarm and communication systems.

2 POLICY, LEGAL AND ADMINISTRATIVE FRAMEWORK

2.1 National Context

2.1.1 Relevant Legal Framework on level of Federation Bosnia and Herzegovina

According to the Constitution of Federation of Bosnia and Herzegovina (FBiH), environmental protection policy is under the joint responsibility of FBiH and the Cantons¹. The Federal Ministry of Environment and Tourism (FMOET) is responsible for environmental management at entity level with its own authorities and jurisdictions, whereas the Cantonal ministries in charge of environment in 10 cantons of FBiH are responsible for environmental management at Cantonal level.

¹ Constitution of FBiH (Official Gazette of FBiH, No. 1/94, 13/97, 16/02, 22/02, 52/02, 63/03, 9/04, 20/04, 33/04, 71/05, 72/05 and 88/08)

Implementation of this Project also requires compliance with a set of other laws and bylaws in the area of environmental protection, water protection, air pollution, nature protection, solid waste management and social laws (including the regulation on expropriation, land acquisition, concession etc.):

Law on Environmental Protection - This law regulates the protection of nature, its preservation and restoration, as well as measures and methods of management, and rational use of natural resources. This law also regulates the tasks and duties of the competent administrative bodies related to the environment².

Law on Nature Protection of FBiH - The Law on Nature Protection of FBiH defines the bodies for nature protection, general conservation measures, evaluation of operations in nature, habitats and ecologically important areas, species and subspecies, protection and conservation of biodiversity and ecosystems, the establishment of Natura 2000, etc.³.

The Law on Waters - The Law on Waters regulates water and wastewater management and planning. The maximum permitted quantities of hazardous and harmful substances in wastewaters before discharging into natural recipients (surface waters) or into public sewerage system are stipulated by the Decree on Conditions for Discharge of Wastewater into Environment and into the Public Sewerage System⁴.

Law on Air Protection - This Law regulates the technical conditions of measures to prevent or reduce air emissions caused by human activities that must be respected in the production process, on the territory of the Federation of Bosnia and Herzegovina, air quality protection, special emission sources, emission registers, air quality, supervision and penalties for misdemeanours for legal and responsible persons⁵. According to the Regulation on the Monitoring of Air Quality and Defining Pollutants Types, Limit Values and Other Standards, air quality is monitored by measuring the concentration of Sulphur dioxide, nitrogen oxides, nitrogen dioxide particulate matter PM10 and PM2.5, lead, benzene, carbon monoxide, ground-level ozone, arsenic, cadmium, mercury, nickel and benzo-a-pyrene, with instruments for automatic measurement and sample analysis⁶.

Law on Protection against Noise - The Law on Protection against Noise regulates the permissible noise levels, noise protection measures, the way of measuring and recording noise, noise limits classified according to the atmosphere, land use and the time of day (day or night), in order to protect human health, working and living space, and the environment in general⁷. The Law defines the limit values of external noise for planning new facilities and sources of noise in FBiH.

Law on Waste Management - This law regulates the general conditions related to waste management within all phases of project development⁸.

Law on Safety at Work - Occupational Health and Safety (OHS) is regulated by the Law on Safety at Work and the Law on the Protection against Fires and Protection of Fire-fighters^{9,10}. CBC has to require from its Contractor(s), through the public procurement procedure, to comply with the legal requirements regarding health and safety at work and during construction works in order to prevent any dangerous situation or harm to workers and local communities. Safety during construction works

² Official Gazette of FBiH, No. 15/21

³ Official Gazette of FBiH, No. 66/13

⁴ Official Gazette of FBiH No. 70/06

⁵ Official Gazette of FBiH, No. 33/03; 04/10

⁶ Official Gazette of FBiH, No. 1/12

⁷ Official Gazette of FBiH, No. 110/12

⁸ Official Gazette of FBiH, No. 33/03; 72/09; 92/17

⁹ Official Gazette of FBiH, No. 79/20

¹⁰ Official Gazette of FBiH, No. 64/09

and documentation needed at construction sites are regulated by the Decree on Construction Site Organization, Mandatory Documentation on Construction Site and Construction Work Participants¹¹.

Law on Protection and Use of Cultural, Historical and Natural Heritage - The Law on Protection and Use of Cultural, Historical and Natural Heritage requires to cooperate with the Institute for Protection of Monuments (within the Federal Ministry of Culture and Sports) at different stages of Project development¹².

Law on Free Access to Information in FBiH - The primary law that ensures the rights of citizens to information is the Law on Free Access to Information in FBiH, which stipulates that all citizens and legal entities have the right to access information in the control of a public authority, and each public authority has a corresponding obligation to disclose such information¹³.

Procedures related to environmental information disclosure are further elaborated in the Law on Environmental Protection, which stipulates that every person and every organization must have adequate access to information regarding the environment at the disposal of public authorities, including information on hazardous materials and activities in their communities, and be enabled to participate in the decision-making process¹⁴. Regulatory bodies and governments are obliged to encourage public awareness and participation, facilitate access to information, judicial and administrative procedures, as well as to registers of installations and polluters in the future.

Furthermore, BiH acceded to the Aarhus Convention on Access to Information, Public Participation in Decision Making and Access to Justice in Environmental Matters in 2008. This Convention regulates rights related to the environment and links the responsibility of public authorities with environmental protection. Under the Convention, access to information, public participation in decision making and access to justice are an integral part of environmental protection management.

Law on Strikes - Regulates and guarantee the rights of employees to strike, conditions and ways of organizing the strike, the right of trade unions to initiate a strike, the right of the employer to exclude the employee from work and other issues related to the strike¹⁵.

Labour Law of FBiH - Regulates the establishment of an employment relationship, the rights and obligations deriving from employment relationship, working hours, salaries, breaks and absences from work, occupational protection and safety termination of employment contracts, collective agreements, peaceful settlement of collective labour disputes and other issues deriving from the employment relationship¹⁶. The provisions of this Law are in line with International Labour Organisation (ILO) conventions related to forced labour, discrimination, child labour, equal remuneration, freedom of association, right to organise and collective bargaining.

Law on Protection against Fires and Protection of Fire-fighters - Regulates the organization and operation of fire protection and fire services, planning and implementation of fire protection measures, organization and functioning of the fire service and fire-fighting (fire intervention), professional training and development of employees and fire-fighters, financing and other issues of importance to the organization and functioning of fire protection and fire-fighting in FBiH¹⁷.

Law on Public Procurement of BiH - The Law regulates the public procurement system in Bosnia and Herzegovina, rules for public procurement procedures, the rights, obligations, responsibilities, and legal protection of participants in public procurement procedures, as well as competencies of the

¹¹ Official Gazette of FBiH, No. 48/09, 75/09, 93/12, 74/13, 89/14, 99/14, 53/15 and 101/15

¹² Official Gazette of SR BiH, No. 20/85, 12/87 and 3/93

¹³ Official Gazette of FBiH, No. 32/01 and 48/11

¹⁴ Official Gazette of FBiH, No. 15/21

¹⁵ Official Gazette of FBiH, No. 14/00

¹⁶ Official Gazette of FBiH, No. 62/15, 26/16, 89/18

¹⁷ Official Gazette of FBiH, No. 64/09

Public Procurement Agency of Bosnia and Herzegovina and the Procurement Review Body of Bosnia and Herzegovina¹⁸.

Law on Debt, Borrowing and Guarantees in FBiH - This Law shall regulate the conditions, method, and procedure for borrowing of FBiH, cantons, cities, municipalities, off-budget funds, off budget users, public health institutions, and public companies in the FBiH, issuing guarantees of the FBiH, cantons, cities and municipalities, securing debt servicing funds, maintenance of records and reporting on debt and guarantees in the FBiH, and other issues related to debt and guarantees¹⁹.

Anti-discrimination Law of BiH - This Law shall provide a framework for implementation of equal rights and opportunities to all persons in BiH and shall define a system of protection from discrimination²⁰.

Law on Gender Equality in BiH - This Law regulates, promotes and protects substantive gender equality and guarantees equal opportunities to all, in public as well as private life, and eliminates and prevents direct and indirect gender-based discrimination, thus particularly improving the position of women²¹.

Decision on the method and criteria for the preparation, development and monitoring of the implementation of public investment programs/development-investment programs of institutions in Bosnia and Herzegovina²² - This Decision sets out the methodology and criteria for preparing, developing, and monitoring the implementation of public investment and development-investment programs of institutions in Bosnia and Herzegovina, ensuring systematic planning, prioritization, and oversight of public investments.

Regulation on the method and criteria for the preparation, development and monitoring of public investment programs²³ - This Regulation establishes the methodology and criteria for preparing, developing, and monitoring public investment programs in the Federation of Bosnia and Herzegovina, providing a framework for effective planning, prioritization, and oversight of public investments at the entity level.

2.1.2 Relevant Legal Framework on Cantonal level

From the Cantonal legal perspective, up to 2025 the following legal framework is applicable for the Project:

- Law on Environmental Protection CBC²⁴,
- Law on Waste Management²⁵, and
- Law on Communal Activities²⁶.

2.1.3 Connection with strategic documents

Strategy for the Development of Central Bosnia Canton (2021–2027) (draft)²⁷ is an integrated, multi-sectoral strategic document guiding public policies, territorial development, and local governance in the Canton. It defines strategic goals and priorities, providing a framework for implementation, monitoring, evaluation, and reporting. The Strategy serves as a basis for sectoral strategies, budgets, public investment programs, and government work plans. Aligned with the Federation of BiH Development Strategy and global sustainable development goals, it addresses key challenges. The main strategic objectives are to promote sustainable economic development, improve quality of life and social environment, and enhance environmental conditions and public infrastructure.

¹⁸ Official gazette of BiH, No. 39/14

¹⁹ Official gazette of FBiH, No.86/07, 24/09, 44 /10 and 30/16

²⁰ Official Gazette of FBiH, No. 52/09

²¹ Official Gazette of BiH, No. 16/03, 102/09 and 32/10

²² Official Gazette of BiH, No. 48/18

²³ Official Gazette of the Federation of BiH, No. 106/14, 27/19, 104/22 and 17/24

²⁴ Official Gazette of Central Bosnia Canton, No. 4/05

²⁵ Official Gazette of SBK, No. 04/5

²⁶ Official Gazette of SBK, No. 13/13

²⁷ SBK/KSB Development Strategy 2021–2027 (Draft), Central Bosnia Canton, Federation of Bosnia and Herzegovina, Bosnia and Herzegovina, April 2021

The Project's activities are fully aligned with all three strategic objectives of the CBC Development Strategy, particularly with the goals of improving quality of life and the social environment, as well as enhancing environmental conditions and public infrastructure, thereby contributing directly to the Canton's sustainable development priorities.

2.2 International Requirements

2.2.1 EU Requirements

EBRD, as a signatory to the European Principles for the environment, is committed to promoting the adoption of EU environmental principles, practices and substantive standards by EBRD financed projects, where these can be applied at the project level, regardless of their geographic location. When host country regulations differ from EU substantive environmental standards, projects will be expected to meet whichever is more stringent.

EIA Directive (Directive 2011/92/EU on the Assessment of the Effects of Certain Public and Private Projects on the Environment (as amended by Directive 2014/52/EU)) - The amended EIA Directive simplifies the rules for assessing the potential effects of projects on the environment that were part of the previous EIA Directive (85/337/EC) and its amendments. It requires an assessment to be carried out by the competent national authority for certain projects which have a physical effect on the environment. The EIA must identify the direct and indirect effects of a project on the following factors: man, the fauna, the flora, the soil, the water, the air, the climate, the landscape, the material assets and cultural heritage, and the interaction between these various elements.

Water Framework Directive (Directive 2000/60/EC establishing a Framework for Community Action in the Field of Water Policy) - This Directive establishes a framework for the protection of inland surface waters, transitional waters, coastal waters and groundwater. Member States shall implement the measures necessary to prevent or limit the input of pollutants into groundwater and to prevent the deterioration of the status of all bodies of groundwater, subject to the use for the abstraction of water intended for human consumption and those bodies of water intended for such future use. Member States shall ensure the establishment of programmes for the monitoring of water status in order to establish a coherent and comprehensive overview of water status within each river basin district for groundwater such programmes shall cover monitoring of the chemical and quantitative status.

Flood Directive (Directive 2007/60/EC on the Assessment and Management of Flood Risks) - The aim is to reduce and manage the risks that floods pose to human health, the environment, cultural heritage and economic activity. It requires Member States to first carry out a preliminary assessment by 2011 to identify the river basins and associated coastal areas at risk of flooding. For such zones they would then need to draw up flood risk maps by 2013 and establish flood risk management plans focused on prevention, protection and preparedness by 2015. The Directive applies to inland waters as well as all coastal waters across the whole territory of the EU. This Directive now requires Member States to assess if all water courses and coast lines are at risk from flooding, to map the flood extent and assets and humans at risk in these areas and to take adequate and coordinated measures to reduce this flood risk. With this Directive also reinforces the rights of the public to access this information and to have a say in the planning process.

Waste Framework Directive (Directive 2008/98/EC on Waste) - This Directive sets the basic concepts and definitions related to waste management, such as definitions of waste, recycling, recovery. It explains when waste ceases to be waste and becomes a secondary raw material (so called end-of-waste criteria), and how to distinguish between waste and by-products. The Directive lays down some basic waste management principles: it requires that waste be managed without endangering human health and harming the environment, and in particular without risk to water, air, soil, plants or animals, without causing a nuisance through noise or odours, and without adversely affecting the countryside or places of special interest. Waste legislation and policy of the EU Member States shall apply as a priority order the following waste management hierarchy: prevention, preparing for re-use,

recycling, recovery, disposal. The Directive introduces the "polluter pays principle" and the "extended producer responsibility". It incorporates provisions on hazardous waste and waste oils and includes sets recycling and recovery targets.

Aarhus Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters to which Bosnia and Herzegovina acceded in 2008 - The Aarhus Convention grants the public rights regarding access to information, public participation and access to justice, in governmental decision-making processes on matters concerning the local, national and transboundary environment.

Convention on the Safeguarding of Intangible Cultural Heritage, 2003 (Bosnia and Herzegovina it ratified in 2007) - This Convention focuses on protecting intangible cultural heritage which includes: practices, representations, expressions, knowledge, skills – as well as the instruments, objects, artefacts and cultural spaces associated therewith – that communities, groups and, in some cases, individuals recognize as part of their cultural heritage.

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 as amended by Directive 2014/52/EU, as adapted by Decision 2016/12/MC-EnC (deadline: 1 January 2019).

Directive 2004/35/CE of the European Parliament and of the Council of 21 April 2004 on environmental liability with regards to the prevention and remedying of environmental damage, as amended by Directive 2006/21/EC, Directive 2009/31/EC and Directive 2013/30/EU, as adapted by Decision 2016/14/MC-EnC (deadline: 1 January 2021).

Directive 2001/42/EC of the European Parliament and of the Council of 27 June 2001 on the assessment of the effects of certain plans and programmes on the environment, as adapted by Decision 2016/13/MC-EnC (deadline: 31 March 2018).

Article 4(2) of the European Community Council Directive 79/409/EEC of 2 April 1979 on conservation of wild birds (deadline: 1 July 2006).

Directive (EU) 2018/2002 of the European Parliament and of the Council of 11 December 2018 amending Directive 2012/27/EU on energy efficiency, as adapted by Decision 2021/14/MC-EnC (deadline: 31 December 2022).

Regulation (EU) 2017/1369 of the European Parliament and of the Council of 4 July 2017 setting a framework for energy labelling and repealing Directive 2010/30/EU, as adapted by Decision 2018/03/MC-EnC (deadline: 1 January 2020).

Directive 2012/27/EU of the European Parliament and of the Council of 25 October 2012 on energy efficiency, amending Directives 2009/125/EC and 2010/30/EU and repealing Directives 2004/8/EC and 2006/32/EC, as adapted by Decision 2015/08/MC-EnC (deadline: 15 October 2017).

Directive 2010/31/EU of the European Parliament and of the Council of 19 May 2010 on the energy performance of buildings, as adapted by Decisions 2009/05/MC-EnC and 2010/02/MC-EnC (deadline: 30 September 2012).

2.2.2 EBRD Requirements

The Project has been classified as Category B under the EBRD ESP 2024. Based on initial site visits, consultation with the CBC, and review of available documentation, it is concluded that:

- No significant cumulative environmental or social impacts are expected, including on sensitive sites, critical habitats, or priority biodiversity areas.
- The Project does not involve significant involuntary resettlement or economic displacement.

Potential adverse impacts are site-specific and can be readily addressed through mitigation measures. The assessment in the current Feasibility Study and Conceptual Design stage is conducted in line with the ESP 2024 Environmental and Social Requirements (ESRs):

- ESR 1 – Assessment and Management of Environmental and Social Risks and Impacts: This ESR sets out the Client’s responsibility to identify, assess, and manage potential environmental and social risks and impacts throughout the project lifecycle. It emphasizes the development and implementation of a robust Environmental and Social Management System (ESMS), continuous monitoring, and reporting. Effective stakeholder engagement is a core component, ensuring that affected communities and other relevant parties are informed and involved in decision-making processes.
- ESR 2 – Labour and Working Conditions: This ESR ensures the protection of workers’ rights, including fair treatment, non-discrimination, and respect for freedom of association and collective bargaining. It requires the Client to provide safe and healthy working conditions, implement grievance mechanisms, and maintain sound worker-management relations. The ESR also covers both direct and contracted workforce and promotes the use of internationally recognized labor standards.
- ESR 3 – Resource Efficiency and Pollution Prevention: Projects must implement measures to minimize resource use and prevent pollution. This includes adopting Best Available Techniques (BAT) and Good International Practice (GIP), applying the mitigation hierarchy, and ensuring that environmental damage is addressed at its source. The “polluter pays” principle must be respected, and projects should manage energy, water, waste, and emissions efficiently in line with local conditions and global standards.
- ESR 4 – Health, Safety and Security: This ESR requires identification, prevention, and mitigation of potential health and safety risks to workers, project-affected communities, and end-users. It includes occupational health and safety measures, emergency preparedness, and safe use of products or services, ensuring that risks are systematically assessed and minimized throughout the project lifecycle.
- ESR 5 – Land Acquisition, Involuntary Resettlement, and Economic Displacement: The ESR emphasizes avoiding involuntary resettlement wherever possible. If unavoidable, the Client must minimize impacts and implement comprehensive measures to mitigate adverse effects on affected persons and host communities. This includes fair compensation, livelihood restoration, social support, and monitoring to prevent long-term impoverishment and disruption.
- ESR 6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources: This ESR aims to conserve biodiversity and promote sustainable use of natural resources. Clients are required to assess potential impacts on ecosystems, species, and habitats, and to implement measures that balance environmental conservation with the sustainable exploitation of natural resources, maintaining ecosystem services and ecological integrity.
- ESR 7 – Indigenous Peoples: Projects must respect the rights, identities, lands, and cultural heritage of Indigenous Peoples, recognizing their vulnerability to social and environmental changes. The ESR focuses on avoiding or mitigating adverse impacts on their livelihoods, resources, cultural practices, and institutions, while ensuring meaningful participation in decision-making.
- ESR 8 – Cultural Heritage: This ESR requires identification, protection, and sustainable management of cultural heritage, both tangible and intangible. Projects must take a precautionary approach, avoid or mitigate adverse impacts, and ensure that heritage resources are conserved for current and future generations.

- ESR 9 – Financial Intermediaries: For projects involving financial intermediaries, this ESR ensures that these entities assume delegated responsibility for assessing and managing environmental and social risks in the activities they finance. It establishes requirements for risk screening, due diligence, monitoring, and reporting on funded activities.
- ESR 10 – Stakeholder Engagement: This ESR emphasizes transparent, timely, and effective engagement with stakeholders, including communities, workers, and relevant authorities. Early and continuous consultation is essential for improving environmental and social performance, identifying potential issues, and enhancing project benefits. Stakeholder engagement is considered critical for trust-building and long-term project success.

The EBRD Compliance Summary for the Project, based on initial review, is presented in Appendix E. This demonstrates alignment with the ESP 2024 and confirms that the Project’s potential environmental and social impacts are manageable through standard mitigation and monitoring measures.

2.3 Applicable Corporate Standards, Policies and Procedures

For the Government of the Central Bosnia Canton, applicable corporate standards, policies, and procedures comprise national, entity, and cantonal legislation and internal government procedures governing public procurement, environmental protection, occupational health and safety, construction permitting, public asset management, and civil protection, as well as alignment with EBRD Environmental and Social Requirements.

3 THE PROJECT ENVIRONMENTAL & SOCIAL MANAGEMENT PROGRAM

The energy efficiency project in CBC involves interventions across 51 public buildings, aiming to reduce energy consumption, improve indoor comfort, and contribute to sustainable building operation. A comprehensive understanding of the existing environmental and social baseline conditions in the project area is an essential prerequisite for the identification and assessment of potential impacts arising from the planned measures. Establishing the baseline enables the measurement of changes caused by the implementation of the project and supports evidence-based mitigation and monitoring.

In line with good international practice and EBRD Environmental and Social Requirements, the assessment considers potential significant impacts on the environment and social aspects arising from:

- The construction, refurbishment, and operation of the buildings, including any demolition or replacement works where relevant;
- The use of natural resources, particularly energy, water, and building materials, ensuring sustainability and efficiency;
- Emissions and disturbances, including noise, vibration, light, dust, and other potential nuisances during construction and operation;
- The generation, handling, and disposal of waste and construction materials;
- Potential contributions to climate change through greenhouse gas emissions, and the climate resilience of the buildings;
- Risks to human health, occupational safety, cultural heritage, and the surrounding social environment;
- Cumulative effects in combination with other ongoing or planned projects in the area.

The principles of mitigation, including its hierarchical manner are shown in the Figure 2. Environmental and Social Mitigation hierarchy implies as follows:

- Avoidance - refers to considering different approaches to eliminate irreversible adverse impacts through site selection, project design and scheduling. Avoidance through site selection involves the relocation of the project site or components away from an area recognized for its high value. Impacts may be avoided through careful placement of infrastructure, and through the careful choice of construction and operational methods, as well as through changes in the timing of project activities
- Reduction - refers to protective measures taken to mitigate irreversible adverse impacts during designing, construction and operation of the project. That includes reduction of the duration, intensity, significance and/or extent of impacts (including direct, indirect and cumulative impacts, as appropriate) that cannot be completely avoided, as far as is practically feasible.
- Compensation/remediation/offsetting – where it is not possible to avoid or reduce a significant effect then offsetting measures should be considered. This refers to measurable conservation outcomes, resulting from actions applied to areas not impacted by the project, that compensate for significant, adverse project impacts that cannot be avoided, minimized and/or restored. It should be noted that compensation or remediation does not automatically make an impact ‘acceptable’ or excuse the need to consider other forms of mitigation as discussed in the hierarchy
- Enhancement of eventual positive project effects.



Figure 2. Impact mitigation hierarchy

Several different factors caused by project activities are considered likely to have an impact on the physical and natural environment, as well as on the social aspect. These potentially impacting activities have been set out and then considered in conjunction with the valued resources/receptors. Where impacts have been predicted, mitigation measures are presented.

3.1 Project positive impacts

The implementation of the Energy Efficiency Project in the Central Bosnia Canton is expected to result in significant long-term environmental and social benefits. By improving the energy performance of existing public buildings, the Project contributes to reduced energy consumption, lower greenhouse gas (GHG) emissions, and enhanced resilience to climate change, while generating positive socio-economic effects at the local and regional levels.

The key long-term positive impacts of the Project include the following:

- Reduction of GHG emissions - Energy efficiency measures implemented across public buildings are expected to lead to a gradual and sustained reduction in GHG emissions over the Project lifetime. These reductions contribute to national and entity-level climate goals and support Bosnia and Herzegovina's commitments to climate change mitigation.
- Climate change adaptation benefits - Improved building performance will reduce energy demand during peak periods, particularly in extreme summer and winter conditions, thereby supporting adaptation to climate change and improving thermal comfort for building users.
- Improved quality of public services - Enhanced energy efficiency will improve indoor comfort, air quality, and reliability of heating and cooling systems in schools, healthcare facilities, and other public buildings, contributing directly to better learning, working, and healthcare conditions.
- Socio-economic benefits - The Project is expected to have indirect positive effects on the socio-economic status of the local population by reducing public expenditure on energy, enabling reallocation of financial resources to other social services, and contributing to overall improvements in quality of life.
- Employment opportunities - Temporary and, in some cases, longer-term employment opportunities may arise during the pre-construction, construction, and operation phases, with priority given to local workers, including vulnerable groups where feasible.
- Support to green transition - By promoting energy efficiency and sustainable energy use, the Project supports the transition toward a low-carbon economy and raises awareness of green and energy-efficient practices within local communities.

The Project is expected to generate lasting environmental and social benefits that significantly outweigh any temporary and localized adverse impacts identified during the construction phase.

3.2 Potential adverse E&S impacts, mitigation measures, responsibility and monitoring parameters

Although the energy efficiency rehabilitation of public buildings in Central Bosnia Canton does not require a formal Environmental Impact Assessment or environmental permit under national legislation, the Project follows EBRD Environmental and Social Policy by systematically identifying and assessing potential environmental and social impacts. These impacts, primarily related to short-term construction activities, are evaluated for all project phases - preparation, construction, and operation - and classified by duration and significance.

The Project is subject to a preliminary environmental impact assessment (PEIA) in accordance with applicable legislation in Bosnia and Herzegovina and the Federation of BiH governing the preparation and implementation of public investment programmes. PEIA have been prepared as part of this task, and the CBC will formally request confirmation from the Federal Ministry of Environment and Tourism (FMOET) and the relevant cantonal ministries that the Project is not subject to a Preliminary Environmental Assessment or an Environmental Impact Assessment, and that no Environmental Permit is required for this type of construction works.

The following table summarizes the identified potential impacts along with proposed mitigation measures, responsibility and monitoring parameters for those considered significant.

Table 2. Table Environmental and Social Management Plan

Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
Pre-construction phase				
Land use	Unresolved legal or property issues that could delay or prevent implementation.	CBC to verify the ownership status of each Project building prior to its inclusion in the tendering process to ensure that only publicly owned buildings are in the Project scope, and that there are no unresolved legal or property issues that could delay or prevent implementation.	Implementation: Responsibility of the CBC management	Documented confirmation of ownership status of each building Monthly reports on compliance prepared by the Contractors and Supervision Engineer
Climatic factors and Climate Change / Water / Geomorphology and Geology / Soil	<p>The Project buildings Primary School Mehurići, Travnik; Primary School Berta Kučera, Jajce; Primary School Gračanica, Bugojno; Primary School Gornji Vakuf, Gornji Vakuf - Uskoplje; Primary School Fra Marijan Šunjić, Novi Travnik; Primary School Musa Ćazim Ćatić, Novi Travnik; First Primary School Donji Vakuf; Travnik Secondary School; Secondary school “Nikola Šop”, Jajce; Secondary Vocational and Technical School Bugojno; Mixed Secondary School Donji Vakuf may be exposed to potential flood risks during extreme rainfall events.</p> <p>Soil instability at sites with sensitive slopes could cause minor landslides and erosion, posing risks to workers, buildings, and nearby infrastructure (Primary School Mehurići, Travnik).</p>	<p>Formally request information from the relevant authority on landslide registers to obtain new information from the competent authorities on landslide prone site of the school Mehurići in Travnik and, if necessary, define appropriate stabilization measures before the start of construction.</p> <p>Carry out inspections at all slope-sensitive sites of the school Mehurići in Travnik to identify risks and plan necessary stabilization measures before construction begins.</p>	<p>Implementation: Contractor(s) management.</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>List of flood protection measures recommended by the Agency, if any</p> <p>% of recommended flood protection measures incorporated into construction and operational plans</p> <p>Number of landslide risk inspections conducted pre-construction</p> <p>Evidence of formal request and receipt of landslide register data from relevant authority</p> <p>List of identified high-risk areas and planned stabilization measures</p> <p>Verification that stabilization measures are implemented prior to the start of construction</p> <p>Monthly reports on compliance prepared by the Contractors and Supervision Engineer</p>
Landscape and visual aspects	Changes in the external appearance of buildings (e.g. new façades, roofing elements, external installations) which, if not properly designed, may affect visual harmony within the urban context.	Ensure that façade renovations, roofing, and external installations are designed to harmonize with the existing urban context and architectural style.	Implementation: Contractor(s) management.	Façade, roofing, and external installations are designed to harmonize with the surrounding urban context

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Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
	<p>Inconsistent aesthetic appearance within the same urban block if energy efficiency measures are applied unevenly or without alignment with local architectural guidelines.</p> <p>Visibility of technical equipment (e.g. external HVAC units, ventilation elements), which may cause minor visual impacts if not adequately integrated into the building design.</p>		<p>Monitoring: PIU and Supervision Engineer</p>	<p>The HVAC units, vents, and other external installations designed to be concealed or aesthetically integrated into the existing environment</p> <p>Verification that all applied energy efficiency measures respect local aesthetic and regulations</p>
Worker and public health and safety	<p>Potential risks to worker and public health due to the presence and disturbance of hazardous materials, including asbestos and glass wool, which can release harmful fibers if not properly managed.</p> <p>Potential risk of labor rights violations, including unfair treatment, discrimination, or exploitation of workers, especially vulnerable groups such as migrants or illiterate workers</p> <p>Potential use of child labor or forced labor, in violation of national laws and ILO Core Labour Standards</p> <p>Legal and reputational risks for the Project, including non-compliance with national legislation and international labor standards</p>	<p>Carry out comprehensive hazardous material investigations, including sampling and laboratory analysis, to identify and characterize all asbestos-containing materials (ACMs) and glass wool insulation present within the building structure;</p> <p>Engage qualified environmental specialists and licensed asbestos abatement contractors to develop and implement safe removal and remediation plans, ensuring controlled handling of materials and minimizing airborne fiber release and associated health risks;</p> <p>Where complete removal is not immediately technically or operationally feasible, apply interim risk-management measures such as encapsulation or enclosure using approved sealing techniques, and establish a monitoring programme with periodic inspections to verify the continued integrity of the materials;</p> <p>Ensure that all hazardous waste is transported and disposed of in full compliance with applicable national and local environmental regulations, and maintain proper documentation and disposal records to ensure traceability, transparency, and accountability.</p> <p>Promoting non-discrimination and fair and equal treatment and opportunities at work</p>	<p>Implementation: Responsibility of the CBC management to include actions in tendering procedure. Responsibility of the Contractor(s) for implementation and management.</p> <p>Monitoring: Supervision Engineer/PIU to verify documentation and disposal records.</p>	<p>ACM removal and remediation plans developed and implemented</p> <p>% of buildings where asbestos-containing materials (ACMs) and glass wool insulation have been identified, sampled, and analyzed in the laboratory</p> <p>Contracted licensed contractors for asbestos removal and hazardous material handling</p> <p>Defined work zones and access control plans in place</p> <p>Risk management and occupational health and safety plan prepared</p> <p>Authorized disposal sites for hazardous waste identified</p> <p>System for recording and tracking hazardous waste established</p> <p>Evidence of policies and procedures promoting equal opportunities at work</p> <p>Number of vulnerable workers employed (e.g., migrants, illiterate workers) with appropriate safeguards in place</p>

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Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
		<p>Ensuring compliance with national labor laws and internationally recognized labour standards, including the ILO Core Labour Standards</p> <p>Protecting workers, including vulnerable groups (e.g., migrants or illiterate workers) employed directly or by contractors/suppliers, from unacceptable labour practices, exploitation, and violations of core labour rights</p> <p>Prohibiting the use of forced or child labour</p>		<p>Verification that no forced or child labour is used</p> <p>Evidence of contractor(s) compliance with labour standards (contracts, audits, declarations)</p> <p>Monthly reports on compliance prepared by the Contractors and Supervision Engineer</p>
Local infrastructure	<p>Construction activities may lead to increased demand for utilities (power, water), localized service disruptions due to planned utility connections, and potential damage to existing infrastructure such as pipes and cables.</p>	<p>Before any construction begins, the project team should coordinate with municipal utility companies (water, electricity, gas, telecommunications) to identify and locate utilities at each site. Utility plans should be reviewed and if necessary, trenches should be dug manually to verify cable/pipe locations to avoid accidental hits. Any planned service interruptions (for tie-ins or upgrades) should be scheduled in advance and notice given to affected users so that impacts are minimized</p> <p>Integrate resource efficiency and infrastructure protection measures into the design of energy efficiency upgrades. This includes specifying high-efficiency lighting, improved thermal insulation, and water-saving fixtures to reduce energy and water demand. Design solutions should aim to minimize resource consumption and waste generation, thereby reducing pressure on local energy, water supply, and wastewater systems.</p>	<p>Implementation: Contractor(s)</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>Confirmation that utility companies (water, electricity, gas, telecommunications) were contacted prior to construction.</p> <p>Verification that all utility locations have been identified and marked on-site before excavation or heavy works.</p> <p>Evidence that manual verification of trenches or sensitive areas has been conducted where necessary.</p> <p>Confirmation that planned service interruptions were communicated in advance to affected users.</p> <p>Confirmation that high-efficiency lighting has been specified in the building design.</p> <p>Confirmation that improved thermal insulation measures are included.</p> <p>Confirmation that water-saving fixtures have been specified.</p> <p>Confirmation that design measures consider minimizing resource</p>

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Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
				consumption and waste generation, protecting local energy, water, and wastewater systems.
Construction phase				
Air emissions and noise	<p>Dust generation from demolition and material handling.</p> <p>Exhaust emissions from construction machinery and vehicles (CO₂, NO_x, PM).</p> <p>Noise from construction equipment and activities.</p> <p>Potential release of hazardous substances (e.g. asbestos fibers, paint fumes) into air.</p> <p>Accidental fuel or oil spills causing local air pollution (odor, fumes).</p>	<p>Implement dust suppression at work sites (e.g. regular water spraying of demolition areas and dusty materials, especially during dry weather). Stockpiles of insulation, sand, or debris should be covered or kept damp. Construction debris should be promptly removed or stored in covered containers to prevent wind-blown dust.</p> <p>Maintain all vehicles and machinery in good condition to ensure efficient combustion and lower exhaust emissions. Equipment should meet applicable EU Stage/Euro standards for emissions where feasible. Idling of engines should be minimized. By keeping machinery tuned and minimizing fuel use, the project adheres to PR3's goal of efficient resource use and pollution prevention.</p> <p>Schedule noisy activities for times that least disturb sensitive receptors. For school buildings, heavy construction should be done outside of teaching hours or during holidays when possible; for health facilities, coordination with facility management should ensure work is phased to avoid critical quiet times. All equipment should have proper mufflers/silencers, and noisy stationary equipment (generators, compressors) should be positioned as far as possible from sensitive areas or shielded by temporary noise barriers. Work hours should be limited to daytime periods in accordance with local regulations (typically no night work) to comply with the</p>	<p>Implementation: Contractor(s)</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>CESMP prepared and implemented by the Contractor(s) and approved by the Supervision Engineer/CBC.</p> <p>Supervision monthly reports demonstrating that the measures listed in the CESMP are implemented.</p> <p>Evidence of scaffolding fully enclosed with sheeting</p> <p>Frequency of regular sweeping of hard-surface areas</p> <p>Frequency of cleaning interior areas near work zones</p> <p>Number of dust-related complaints received and resolved</p> <p>Records of fuel type and quality used on site, with documentation of compliance with low sulphur/lead content standards (e.g. fuel delivery notes)</p> <p>Documented coordination (e.g. meetings, emails, or calls) with nearby contractors to reduce cumulative air quality impacts, if applicable</p> <p>Number of site vehicles/equipment with operational sound-control devices</p>

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		<p>Cantonal Noise Protection Law limits. Monitoring noise levels at site boundaries may be conducted to verify compliance with permissible levels, particularly near hospitals and schools. If measured levels approach or exceed the regulatory limits (e.g. 55 dB(A) for school areas in daytime), additional measures (rescheduling, improved barriers, etc.) should be implemented.</p> <p>To prevent accidental releases of fuel, oil, or chemicals (which could cause fumes or odors), all such substances should be stored in designated areas with secondary containment (spill trays, bunds). Refueling and mixing chemicals (paints, solvents) should occur on impermeable surfaces away from drains. An Emergency Preparedness and Response Plan (EPRP) should be developed to handle potential spill incidents – workers should be trained in spill response, spill kits should be available on sites, and any spill immediately contained and cleaned. These measures ensure that neither air nor soil is significantly polluted by construction activities.</p>		<p>Hours of noisy work conducted outside legal timeframe (6:00 AM - 10:00 PM)</p> <p>Number of high-noise activities using non percussive alternatives</p> <p>Documented coordination (e.g. meetings, emails, or calls) with nearby contractors to reduce cumulative noise impacts, if applicable</p> <p>Number of notifications issued before noisy works (verbal or written)</p> <p>Number of noise-related grievances received and resolved</p> <p>Number of sensitive facilities notified in advance of vibration/noise generating works</p> <p>Number of workers trained on noise minimization practices</p>
<p>Climatic factors and Climate Change</p>	<p>GHG emissions from construction equipment and vehicles</p> <p>Temporary increases in energy consumption at construction sites</p> <p>Dust and localized air emissions from construction activities</p> <p>Potential accidental release of fuels or oils contributing to localized environmental pollution</p> <p>Temporary disruption of access to facilities due to heavy rainfall, snow, or storm winds</p>	<p>Engage contractors and suppliers whose policies and practices for energy efficiency and GHG reduction, including embodied emissions in materials and equipment, align with national guidelines and international standards.</p> <p>Incorporate resource efficiency and waste minimization into the Construction Environmental and Social Management Plan (CESMP) and Construction Site Organization Plan (CSOP), including minimizing fuel use and electricity consumption during works.</p>	<p>Implementation: Contractor(s)</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>Emergency Preparedness and Response Plan developed by the Contractors and approved by the PIU and Supervision Engineer</p> <p>Evidence on implementation of structural measures before EE measures</p> <p>Report on visual inspection of the building and surrounding area</p> <p>Number of weather related adjustments to work schedules</p>

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Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
	<p>Increased surface runoff and localized water accumulation during intense precipitation events</p> <p>Localized soil instability at construction sites in areas with existing slope sensitivity</p>	<p>Use local materials and waste management facilities wherever feasible to reduce transportation emissions.</p> <p>Prepare and implement Waste Management Plan for the construction phase.</p> <p>Maximize energy efficiency of equipment and vehicles, including minimizing idling and specifying efficient or electric/hybrid machinery where possible.</p> <p>Maintain and improve drainage systems around school facilities to prevent water accumulation during construction activities.</p> <p>Reinforce slopes and embankments near schools prone to landslides, where feasible.</p>		<p>% of waterproof equipment installed</p> <p>Report/evidence on cables and conductors fixing</p> <p>Report on compliance with EE standards and fire safety standards</p> <p>Number of landslide risk inspections conducted pre-construction</p> <p>Number of reports submitted to authorities in case of ground instability</p> <p>Monthly reports on compliance with national technical regulations and standards prepared by the Contractors and Supervision Engineer</p>
Soil	<p>Accidental spills of fuel, oil, paint or chemicals contaminate soil.</p> <p>Improper disposal of construction waste causing soil pollution (debris or hazardous fragments in soil).</p> <p>Soil compaction from heavy vehicle/equipment movement on unpaved ground.</p> <p>Soil erosion from exposed ground or stockpiles (sediment runoff).</p> <p>Temporary soil sealing or loss (e.g. removal of topsoil for work).</p>	<p>All fuels, oils, paints, and chemicals on site should be stored in secure containers with secondary containment (e.g. fuel drums kept in banded areas or on drip trays). Refueling machinery and mixing of liquid materials should take place on an impermeable surface or tarpaulin, away from any bare soil. The contractor should have a Spill Response Plan (as part of the CESMP) and spill kits (absorbent materials, containment booms) readily available. Workers should be trained in their use. In the event of any spill, it should be contained and cleaned up immediately, contaminated soil, if any, should be excavated and disposed of as hazardous waste. This rapid response ensure that no lasting soil contamination occurs.</p> <p>A robust waste management plan should be in place to handle construction debris and hazardous waste. Designated waste bins or</p>	<p>Implementation: Contractor(s)</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>CESMP prepared and implemented by the Contractor(s) and approved by the Supervision Engineer/CBC</p> <p>Evidence of designated hazardous material storage zones at construction sites</p> <p>Type and quantity of hazardous substances stored (oils, paints, adhesives, etc.)</p> <p>Evidence of availability and quantity of spill response materials (e.g. sawdust, spill kits) at construction sites</p> <p>Evidence of marked “no go” zones and temporary stockpile areas at construction sites</p> <p>Daily equipment leak inspections documented in site logs, including</p>

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Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
		<p>skips should be provided on site so that waste is not dumped on the bare ground. Soil and demolition rubble should be segregated and either reused or sent to licensed disposal facilities (in line with the Federation’s waste management law). Particularly, any hazardous waste (e.g. asbestos materials, oil-soaked rags, containers of chemicals) should be sealed and labeled for proper disposal at approved hazardous waste sites, preventing hazardous residues from contaminating soil. No open burning or burial of waste should be permitted. Regular site housekeeping and final site clearance should ensure no debris is left that could degrade into the soil.</p> <p>If any excavation or removal of soil is required, topsoil should be carefully set aside (stockpiled) for later reinstatement. Topsoil piles, if any, should be kept small and covered or kept damp to prevent erosion by wind or rain. Silt fences or straw wattles should be placed around any soil stockpiles and at site perimeter where runoff could leave the site, thereby trapping sediment.</p> <p>Although not anticipated to a large extent, any digging near building foundations should be done cautiously to avoid undermining structure or creating voids that could lead to subsidence. Excavations should be backfilled layer by layer and compacted to restore soil bearing capacity.</p>		<p>number of reported spills and corrective actions taken, if any</p> <p>Documented frequency of site clean-up activities, including pre-washdown sweeping (recorded in daily/weekly logs)</p> <p>Frequency of equipment maintenance checks (recorded in service logs), as well as number of on site fuelling/servicing violations and spills, and remediation actions implemented, if any</p> <p>Number of reinstated laydown areas, including documentation of surface type, protection method (e.g. geotextile), and before/after photos</p> <p>Supervision monthly reports demonstrating that the measures listed in the CESMP are implemented</p>
Water	<p>Temporary increase in water consumption for sanitary and minor construction activities, which is localized and negligible in relation to urban water supply capacity.</p> <p>Risk of accidental contamination of surface waters or urban drainage systems from</p>	<p>Implement good-practice measures such as using water-efficient equipment, avoiding unnecessary washing, and monitoring water consumption to ensure that use remains minimal and localized.</p> <p>Store fuels, oils, paints, and chemicals in sealed, labeled containers on impermeable surfaces</p>	<p>Implementation: Contractor(s)</p> <p>Monitoring:</p>	<p>CESMP prepared and implemented by the Contractor(s) and approved by the Supervision Engineer/CBC</p> <p>Evidence of designated washout areas established on-site, including</p>

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Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
	<p>improper handling or storage of construction materials, fuels, or chemicals.</p> <p>Possible infiltration of hazardous substances (e.g. oils, paints, solvents) into soil and shallow groundwater if not properly managed.</p> <p>Generation of minor quantities of construction wastewater, requiring adequate collection and discharge into existing sewerage networks.</p> <p>Temporary disturbance of stormwater and sewerage systems due to construction activities, which may cause minor localized impacts.</p>	<p>with secondary containment; prohibit refueling near drains or watercourses; and ensure spill-response kits are available on site.</p> <p>Designate sealed storage areas, prohibit discharge of wash-water onto bare soil, and apply proper waste management procedures for hazardous waste in accordance with national regulations.</p> <p>Collect construction wastewater separately, avoid discharge into the environment, and ensure that all wastewater is directed into the existing sewerage system or handled by licensed operators.</p> <p>Avoid blocking drains, maintain free flow of stormwater, protect manholes and drainage inlets during works, and restore any temporarily affected drainage elements after construction.</p> <p>Provide training on proper material handling, spill prevention, emergency response, and environmental protection measures related to water resources.</p>	<p>PIU and Supervision Engineer</p>	<p>their distance from sewer drains and surface waters (measured in metres)</p> <p>Documented frequency of site clean-up activities, including pre-washdown sweeping (recorded in daily/weekly logs)</p> <p>Evidence of type and quantity of powder/airborne materials stored under cover, with number of sealed containers recorded</p> <p>Number of incidents involving powder material spills and response actions taken</p> <p>Number of blocked drains reported, if any, and corrective actions taken</p> <p>Weather forecast monitoring frequency and adjustments to work schedule (log entries)</p> <p>Supervision monthly reports demonstrating that the measures listed in the CESMP are implemented</p>
<p>Landscape and visual aspects</p>	<p>Temporary visual disturbance caused by scaffolding, protective nets, construction materials, and machinery around the buildings.</p> <p>Temporary degradation of visual quality and aesthetic value in the immediate surroundings of the buildings, particularly in densely populated urban areas.</p> <p>Temporary occupation of public and green spaces (sidewalks, courtyards, parking areas), affecting the perception and usability of the urban landscape.</p>	<p>Use of protective nets, hoardings, or fencing around construction areas to reduce visual disturbance and maintain the aesthetic quality of urban surroundings.</p> <p>Ensure that materials, machinery, and equipment are stored in designated areas to prevent clutter and visual disruption in public spaces.</p> <p>Implement regular cleaning of construction areas and surrounding streets to maintain the</p>	<p>Implementation: Contractor(s)</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>CESMP prepared and implemented by the Contractor(s) and approved by the Supervision Engineer/CBC</p> <p>Percentage of scaffolding structures fully enclosed with neutral-coloured, non-intrusive sheeting during construction (target: 100%)</p> <p>Percentage of construction sites where fencing of the compound and material storage area is completed</p>

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Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
	<p>Increased dust and noise, indirectly affecting the perceived quality of the landscape and living environment.</p>	<p>visual and environmental quality of the landscape.</p> <p>Minimize removal of vegetation, trees, and lawns; where temporary removal is unavoidable, restore the green areas promptly after work.</p> <p>Integration of building upgrades: During operation, ensure that façade renovations, roofing, and external installations are designed to harmonize with the existing urban context and architectural style.</p> <p>Properly integrate visible technical installations (e.g., HVAC units, solar panels) to reduce visual intrusion.</p> <p>Inform residents and stakeholders about construction schedules, expected visual changes, and restoration measures to enhance public acceptance.</p>		<p>before the start of works (target: 100%)</p> <p>Percentage of construction sites where grass-covered areas and street trees are protected prior to commencement of works (target: 100%)</p> <p>Percentage of temporary site features removed once no longer needed (target: 100%)m² of disturbed green areas restored</p> <p>Supervision monthly reports demonstrating that the measures listed in the CESMP are implemented.</p>
Community	<p>Temporary disturbance in densely populated urban areas (e.g. Travnik, Bugojno, Vitez, and Jajce) due to noise, dust, traffic, and restricted access during construction works.</p> <p>Increased exposure of vulnerable groups (children, elderly, patients, persons with disabilities) to construction-related nuisances near schools, healthcare, and social facilities.</p> <p>Short-term disruption of educational activities in primary and secondary schools during construction periods.</p> <p>Temporary safety risks for pedestrians and nearby residents in dense urban cores with limited space.</p>	<p>Implement barriers, regularly water exposed areas, and control dust and emissions from machinery.</p> <p>Clearly mark construction zones, provide secure walkways, and deploy signage and personnel to guide local traffic.</p> <p>Avoid high-noise activities during school hours, examination periods, and peak community activity times.</p> <p>Inform residents in advance about planned work, duration, and potential disruptions.</p> <p>Ensure alternative access to homes, schools, agricultural land, and public facilities is maintained.</p>	<p>Implementation:</p> <p>CBC to establish Communication and Coordination Procedure;</p> <p>CBC to establish a schedule and time for the execution of works with public institutions</p> <p>Contractor(s) to prepare and implement CESMP (including TMP);</p> <p>Monitoring:</p>	<p>Schedule of work execution established in coordination with public institutions</p> <p>Communication & Coordination Procedure approved and implemented</p> <p>Indoor air emission measures implemented</p> <p>Segregation measures (fencing) implemented</p> <p>Number of facilities with vulnerable groups where supervisors are assigned</p> <p>Date of public notice published and displayed on-site (per building)</p>

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Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
	<p>Minor disturbances in rural settlements near schools or public buildings, affecting households, agriculture, or access routes.</p> <p>Pressure on local infrastructure and traffic networks along main transport corridors and river valleys.</p>	<p>Plan transport routes to reduce congestion in densely populated urban areas and along main corridors.</p> <p>Prioritize hiring local labor and sourcing materials locally where possible.</p> <p>Maintain a system for monitoring impacts, recording complaints, and responding promptly to community concerns.</p> <p>Schedule construction works in a manner that avoids or reduces downtime for the public institutions being renovated. For example, heavy work at schools should be done outside of teaching hours or during school breaks, and health centers can stagger renovations by section to remain partially operational. By maintaining core services, the project prevents any loss of public service delivery that could indirectly affect communities or employees. If a facility must close temporarily, advance planning should ensure continuity (e.g. temporary relocation of classes or offices) to avoid to avoid disruption of public services.</p> <p>In all facilities where the presence of hazardous materials such as asbestos is confirmed or suspected, measures must be taken to protect vulnerable groups and community health. Users of the institutions (i.e., students, patients, staff and visitors) should not be present in the buildings during construction or renovation works, ensuring their safety while maintaining overall public health protections. The timing and arrangements should be decided by the CBC and the management of the schools, hospitals, and other institutions.</p>	<p>PIU and Supervision Engineer</p>	<p>Fire safety systems fully operational and easily accessible</p> <p>TMP approved and implemented</p> <p>Number of complaints or issues logged, categorised by topic</p>
<p>Local economy</p>	<p>Minor access or traffic inconveniences affecting nearby businesses.</p>	<p>Contractors should be encouraged to hire local labor and source materials locally wherever</p>	<p>Implementation:</p>	<p>% of local workforce employed on the Project</p>

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		<p>feasible. This measure ensures that a significant portion of the project investment circulates within the Canton, boosting local incomes and businesses. It also helps build local skill sets in energy-efficiency retrofitting. Project tender documents and contracts should include provisions or incentives for local workforce's participation and use of regional suppliers.</p> <p>Provide timely information to local businesses about construction schedules and any access changes. Specifically, inform residents and stakeholders in advance about planned work, their duration, and potential disruptions. Clear communication allows nearby businesses (e.g. vendors around a school or clinic) to plan accordingly and mitigate confusion of customers during construction.</p> <p>Ensure that construction sites are organized to maintain alternative access to nearby shops and public facilities at all times. If any entrances or roads are blocked, signage and temporary walkways should guide the public to open routes. This prevents any loss of foot traffic to local businesses due to construction barriers.</p> <p>Maintain a system for monitoring impacts, recording complaints, and responding promptly to community concerns. Quick resolution of complaints should help address any economic grievances (such as unforeseen property damage or access issues affecting a shop) before they escalate.</p> <p>Where possible, engage local technical schools or training programs during the project to enhance knowledge of energy efficiency measures. While not a direct mitigation for an impact, this measure bolsters the long-term local economic benefit by increasing the skill</p>	<p>Contractor(s)</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>% of materials sourced from local/regional suppliers</p> <p>Number of advance notifications provided to communities and stakeholders</p> <p>Records of stakeholder communications</p> <p>Number of access-related complaints reported</p> <p>Records of capacity-building activities</p>

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		base in the region, aligning with CBC's development goals.		
Traffic infrastructure	<p>Increased construction vehicles on local roads (congestion in town centers).</p> <p>Temporary road/access closures near sites (detours needed).</p> <p>Pedestrian safety risks from construction traffic.</p> <p>Traffic disturbances in rural areas (low traffic baseline).</p>	<p>Develop and enforce a site-specific Traffic Management Plan for each location. This plan should schedule and route construction transport to minimize congestion in densely populated areas and along main corridors. Deliveries of materials should be planned for off-peak traffic hours (e.g. mid-morning or night for urban centers) to avoid adding trucks to rush-hour flows. Construction vehicle routes should be chosen in coordination with local authorities to avoid narrow residential streets where possible and instead use major roads that can better handle heavy vehicles. Identified sensitive areas (school zones, city centres, pedestrian zones, and locations with a high presence of pedestrians) should be marked as "slow zones" for drivers.</p> <p>Contractors should clearly mark construction zones and deploy appropriate signage and personnel to guide local traffic around the sites. Warning signs (e.g. "Road Work Ahead," speed limit reductions, flaggers) should be placed well in advance of the site on approaching roads. High-visibility barriers should channel vehicles and pedestrians safely. Trained traffic controllers (flagmen) should be present as needed to direct traffic when trucks are entering or exiting sites, ensuring that other road users are aware and can pass safely.</p> <p>It should be ensured that alternative routes or detours are provided if any road or access point needs to be temporarily closed. For example, if a street directly in front of a building is blocked by scaffolding or cranes, safe alternative access for both vehicles and pedestrians should be</p>	<p>Implementation: Contractor(s)</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>Site-specific TMP developed and approved for each location</p> <p>Evidence of coordination with local authorities</p> <p>% deliveries scheduled outside peak traffic hours</p> <p>Presence of adequate signage and barriers at construction sites</p> <p>Number of trained traffic controllers (flagmen) deployed, where required</p> <p>Compliance with designated "slow zones"</p> <p>Temporary walkways and crossings established where needed</p> <p>Emergency access routes maintained and communicated</p> <p>Number of advance notices issued regarding traffic disruptions</p> <p>Implementation of measures to prevent road damage</p> <p>Number of road damage cases identified and repaired</p> <p>Designated parking/staging areas established</p> <p>Number of traffic-related incidents and complaints recorded</p> <p>Adjustments made to TMP based on monitoring findings</p>

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		<p>maintained. Temporary walkways and crossings should be established if sidewalks are closed, so pedestrians (including those with disabilities or strollers) can navigate around the site without entering vehicle lanes. Contractors should coordinate with public transit providers to relocate any bus stops affected and inform the public of the new, temporary stop locations. Emergency access for ambulance, fire, and police should always be preserved – local emergency services should be informed of works and consulted on access needs.</p> <p>Provide advance notice to the community about upcoming traffic disruptions. At each site, the contractor (with municipal help) should issue public notices (through community bulletin boards, local radio, or school/municipality websites) detailing the timing and duration of major works that might affect traffic. By informing residents in advance about planned works and potential disruptions, drivers can choose alternate routes or adjust travel times, thereby reducing frustration and unsafe maneuvers. Visible information boards at the site should also carry contact information for the site manager or traffic coordinator, so the public can ask questions or report issues.</p> <p>Construction drivers should be instructed and supervised to follow strict safety protocols: adhere to local speed limits (or lower, if community roads are very narrow), avoid engines idling in residential areas to reduce emissions and noise, and refrain from nighttime transport through populated areas (unless explicitly permitted). Deliveries involving oversized or heavy loads should be escorted by support vehicles and, if necessary, scheduled at times with police assistance to manage</p>		

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		<p>intersections. All construction vehicles should be kept in good condition to prevent breakdowns on public roads (regular maintenance to avoid oil leaks or brake failures).</p> <p>To prevent damage to local roads and infrastructure from heavy vehicles, it is recommended to use appropriate vehicles (e.g. use smaller trucks for last-mile delivery in tight urban streets). Where there is a risk of road surface damage (such as soft asphalt in summer or weak rural roads), contractors should use protective measures like temporary steel plating or choose alternative routes. After construction, a road condition survey should be conducted; if project traffic caused any notable road damage, repairs should be made or funded to restore infrastructure to original condition.</p> <p>Construction equipment and worker vehicles should be confined to designated areas (on-site or in leased lots) and not allowed to clog public streets. By arranging staging areas, the project avoids construction crews taking up public parking or blocking lanes with idle machinery. This mitigation keeps normal parking availability and traffic capacity for the community.</p> <p>Traffic conditions should be monitored throughout construction. If unanticipated congestion or safety issues arise, the contractor and supervising engineers should adjust the traffic management strategies (e.g. adding an extra flagger, altering delivery timing, or opening an additional detour). A log of traffic incidents or complaints should be maintained</p>		

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		as part of the monitoring system, ensuring quick response to any problem areas.		
Local infrastructure	<p>Increased demand for utilities (power, water) at sites.</p> <p>Planned utility outages for connections (localized service disruption).</p> <p>Construction waste generation (load on waste disposal facilities).</p> <p>Risk of damaging existing utilities (pipes, cables).</p> <p>Risk of damage to adjacent property/infrastructure (vibration, vehicles).</p>	<p>During construction, contractors should take precautions to protect existing infrastructure and property. This includes installing physical protections like wooden boards or steel plates over sidewalks, lawns, or curb edges to prevent heavy vehicles from causing damage. Scaffolding should be equipped with nets and toe-boards to catch falling debris, preventing damage to cars, windows, or roofs around the site.</p> <p>A comprehensive Construction Waste Management Plan (CWMP) should be developed as part of the Construction Environmental and Social Management Plan. Contractors should follow the waste hierarchy – segregating and reusing or recycling materials wherever possible and disposing of residual waste at licensed facilities. Recyclable metal, glass, and plastics should be sent to recycling companies in the region, while non-recyclable construction debris should be transported to an approved landfill or disposal site designated by the Canton. Waste bins should be provided on-site to prevent littering, and no open burning or illegal dumping of waste should be permitted. Regular pick-ups should ensure debris does not accumulate to a level that could overwhelm local waste services. Documentation of proper disposal (waste transfer notes) should be maintained.</p> <p>For hazardous building materials (e.g. asbestos insulation, old asbestos-cement roof shingles, lead paint or chemical waste from old heating systems), apply specialized removal protocols. Handle such materials through authorized</p>	<p>Implementation: Contractor(s)</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>Physical protection measures (e.g. boards, steel plates, scaffold nets) installed on-site</p> <p>Evidence of no or minimal damage to surrounding infrastructure and property during works</p> <p>Number of incidents of damage to infrastructure or private property</p> <p>CWMP developed and implemented as part of CESMP</p> <p>Waste segregation practices in place on-site</p> <p>Availability of waste bins and absence of littering</p> <p>Records of waste transport and disposal at licensed facilities</p> <p>Engagement of authorized contractors for hazardous material removal</p> <p>Proper packaging, labeling, and transport of hazardous waste</p> <p>Documentation of disposal at licensed hazardous waste facilities</p> <p>Implementation of control measures for airborne hazards</p> <p>Disturbed infrastructure (roads, sidewalks, utilities, green areas) restored to original or better condition</p>

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		<p>removal contractors with appropriate protective equipment. Hazardous building materials should be packaged and labeled according to regulations and sent to authorized hazardous waste treatment or disposal facilities (since CBC may not have such a facility, coordination with Federation-level services should be done). This prevents contamination of soil or water and protects the health of workers and the public. Airborne hazards like asbestos fibers should be controlled by wetting and sealing off work areas, and air quality should be monitored if necessary.</p> <p>The project commits to restoring any infrastructure that is disturbed or damaged by construction. For instance, if sections of sidewalk or road are removed to allow pipe installation or to place scaffolding, they should be reconstructed to equal or better condition upon completion of work. Any utility lines that must be cut or re-routed should be repaired to functioning state promptly, in collaboration with utility providers. Essentially, the construction should “make good” on any temporary alterations to infrastructure, leaving behind no degradation. This includes replanting any public green areas (lawns, shrubs) that had to be dug up, re-installing removed fences or signage, and repainting road markings if they were worn by construction traffic.</p> <p>Site supervisors should continuously monitor any inadvertent damage to infrastructure or property. If an accident occurs (e.g. hitting a water pipe or knocking down a pole), an Emergency Preparedness and Response Plan (EPRP) should be in place. The plan ensures that crews know how to quickly shut off utilities if needed and contact the relevant authorities</p>		<p>Evidence of coordination with utility providers for repairs</p> <p>Emergency Preparedness and Response Plan (EPRP) in place and implemented</p> <p>Number of incidents involving infrastructure damage (e.g. pipes, cables)</p> <p>Availability of contingency materials and response actions</p> <p>Number of complaints related to damage or disturbance</p> <p>% of grievances resolved within defined timeframe</p>

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		<p>for immediate repair. Contingency materials (sandbags, leak sealing kits) should be on hand to manage incidents like fluid spills or water main breaks. Additionally, a grievance mechanism allows community members to report any unnoticed damage (for example, if vibration from the site cracks a home's wall, the owner can file a complaint, and the project should investigate and compensate/repair).</p>		
<p>Worker and public health and safety</p>	<p>Health and safety risks for building users (students, staff, patients, residents, and visitors), including physical injuries, exposure to dust and asbestos emissions, odours, noise and vibration, electrical hazards, and potential obstruction of fire safety systems during EE upgrades. Special coordination is required in hospitals and schools to avoid disruption of essential services.</p> <p>Increased risk of gender-based violence and harassment (GBVH) in healthcare and educational institutions due to the presence of external workers and the vulnerability of certain user groups (e.g. children, patients, elderly people), necessitating safeguarding measures and a grievance mechanism.</p> <p>Traffic disruptions and access limitations due to construction works, potentially affecting institutional operations.</p> <p>Risk of traffic accidents due to inadequate signage, procedures, or supervision.</p> <p>Risk of physical injuries to workers (falls, hazardous materials, noise, dust, and temporary air emissions exposure).</p> <p>Minor and temporary community disturbance due to presence of construction workers.</p>	<p>To enhance coordination throughout the construction period, the CBC to establish a Communication and Coordination Procedure after the contractor is selected, including:</p> <ul style="list-style-type: none"> - A formal coordination mechanism among construction managers and representatives of institutions outlining the processes for scheduling, executing and supervising construction activities, with a special emphasis on coordinating noisy construction works. - Ensuring that staff are regularly informed about potential H&S issues and providing updated on EE measures being implemented as well as instruction on handling any safety incidents related to the works. - Definition of the required frequency of coordination (e.g. daily, weekly or as mutually agreed), based on the sensitivity of each facility and the nature of works. - Where necessary and possible, allowing for construction works to be scheduled outside regular working hours (e.g. evenings, weekends) to minimise disruption to core services or accommodate institutional needs. 	<p>Implementation:</p> <p>CBC to establish Communication and Coordination Procedure</p> <p>Contractor(s) to prepare and implement CESMP, CSOP, CWMP, OHSMP, TMP;</p> <p>Monitoring:</p> <p>PIU and Supervision Engineer</p>	<p>CESMP, CSOP, CWMP, OHSMP, TMP Plan developed and implemented</p> <p>Safety reports including incident/accident reports submitted monthly</p> <p>Number of safety trainings conducted (incl. dates, participants)</p> <p>Number of noncompliances or near misses reported</p> <p>Presence and adequacy of first aid kits and emergency procedures</p> <p>Provision on compliance with labour standards including establishment of a grievance mechanism for all workers (including sub-contractors) incorporated into the tendering procedure and contracts</p> <p>Statement provided by Contractor(s) that they fully observe all FBIH labour regulations and will comply with these during construction</p> <p>Existence and operational status of Contractor's worker grievance mechanism, number of grievance</p>

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	<p>Short-term disruption of educational activities in primary and secondary schools during construction periods.</p>	<ul style="list-style-type: none"> - The Communication and Coordination Procedure will be drafted by the CBC and the Contractor, and circulated to all institutions for review and formal approval prior to the start of construction activities. The Procedure will reflect the specific operational needs of each institution and incorporate their feedback on preferred coordination arrangements. <p>To mitigate impacts related to the exposure of users, staff, and visitors to emissions of hazardous substances and hazardous waste, the Contractor should develop a Construction Waste Management Plan (CWMP) , that includes the following measures:</p> <ul style="list-style-type: none"> - Prior to construction, carry out comprehensive hazardous material investigations, including sampling and laboratory analysis, to identify and characterize all asbestos-containing materials (ACMs) and glass wool insulation present within the building structure; - Engage qualified environmental specialists and licensed asbestos abatement contractors to develop and implement safe removal and remediation plans, ensuring controlled handling of materials and minimizing airborne fiber release and associated health risks; - Where complete removal is not immediately technically or operationally feasible, apply interim risk-management measures such as encapsulation or enclosure using approved sealing techniques, and establish a monitoring programme with periodic inspections to 		<p>cases submitted and resolved by category</p> <p>For buildings with solar panels: solar panel manufacturers’ self declarations received and policy documents or codes of conduct submitted by suppliers</p> <p>Number of foreign workers engaged by Contractor and existence of work/residence permits and bilingual contracts</p> <p>Compliance verified through monthly progress reports of the Supervision Engineer Communication & Coordination Procedure approved and implemented</p> <p>Indoor air emission measures implemented</p> <p>Number of workers completing trainings</p> <p>Segregation measures (fencing) implemented</p> <p>Number of facilities with vulnerable groups where supervisors are assigned</p> <p>Date of public notice published and displayed on-site (per building)</p> <p>Fire safety systems fully operational and easily accessible</p> <p>Uninterrupted access to the ground-floor apartment is maintained at all times during project</p>

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		<p>verify the continued integrity of the materials;</p> <ul style="list-style-type: none"> - Ensure that all hazardous waste is transported and disposed of in full compliance with applicable national and local environmental regulations, and maintain proper documentation and disposal records to ensure traceability, transparency, and accountability. <p>To mitigate the impacts of indoor air emissions on users, staff and visitors, the Contractor to include in the CESMP the following measures:</p> <ul style="list-style-type: none"> - Implement dust control measures such as water spraying during demolition and drilling operations. - Utilise barriers to contain and minimise odours and dust generated by construction materials and processes as well as to minimise the visual appearance of ongoing construction works as much as possible. - Regularly vacuum, mop or (jet)wash the construction areas to prevent dust dispersion. - Utilise high-efficiency particulate air filters in the vicinity of construction areas where dust generation and dispersion are expected. - Use low-VOC paints, adhesives, flooring, and glues to reduce emissions of VOCs. - Conduct regular inspections for mould growth and promptly address any identified colonies within wall cavities or ceiling spaces. Thoroughly clean and disinfect the affected area to eliminate any 		<p>TMP approved and implemented</p> <p>Number of complaints or issues logged, categorised by topic</p>

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		<p>remaining mould spores and prevent future growth.</p> <p>Activities that lead to heightened noise and vibration levels must be communicated and performed during the periods suggested by facility management representatives. CESMP to include measures for noise and vibration management, as defined under the item Noise and vibrations. Announce works with elevated noise and vibrations (drilling, etc.) in advance to allow displacement of sensitive medical equipment from site or find other alternative solutions.</p> <p>Development and implementation of Occupational Health and Safety Management Plan (OHSMP).</p> <p>Preparation of Fire and Explosion Safety Plan and Flood Response Procedures.</p> <p>Implementation of site-specific Construction Site Organization Plan (CSOP), including safe access, personal protective equipment (PPE) requirements, supervised work procedures, and temporary restriction zones.</p> <p>Implement codes of conduct for workers.</p> <p>Implement spill prevention and waste management plans.</p> <p>Contractors must implement appropriate segregation measures to separate the construction site from the rest of the institution. This includes the installation of physical barriers, such as fencing or hoarding, the use of warning tapes, and the posting of clear signage. These measures are necessary to prevent unauthorised access to areas where</p>		

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		<p>construction activities are taking place and to ensure the safety of users, staff and visitors.</p> <p>All exposed electrical components must be unpowered, properly covered and isolated.</p> <p>Provisions must be made to limit the access of facility staff, occupants and visitors to electrical installations.</p> <p>All fire safety systems must remain fully operational and accessible during construction.</p> <p>Under no circumstances should the implementation of EE measures compromise life or fire safety provisions.</p> <p>Safety induction training for Contractor’s workers must include workers’ code of conduct, as well as GBVH awareness and prevention training, emphasizing the vulnerabilities of users and the importance of always maintaining a professional and respectful demeanour.</p> <p>All construction workers must wear clearly visible identification badges or vests while on-site to distinguish them from facility personnel and reduce confusion or safety concerns among users.</p> <p>In facilities housing vulnerable groups, assign designated supervisory staff to accompany or oversee construction workers in areas where user contact may occur. Access to certain zones should be restricted and monitored at all times.</p> <p>At least 30 days before construction commences, PIU to issue a notice detailing the start and duration of the works and the availability of the public grievance mechanism, to be:</p>		

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		<ul style="list-style-type: none"> - published on the website of CBC - displayed at the entrances of all institutions and maintained throughout construction works <p>The Contractor to display a construction site sign at all building entrances, with information on the start date, duration, expected completion, Contractor and supervision details.</p> <p>PIU to manage grievances as detailed in the Project’s SEP and keep track of grievances by types (topics), including grievances related to GBVH.</p> <p>Construction related traffic must be governed by a Traffic Management Plan (TMP) developed by Contractors in collaboration with the representatives of institutions. The TMP must include solutions for mitigating traffic congestion and ensuring emergency evacuation routes remain unobstructed. Additionally, the TMP must cover the following topics as a minimum:</p> <ul style="list-style-type: none"> - Speed limitations for all construction vehicles operating near facility premises, - Temporary walkways to guide persons safely, - Barriers around any construction activities to create a clear separation between the construction area and areas where visitors and patients are present, and - Safety signage. <p>Schedule construction works in a manner that avoids or reduces downtime for the public institutions being renovated. For example, heavy work at schools should be done outside of teaching hours or during school breaks, and</p>		

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		<p>health centers can stagger renovations by section to remain partially operational. By maintaining core services, the project prevents any loss of public service delivery that could indirectly affect communities or employees. If a facility must close temporarily, advance planning should ensure continuity (e.g. temporary relocation of classes or offices) to avoid to avoid disruption of public services.</p> <p>In all facilities where the presence of hazardous materials such as asbestos is confirmed or suspected, measures must be taken to protect vulnerable groups and community health. Users of the institutions (i.e., students, patients, staff and visitors) should not be present in the buildings during construction or renovation works, ensuring their safety while maintaining overall public health protections. The timing and arrangements should be decided by the CBC and the management of the schools, hospitals, and other institutions.</p>		
<p>Cultural, historical and archeological heritage</p>	<p>Accidental damage to nearby cultural heritage sites due to construction activities, material storage, or movement of machinery (The Muslim cemetery adjacent to the First Primary School Donji Vakuf – Kurića Kula Branch School).</p> <p>Temporary visual disturbance in the immediate surroundings of cultural heritage sites (The Muslim cemetery adjacent to the First Primary School Donji Vakuf – Kurića Kula Branch School).</p> <p>Disturbance from noise, dust, or vibrations, which could affect heritage sites in the vicinity (The Muslim cemetery adjacent to the First</p>	<p>Define and enforce exclusion area of minimum 5 m around the Muslim cemetery adjacent to the First Primary School Donji Vakuf – Kurića Kula Branch School, in order to prevent accidental damage from construction activities, machinery, and material storage.</p> <p>Ensure that construction activities do not interfere with funerals or other religious practices, allowing people to conduct burials and commemorative activities in peace.</p> <p>Ensure that construction activities near the Muslim cemetery adjacent to the First Primary School Donji Vakuf – Kurića Kula Branch School are monitored by qualified personnel to</p>	<p>Implementation: Contractor(s) to implement mitigation measures during reconstruction works.</p> <p>Monitoring: PIU and Supervision Engineer</p>	<p>Number of site announcements sent prior to works</p> <p>Number of complaints or issues logged, categorised by topic</p>

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	Primary School Donji Vakuf – Kurića Kula Branch School).	<p>identify and mitigate any potential risks immediately.</p> <p>Implement standard construction practices to minimize dust, noise, and vibrations near the Muslim cemetery adjacent to the First Primary School Donji Vakuf – Kurića Kula Branch School.</p> <p>Store construction materials and organize machinery movement to avoid the exclusion area in the immediate vicinity of the Muslim cemetery at the First Primary School Donji Vakuf – Kurića Kula Branch School facility.</p> <p>Establish a protocol for reporting accidental damage to heritage site, including immediate halting of works and notification of competent authorities.</p>		
Operational phase				
Climatic factors and Climate Change	<p>Potential impact on building structures due to exposure to extreme temperatures, occasional heatwaves, and short-term droughts during operation if maintenance is inadequate</p> <p>Potential impact on indoor comfort due to extreme temperatures and occasional heatwaves</p> <p>Temporary interruption of facility uses due to snow, ice, or storm events</p> <p>Localized flood exposure during extreme rainfall events (Primary School Mehurići, Travnik; Primary School Berta Kučera, Jajce; Primary School Gračanica, Bugojno; Primary School Gornji Vakuf, Gornji Vakuf - Uskoplje; Primary School Fra Marijan Šunjić, Novi Travnik; Primary School Musa Čazim Čatić, Novi Travnik; First Primary School Donji Vakuf; Travnik Secondary School; Secondary school</p>	<p>Technical staff of Project buildings to routinely assess the effectiveness of the sewerage system during rainfall. If any drainage issues are detected, such as visible puddles, slow drainage of stormwater runoff, or accumulation of stormwater in parking lots, staff to promptly notify the city/municipal utility responsible for wastewater management to conduct maintenance/unclogging.</p> <p>During reconstruction and maintenance activities, ensure the implementation of rainwater harvesting and permeable pavements solutions, which will help mitigate the negative effects of heavy rainfall events and urban/pluvial floods.</p> <p>Public buildings' management to monitor energy consumption against usual consumption and specific targets (e.g., kWh/year; kWh/m²), aiming for timely identification of any</p>	<p>Implementation: Public buildings' management</p> <p>Monitoring: Public buildings' management and CBC</p>	<p>Number of drainage inspections conducted during rainfall events (monthly or per event)</p> <p>Number of rainwater harvesting/permeable surface installations completed during works</p> <p>Energy consumption (kWh/m²/year) tracked vs. baseline (% change)</p> <p>Number of water leaks identified and repaired per building per year</p> <p>Evidence on vegetation and other combustible materials cleaned</p> <p>Report/evidence on emergency evacuation routes established and maintained</p>

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	<p>“Nikola Sop” Secondary School, Jajce; Secondary Vocational and Technical School Bugojno; Mixed Secondary School Donji Vakuf</p> <p>Potential indirect impacts from landslides or slope instability affecting access roads (Primary School Mehurići – Travnik)</p> <p>Potential impact of fires on school buildings and occupants</p> <p>Potential impact of earthquakes on school structures and safety</p> <p>Potential impact of epidemics on school operations and health</p>	<p>irregularities and implementation of corrective actions (in collaboration with district heating companies or boiler manufacturer services, if needed).</p> <p>Public buildings’ management to regularly inspect water systems and internal networks to promptly identify any leaks or irregularities and implement corrective actions (in coordination with the city or municipal water utility, if needed).</p> <p>Development and Implementation of an Operational Emergency Preparedness and Response Plan (EPRP) The EPRP should include, at a minimum:</p> <ul style="list-style-type: none"> - Development and Implementation of an Operational Emergency Preparedness and Response Plan (EPRP). The EPRP should include, at a minimum: - Emergency preparedness and response procedures for events such as fire, flood, landslides, natural hazards, and technical failures; - Evacuation procedures, including clearly defined roles and responsibilities of staff; - Measures for the protection of building users, critical infrastructure, and installed equipment during emergency situations; - Occupational health and safety provisions for operational staff in emergency scenarios; - Staff training and awareness programmes on emergency response; - Communication and coordination procedures with relevant authorities and stakeholders; 		<p>Operational Emergency Preparedness and Response Plan/Procedure updated/developed</p>

Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
		<ul style="list-style-type: none"> - Monitoring and reporting procedures related to emergency incidents and responses; - Compliance with national legislation and applicable safety standards; - Grievance and communication mechanisms, where relevant. <p>The Emergency Preparedness and Response Plan (EPRP) should be regularly reviewed and updated, with revisions incorporating projected climate change impacts, including changes in the frequency and intensity of extreme weather events such as floods and landslides.</p> <p>Conduct regular awareness sessions for students, staff, and parents on fires, earthquakes, flood and landslide risks.</p> <p>Implement fire prevention measures, including installation of fire alarms, fire extinguishers, evacuation plans, regular fire drills, and staff and student training.</p> <p>Prepare earthquake evacuation maps, and train staff and students in earthquake response procedures.</p> <p>Develop health and hygiene protocols, establish emergency response plans for outbreaks, educate students and staff on infection prevention, and coordinate with local health authorities.</p> <p>Train school personnel in early detection of warning signs for heavy rainfalls, landslides, and rising water levels.</p> <p>Develop school-specific evacuation maps and routes, clearly marking safe areas and exits.</p>		

Environmental and Social Assessment and Technical Assessment for CBC Public Buildings
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Environmental and Social Management Plan

Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
		<p>Conduct periodic evacuation drills simulating floods and landslide scenarios.</p> <p>Integrate emergency response procedures into school routines and activities.</p> <p>Coordinate with nearby schools and local communities for joint drills and resource sharing.</p> <p>Ensure school administration receives timely alerts from local meteorological and civil protection services.</p>		
<p>Local infrastructure</p>	<p>Increased demand for utilities (power, water) in buildings.</p>	<p>Ensure that installed energy efficiency measures are properly operated and maintained to sustain reduced resource consumption and protect local infrastructure. This includes regular maintenance of equipment, monitoring of energy and water use, and promoting efficient use practices among building users to maintain long-term reductions in electricity demand, water consumption, and system loads.</p>	<p>Implementation: Public buildings' management</p> <p>Monitoring: Public buildings' management and CBC</p>	<p>Maintenance plans for installed equipment in place and implemented (Yes/No)</p> <p>Number of completed maintenance activities vs. planned</p> <p>Electricity consumption (kWh) compared to baseline</p> <p>% reduction in energy use after implementation of EE measures</p> <p>Water consumption</p> <p>Water use (m³) compared to baseline</p> <p>% reduction in water consumption</p> <p>Functionality of installed systems (heating, cooling, lighting) verified</p> <p>Number of system failures or malfunctions reported</p> <p>Number of awareness/training activities for building users</p>

Environmental and Social Assessment and Technical Assessment for CBC Public Buildings
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Environmental and Social Management Plan

Issue	Potential adverse impact	Key mitigation/management measures	Responsibility	Monitoring parameters
				Evidence of implemented good practices (e.g. signage, user guidelines) Records of corrective actions taken in case of deviations

4 ORGANIZATIONAL STRUCTURE FOR ESMP IMPLEMENTATION

4.1 Capacity and competencies

Adequate organizational capacities are essential to manage the environmental and social risks associated with the energy efficiency rehabilitation of public buildings in Central Bosnia Canton. The Project requires specialized staff within CBC to support decision-making, minimize potential environmental and social impacts, address community concerns, and ensure the health, safety, and welfare of both workers and building users. CBC should ensure that employees with direct responsibility for project activities or for environmental and social performance are properly qualified and trained to carry out their tasks effectively.

Contractors and subcontractors should play a key role in implementing the ESMP. CBC is responsible for ensuring that all contractors comply with the ESMP provisions, which include:

- Integration of ESMP requirements into tender documents and evaluation of contractors' capacity to meet these requirements;
- Contractual obligations for contractors to comply with EBRD Environmental and Social Standards, including remedies for non-compliance;
- Ensuring contractors have the necessary knowledge and skills to implement ESMP measures;
- Monitoring contractor compliance with ESMP requirements; and
- Requiring subcontractors to follow similar arrangements for environmental and social management.

During the construction and rehabilitation works, contractors should be closely monitored to ensure that all technical and environmental measures are applied to minimize environmental, social, and physical impacts. Contractors should prepare site-specific Construction Environmental and Social Management Plans (CESMPs) based on CBCs E&S documentation.

The proposed organizational structure for implementing the ESMP is presented in the following figure.

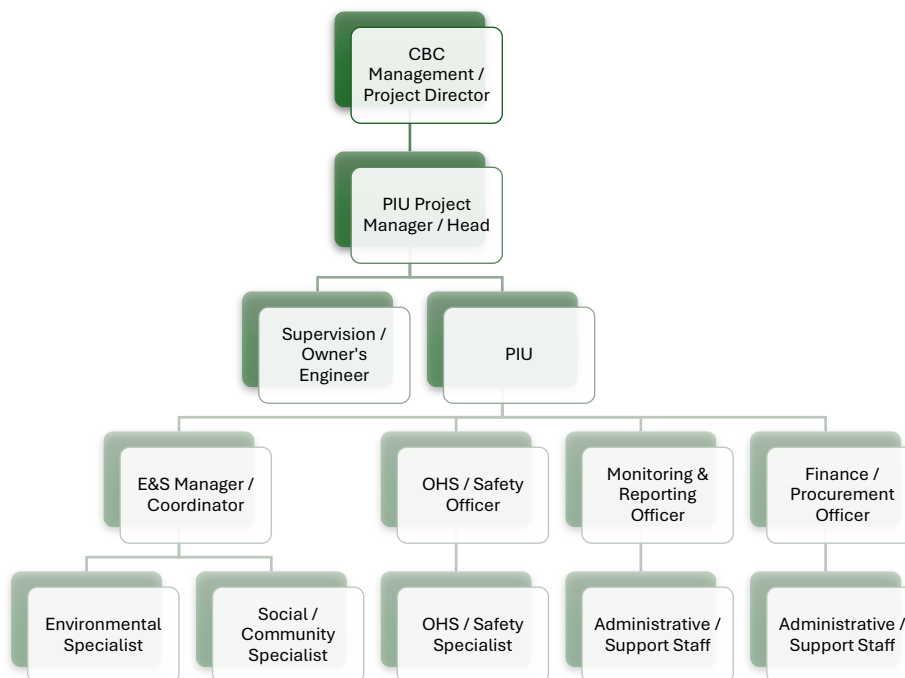


Figure 3. The proposed organizational structure for implementing the ESMP

4.2 Specific roles and responsibilities

This section presents how the specific roles and responsibilities are divided among CBC and the Contractor(s).

4.2.1 CBC roles and responsibilities

CBC has the overall responsibility to ensure compliance with EBRD Environmental and Social Standards (2024) and to mitigate potential environmental and social risks and impacts. During the construction, the Contractor shares responsibility for addressing project-related E&S impacts.

Adequate site-level management capacities are critical for managing environmental and social risks. Site-level management includes representatives from CBC, the Contractor (and any subcontractors), Supervision, and Technical Assistance teams. However, it is important to emphasize that CBC's responsibility extends throughout the project lifecycle, including planning, construction, and operation & maintenance.

Key responsibilities of CBC include:

- Verifying the ownership status of each Project building prior to its inclusion in the tendering process to ensure that only publicly owned buildings are in the Project scope, and that there are no unresolved legal or property issues that could delay or prevent implementation.
- Coordinating with each project building to collect the opinion from authorised ministry related to new urban/construction/occupancy permits and existing building design plans.
- Verifying that the Project is not subject to a Preliminary Environmental Assessment or an Environmental Impact Assessment, and that no Environmental Permit is required from the Federal Ministry of Environment and Tourism (FMOET) or the relevant cantonal ministries.
- Obtaining formal opinions from the relevant municipal and cantonal authorities regarding compliance of the planned works with construction legislation and the need to obtain any additional permits, including a construction permit.
- Planning and monitoring the implementation of all recommendations from environmental and social assessments, while ensuring compliance with EBRD Environmental and Social Requirements.
- Ensuring that all E&S measures from these documents are fully integrated into the Terms of Reference and contracts for Contractors, subcontractors, and Supervision teams.
- Establishing procedures to monitor the timely implementation and effectiveness of ESMP measures, using defined indicators and benchmarks.
- Engaging qualified specialists, if necessary, to carry out periodic monitoring and audits to verify compliance and effectiveness of mitigation measures.
- Engage a PIU Support Consultant to assist in the development and implementation of EBRD-specific procedures and policy and obligations in compliance with the E&S requirements.
- Maintain a simple Environmental and Social Management System (ESMS) and Environmental and Social policy, clearly assigning responsibilities and outlining how E&S risks will be managed during implementation. The ESMS will include provisions for including E&S requirements in agreements with Contractors.
- Amending the ESMP whenever corrective or preventive actions are identified through CBC self-monitoring, government inspections, or third-party audits, and submitting any updates to EBRD for approval.
- CBC shall ensure that the management of each public institution develops and implements an Operational Emergency Preparedness and Response Plan (EPRP) prior to the commencement of the operation and maintenance phase. The EPRP will provide a structured framework for identifying and managing emergency situations associated with the operation of public buildings following the implementation of energy efficiency measures, with the aim of

ensuring the safety of building users and minimizing potential environmental and social risks. The EPRP should include, at a minimum:

- Emergency preparedness and response procedures for events such as fire, flood, natural hazards, and technical failures;
- Evacuation procedures, including clearly defined roles and responsibilities of staff;
- Measures for the protection of building users, critical infrastructure, and installed equipment during emergency situations;
- Occupational health and safety provisions for operational staff in emergency scenarios;
- Staff training and awareness programmes on emergency response;
- Communication and coordination procedures with relevant authorities and stakeholders;
- Monitoring and reporting procedures related to emergency incidents and responses;
- Compliance with national legislation and applicable safety standards;
- Grievance and communication mechanisms, where relevant.

This structured approach ensures that environmental and social risks are systematically managed throughout the project, and that mitigation measures are effectively implemented and monitored across all stages of the CBC Energy Efficiency Project.

4.2.2 Contractor roles and responsibilities

Contractors, including subcontractors, must be fully aware of the requirement to comply with the Environmental and Social Management Plan (ESMP). The Contractor is responsible for implementing all mitigation measures during the construction and rehabilitation works, in consultation with CBC and Supervision/Technical Assistance if necessary. The construction contract forms a key part of environmental and social risk management.

Roles and responsibilities of Contractors and Sub-contractors include:

Planning and monitoring the implementation of all recommendations, from the environmental and social documentation prepared by CBC, including ESMP, ESAP (Environmental and Social Action Plan), SEP (Stakeholder Engagement Plan), Environmental and Social Due Diligence Report, and any relevant plans, throughout both the preparation and construction phases.

- Formally request information from the relevant competent authorities on landslide registers and landslide-prone areas for the School Mehurići in Travnik, and, if necessary, identify risk areas and define appropriate stabilization measures before the start of construction.
- Carry out inspections at all slope-sensitive sites of the School Mehurići in Travnik in order to identify risks and plan necessary stabilization measures before the start of construction.
- Carry out comprehensive hazardous materials investigations, including sampling and laboratory analysis, to identify and characterize all asbestos-containing materials (ACMs) and glass wool insulation present within the building structure.
- Engage qualified environmental specialists and licensed asbestos abatement contractors to develop and implement safe removal and remediation plans, ensuring controlled handling of materials and minimizing airborne fiber release and associated health risks.
- Conduct a Life and Safety (LFS) audit, which will inform the LFS report and include corrective measures to be implemented.
- In line with these documents, the Contractor(s) is obliged to develop and implement a Construction Environmental and Social Management Plan (CESMP) and a Construction Site Organisation Plan (CSOP), which may include:
 - Construction Waste Management Plan (CWMP) developed prior to construction, with risk assessment data carried out before work starts and finding of comprehensive hazardous material investigations, and agreements with authorized Public Company for waste management. The CWMP to address waste classification and segregation, provide clear guidelines on handling materials for Contractor(s), including construction and demolition

waste, asbestos-containing materials (ACMs), hazardous waste, and non-hazardous waste.

- Emergency Preparedness and Response Plan (EPRP)
- Community Health and Safety Management Plan (CHSMP)
- Traffic Management Plan (TMP)
- Fire and Explosion Management Plan (FEMP)
- Occupational Health and Safety Management Plan (OHSMP)
- Coordinating with CBC and the Social and Environmental Management Consultant to identify potential environmental and social issues before starting works in sensitive areas.
- Complying with all permits, licenses, and project planning documents, including ESMP and supplementary management plans, and ensuring sufficient resources are allocated to implement mitigation actions.
- Incorporating site-specific environmental, health, and safety interventions into the construction schedule.
- Deploying necessary staff in accordance with ESMP requirements and organizational structure, providing guidance, training, and additional expertise as needed.
- Ensuring work zones are properly organized to minimize disruption to the public, in line with construction permits.
- Ensuring that all site-specific staff, including supervisory personnel, understand contractual obligations and mitigation requirements.
- Using high-quality machinery and equipment to meet environmental standards, including noise and dust control.
- Providing timely resources to implement mitigation measures effectively.
- Ensuring that all employees engaged by contractors, subcontractors, and suppliers comply with environmental, health, and safety requirements throughout project implementation.
- Completing all site-specific rehabilitation and restoration works after construction in accordance with the Site Restoration and Rehabilitation Plan.

ANNEX I PUBLIC GRIEVANCE FORM

Reference Number:	
Full name (optional): I wish to raise my grievance anonymously. I request not to disclose my identity without my consent.	
Contact information Please mark how you wish to be contacted (mail, telephone, e-mail).	By Post: Please provide mailing address: _____ By telephone: _____ By E-mail: _____
Preferred language of communication	Bosnian / Serbian / Croatian English (if possible)
Description of Incident for Grievance	What happened? Where did it happen? Who did it happen to? What is the result of the problem?
Date of Incident / Grievance	
	One-time incident/grievance (date _____) Happened more than once (how many times? _____) On-going (currently experiencing problem)
What would you like to see happen?	

Signature: _____

Date: _____

The Government of Central Bosnia Canton (CBC)
Attention: Project Implementation Unit
Address: Stanična 43, 72270 Travnik, Bosnia and Herzegovina
Tel.: +387 (0)30 511 316
E-mail: strucnasluzbavladesbk@sbk-ksb.gov.ba