Food and Agriculture Organization of the United Nations

Sustainable Wood Based Value Chain Project in Uganda
GCP/UGA/072/EC

Environmental and Social Management Framework (ESMF)

December 2024

ACRONYMS

BDC	Biodiversity Conservation
CCA	Climate Change Adaptation
CITIES	Convention on the International Trade of Endangered Species of Wild Flora and Fauna
DoE	Department of Environment
ESM	Environmentally Sound Management
FWA	Forestry and Wildlife Authority
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
EU	European Union
FAO	Food and Agriculture Organisation of the United Nations
FGD	Focus Group Discussion
GRM	Grievance Redress Mechanism
KII	Key Informant Interview
MoA	Ministry of Agriculture
MWE	Ministry of Water and Environment
NEMA	National Environmental Management Authority
NFA	National Forestry Authority
OSH	Occupational Safety and Health
PPE	Personal Protective Equipment
SFM	Sustainable Forest Management
SLM	Sustainable Land Management
UNODC	United Nations Office of Drugs and Crime
UWA	Uganda Wildlife Authority

TABLE OF CONTENTS

LIST OF FIGURES

LIST OF TABLES

EXECUTIVE SUMMARY

The Government of Uganda is implementing the project *"Sustainable Wood Based Value Chain Project in Uganda GCP/UGA/072/EC"* under the support of the European Union. The Food and Agriculture Organisation of the United Nations is an implementing partner of the project. The project aims inter-alia to enhance inclusive investments in sustainable wood based value chains. Therefore, it seeks to attain three mutually reinforcing outcomes, namely:

i) ensuring sustainable supply of legal wood raw material from planted forests

ii) enhancing processing capacity and market demand for wood products

iii) improving availability of and access to appropriate finance for wood products value chains small and medium enterprises (SMEs)

Through this project, there are various benefits to the sustainable wood based value chains in Uganda such as employment creation, economic development and an increase in legal wood raw material from planted forests.

This report presents the overarching Environmental and Social Management Framework (ESMF) to guide the implementation of sub-projects that will arise during the implementation of the project. Due to the fact that some of the beneficiaries and sites of implementation are not yet finalised, the Environmental and Social Management Framework has been proposed, based on the guidance from the with the National Environmental Management Authority (NEMA) and FAO's Framework for Environmental and Social Management (FESM).

The methodology employed in formulating the ESMF included Key Informant Interviews (KII) with key Government Ministry officials from the Republic of Uganda, private sector companies in timber processing, National Forestry Authority (NFA), international organisations, Uganda Wildlife Authority, UTG Woodmill, Uganda Timber Growers Association (UWA), Uganda National Bureau of Standards (UNBS), Mayondo Furniture Producer, Uganda Development Bank (UDB), Minsi, United Nations Office of Drug and Crime (UNODC) and Nyabyeya Forestry College. Furthermore, observations were undertaken at some timber processing organisations through general walkthroughs of the production processes. Document reviews were undertaken of key documents produced by organisations in the wood based value chain. In selected cases, Focus Group Discussions (FGDs) were utilised in order to generate information. The ESMF should be implemented throughout the whole project cycle and its approval and clearance is a pre-requisite before commencement of any project activity. When specific sub-projects are to be undertaken, adherence to the ESMF should be prioritised including the need for the proposed activities to be screened by the National Environmental Management Authority. Site specific Environmental and Social Management Plans (ESMPs) are required to be developed once all sites and activities are defined. ESIA may be required.

Positive environmental and social outcomes of the project include the potential for creation of employment in the wood based value chains, generation of income as well as creation recycling business opportunities through the production of briquettes from saw dust.

However, the project is also associated with environmental and social impacts such as effects on biodiversity, accidents and occupational injuries, ergonomic hazards, potential effects on cultural heritage if cultural sites are not effectively identified and mitigated; usage of energy resources in sawmilling, noise, dust and vibration within the project beneficiaries. The potential usage of chemicals in treatment of wood poles and finishing processes in furniture production could potentially be hazardous to the environment and requires environmentally sound management of chemicals and their waste. These environmental and social impacts require effective and feasible mitigation measures as specified by the ESMF.

Most of the environmental and social impacts identified in this ESMF are considered reversible and are not unprecedented. The impacts are also localised and not transboundary in nature. Based on the assessment from FAO's Framework for Environmental and Social Management (FESM), consideration of the legal framework of the Republic of Uganda and guidance from the National Environmental Management Authority (NEMA), the project is hereby classified as MODERATE RISK with minimal reversible environmental and social impacts[1]. The implementing unit of the project should ensure full implementation of the ESMF and its mitigation measures, in close consultation with the key stakeholders, regulatory agencies and communities. Effective implementation of the ESMF, is a key determinant of ensuring that the project does not result in negative consequences on the environment and society. The project should also ensure that there is an allocation of financial resources and institutional roles are defined in order to implement the mitigation actions specified in the ESMF.

[1] Whilst the project has developed an Environmental and Social Management Framework that is over-arching on the project, any sub-projects will need to be screened by NEMA and based on the outcomes and magnitude of the impacts of those projects relevant site-specific Environmental and Social Management Plans or Environmental and Social Impact Assessments (ESIAs) may be prescribed. All ESMPs or ESIAs will need to be undertaken by consultants who are registered by the National Environmental Management Authority.

1. INTRODUCTION

1.1 Background and Context

Under the support of the European Union, the Government of the Republic of Uganda is implementing the project *"Sustainable Wood Based Value Chain Project in Uganda GCP/UGA/072/EC"*. The Food and Agriculture Organisation of the United Nations is an implementing partner of the project. The project aims inter-alia to enhance inclusive investments in sustainable wood based value chains. Therefore, it seeks to attain three mutually reinforcing outcomes, namely:

i) ensuring sustainable supply of legal wood raw material from planted forests

ii) enhancing processing capacity and market demand for wood products

iii) improving availability of and access to appropriate finance for wood products value chains small and medium enterprises (SMEs)

Through this project, there are various benefits to the sustainable wood based value chains in Uganda such as employment creation, economic development and an increase in legal wood raw material from planted forests.

The exact location of proposed sub-projects and activities are not yet determined and therefore a framework approach has been adopted through an Environmental and Social Management Framework (ESMF). This Environmental and Social Management Framework, is meant to provide a framework for mitigating environmental and social impacts throughout the whole project life-cycle. The ESMF facilitates prediction, management and mitigation of possible environmental and social impacts associated with the project. Development and finalisation of the ESMF has been undertaken with a consideration of the legal framework of the Republic of Uganda and FAO's Framework for Environmental and Social Management (FESM). Formulation of the ESMF is based on extensive consultation with key stakeholders of the project. The philosophy of the ESMF is built upon the 'mitigation hierarchy[2]'. The objectives of the ESMF are specified in the section below:

1.2 Objectives of the ESMF

The objectives of this ESMF are:

- To identify potential but generic environmental and social risks of the project.
- To facilitate general impact identification framework to assist the screening of all proposed sub-projects.
- Propose effective mitigation measures to address the environmental and social risks
- To provide guidance on effective mitigation measures for continual improvement in environmental and social performance.

[2] FAO's Framework for Environmental and Social Management considers the *"mitigation hierarchy"* in the process of managing environmental and social impacts of projects. In order of preference *"avoidance", "minimization", "mitigation"* and lastly *"offsetting"*

- To suggest ongoing improvements in the management of environmental and social impacts based on best practice.
- To enhance environmental quality through proper implementation of suggested mitigation measures.
- To meet the requirements of the existing environmental and social regulatory framework of the Republic of Uganda
- To meet the requirements of FAO's Framework on Environmental Social Management (FESM) and international obligations.
- To ensure compliance with regulatory authority stipulations and guidelines which may be local, national and/or international.
- To ensure that there is sufficient allocation of resources on the project budget so that the scale of ESMF-related activities is consistent with the significance of project impacts.
- Providing guidelines for implementation of environmental and social mitigation measures
- Specify environmental and social safeguards requirements for relevant sub-projects that may arise during the project.
- To specify Grievance Redress Mechanisms for project key stakeholders

In order to achieve the above objectives, the generic scope of the ESMF includes the following:

- Introduction
- Policy, Legal and institutional framework
- Environmental and Social Baseline
- Risk Classification and Management
- Potential environmental and social risks and impacts
- Environmental and social management measures
- Institutional and implementation arrangements, and estimated costs
- Stakeholder Engagement
- Grievance Redress Mechanism
- Guidelines for undertaking site-specific ESMPs and/or ESIAs

1.3 Project Outcomes

The main objective of this project is therefore to enhance inclusive investments in sustainable wood based value chains. In this context, the interventions of this project address three interlinked and mutually supportive outcomes, namely,

Outcome 1: Ensuring sustainable supply of legal wood raw material from planted forests

Outcome 2: Enhancing processing capacity and market demand for wood products

Outcome 3: Improving availability of and access to appropriate finance for wood products value chains small and medium enterprises (SMEs).

The attainment of these outcomes is mutually-reinforcing and interrelated in attaining the development outcomes in the sustainable wood based value chain in Uganda.

1.4 Assessment of potential environmental and social risks and impacts

A thorough analysis of the environmental and social risks associated with the project was undertaken in the data collection phase of the ESMF. A clear specification of activities, mitigation measures, responsibilities, budget and timelines have been undertaken in the ESMF. Based on FAO's Framework for Environmental and Social Management, this project is classified as **MODERATE**. Most environmental and social risks are not unprecedented and most of them are reversible in nature. The sustainable wood based value chain project in Uganda will be implemented in a wide range of habitats across the country, but will primarily be focused on plantation forestry comprising of exotic species only. No indigenous trees will be used for producing timber in the sustainable wood based value chain project.

There is a plethora of positive environmental and social impacts as a result of the project. These positive elements include creation of jobs for the local population, contribution to sustainable wood processing, promoting access to profitable markets, generation of foreign exchange earnings for the Republic of Uganda, sustainable use of natural resources and enhanced climate mitigation and adaptation. Furthermore, there is an opportunity for waste to energy, through the production of briquettes from waste saw-dust. The project presents opportunities for showcasing implementation of Circular Economy (CE). These positive environmental and social benefits shall be enhanced by the implementation of the project through a value chain approach which allows implementation of activities in an integrated approach.

However, through the screening process based on the FAO Framework for Environmental and Social Management (FESM), there a number of environmental and social impacts that were identified. These negative environmental and social risks were also in consideration of the local environmental and social safeguard legal requirements. Some of the major environmental impacts of a negative nature include loss of biodiversity, noise generation, dust emissions, energy consumption through the use of machinery, vibration and ergonomic hazards. The project will also be guided by the ESMF in managing impacts associated with chemical usage in treatment of timber and finishing processes. The potential risk of effects on cultural heritage were identified during the logging processes, but effective control measures will be implemented before any logging activities takes place. The risk of injuries, ill-health and fatalities exist during project implementation, but the risk will be effectively managed through training, education as well as Hazard Identification and Risk Assessment (HIRA). Generation of greenhouse gas emissions from use of machinery, vehicle emission transport, sawmilling and processing are also prospective environmental and social risks. These risks will be effectively mitigated through servicing and maintenance of equipment, machinery and vehicles as well as managing energy efficiency in sawmill operations.

An assessment of the potential environmental and social risks associated with each Outcome has been undertaken in this document, leading up to the drawing of an Environmental and Social Management Framework with activities, mitigation measures, responsibilities, budget and timelines. It is envisaged that implementation of the ESMF will guide the project to be implemented in an environmentally and socially sustainable manner. The project is urged to progressively and continually prevent adverse impacts of environmental and social risks. The project is classified as **MODERATE** in accordance with the FAO's Framework for Environmental and Social Management. The project will be implemented in different locations across the Republic of Uganda. Whilst the ESMF provided a guiding framework for environmental and social management, the specific sub-projects which may arise under the project will need screening by the National Environmental Management Authority (NEMA). The ESMF has been prepared in accordance with FAO's Framework for Environmental and Social Management and national policies, regulations and guidelines from the National Environmental Management Authority (NEMA). In order to minimise the undesirable environmental and social impacts, the project will adopt a precautionary principles and sustainability principles. The ESMF will provide general aspects of Environmental and Social Safeguards as a guide for the preparation of more detailed safeguard instruments. The ESMF will provide general guidance for the preparation of more detailed sub-project specific instruments such as Environment and Social Impact Assessments (ESIAs); the Environment and Social Management Plans (ESMPs); Waste Management Plans, Labour Management Plans and Health and Safety Plans. These will be elaborated as the sub-projects are clarified. The detailed aspects of the ESMF are elaborated in the forthcoming sections of the ESMF.

2. POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

2.1 Overview of environmental law and policy

The Republic of Uganda has a robust legal and policy framework that governs environmental and social safeguards. These laws provide a guiding framework to all project developers in Uganda. The regulatory environment also applies to local and international developers. Implementation of these legal requirements is vested in different government ministries and departments depending on the thematic focus.

2.2 Constitution of the Republic of Uganda

The Constitution of the Republic of Uganda provides for the fact that everyone has a right to a clean and safe environment and also the fact that everyone has a duty to protect the environment. The Constitution of Uganda was finalised in 1995 and has been amended a number of times ever since then. The constitution provides for sustainable use of natural resources of Uganda and the protection of the right to a clean and safe environment. The constitution has specific provisions that require recognition of sustainable development values whenever development takes place[3]. The law requires any forms of development to take heed of present and future generations, in order to curtail a resource crisis. It also puts a key responsibility of the state to put measures that facilitate prevention and minimisation of damage and destruction to land, air and water resources as a result of pollution or other causes. The Constitution also vests responsibility upon the Parliament to protect the environment from environmental pollution, damage, abuse and degradation. The protection of natural resources and the environment is espoused in the Constitution of Uganda. The Constitution of Uganda, has constitutional supremacy over all others laws of the land[4].

2.3 National Environmental and Social Safeguards Policy

The country also has a National Environment and Social Safeguards Policy of 2018. This policy instrument was developed and prepared by the Ministry of Water and Environment (MWE). It provides for the implementation of measures that ensure that development projects maximise positive development outcomes and minimise any negative environmental and social impacts that may arise due to development activities. The Framework of the National Environment and Social Safeguards applies to all projects/programmes funded by Government of Uganda,

[3] According to the Constitution of Uganda Paragraph XXVII (ii) The utilisation of the natural resources shall be managed in such a way as to meet the development and environmental needs of present and future generations of Ugandans; and, in particular, the State shall take all possible measures to prevent or minimise damage and destruction to land, air and water resources resulting from pollution or other causes. Furthermore, section 245 gives Parliament the duty to ensure there is protection of the environment without damage, destruction or degradation.

[4] https://ulii.org/akn/ug/act/statute/1995/constitution/eng@2018-01-05#chp_Fifteen__sec_245

Development Partners including Climate Financing such as Adaptation and Green Climate Fund, for which the MWE has overall responsibility for monitoring their implementation. However, for other projects which are not funded by the aforementioned, specific requirements are of other legal and policy instruments are implemented. The National Environmental and Social Framework of Uganda is based on 15 Principles. These principles provide guidance to how development financed and national projects should be implemented in cognizance of Environmental and Social Safeguards requirements. The framework also aims at ensuring meaningful participation of key stakeholders in activities that can affect them.

Table 1: Principles of the Environment and Social Safeguards Policy

Principle	Requirement	Relevance to Sustainable Wood Based Value Chain Project
1. Compliance with the Law	Requires all projects to comply with the law of the Republic of Uganda. Including all permits, licences and other permissions required before undertaking an activity	Ensuring that sub-projects are screened and undergo Environmental and Social Management Plans and Environmental and Social Impact Assessments as prescribed by NEMA. Acquiring relevant permits for timber logging. Fulfilling other licensing requirements for water, effluent and air emissions. Compliance with labour laws and tax laws of the Republic of Uganda.
2. Labour Laws and Working Conditions	Requires projects to respect and adhere to labour laws and ILO standards. Provides provisions for adherence to Occupational Safety and Health as well as prevention of risks and infections. Stipulates the need to provide Personal Protective Equipment	Relevant to the labour resources involved in timber logging, sawmilling, primary processing and secondary processing. Relevant to occupational health and safety hazards and accident prevention in the sustainable wood based value chain.
3. Access and Equality	Requires equal access to benefits as well as ensuring that projects do not exacerbate inequalities.	Relevant to employment opportunities and benefit sharing in the wood-based value chain. Encourages access to resources amongst the different stakeholders.
4. Marginalised and Vulnerable Groups	Requires inclusion of marginalised groups in programming, such as children, women and girls, the elderly, indigenous people, tribal groups, internally displaced people, refugees, people living with disabilities, and people living with HIV/AIDS.	The Sustainable Wood Based Value Chain project will ensure that there is non-discrimination of vulnerability in participating in project activities, as well as in the process of benefit sharing.
5. Human Rights	Requires that all projects must adhere to Human Rights as espoused by the United Nations.	The project will ensure that in the wood based value chain human rights issues are being respected in accordance to the policy requirements

6. Gender Equality and Women Empowerment	Requires projects and programmes to ensure equal participation of men and women in development projects; facilitates equal benefit sharing and that no gender suffers disproportionate effects during project implementation.	The project will facilitate equal participation of both males and females in project activities and benefit sharing.
7. Indigenous People	Requires respect of the rights of indigenous people where they exist. Furthermore, it requires Free, Prior Informed Consent (FPIC). It also requires that projects adhere to the United Nations Declaration on the Rights of Indigenous Peoples	Where indigenous people exist, the project will ensure that their interests are considered and the FPIC is implemented. Adherence of the UN Declaration on the Rights of Indigenous People will be implemented where applicable.
8. Involuntary Resettlement	Requires that projects must avoid resettlement and displacement of people. Where it cannot be avoided, the policy requires that due process is provided including compensation	The project will avoid sites which need. In setting up new infrastructure in the sustainable based wood value chain sub-projects will only be undertaken in areas without potential for resettlement.
9. Protection of Natural Habitats	Requires that projects protect biodiversity and avoid resulting in massive destruction of ecological habitats. Requires projects to minimise effects on bio-diversity. Requires prevention of the introduction of invasive alien species.	Relevant to the logging activities which may have impacts on biodiversity. The project will ensure that there will be selective logging of only exotic trees. The sustainable wood based value chain will not use or promote the use of invasive alien species.
10. Conservation of Biological Diversity	Requires that projects protect biodiversity and avoid resulting in massive destruction of ecological habitats. Requires projects to minimise effects on bio-diversity. Requires prevention of the introduction of invasive alien species.	Relevant to the logging activities which may have impacts on biodiversity. The project will ensure that there will be selective logging of only exotic tree. The sustainable wood based value chain will not use and will not promote use of invasive alien species.
11. Climate change	Requires that developments must not exacerbate climate change including the uncontrolled generation of greenhouse gas emissions. Requires measures for climate adaptation and mitigation	The sustainable wood based value chain will ensure that emissions are minimised and that energy efficiency is implemented. The project will focus only on planted forests to prevent any impacts on indigenous forests which may give rise to climate impacts due to reduced carbon sequestration capacity.
12. Pollution Prevention and Resource Efficiency	This principle requires prevention of pollution and ensuring resource efficiency in development projects. Furthermore, it calls for the minimisation of waste generated from project activities, reduction on resource usage and also reducing greenhouse gas emissions	The principle is relevant to processes such as primary processing and secondary processing of wood – in particular the generation of sawdust. The principle is also relevant to the chemical usage arising from treating of some of the wood products and finishing. It also resonates with greenhouse gas emissions from machinery. In order to address the issues relevant to this principle, the project will work on improving processing efficiencies to reduce

		waste wood. Furthermore, it will also recycle waste sawdust into briquettes. The project will adopt the waste management hierarchy and a waste management plan. Furthermore, servicing and maintenance of equipment will enable the improved energy efficiency. Implementing energy efficiency measures in sawmilling is also envisaged to reduce the resource intensity.
13. Public Health	Requires all projects and programmes to avoid activities that threaten public health and also occupational safety and health	The project will ensure consideration is given to public health. Programmes on awareness with regards to health and disease will be undertaken. When undertaking logging activities the public shall be notified and proper notification shall be facilitated. Training on road safety shall be provided to those hauling timber. Any processing activities shall restrict public access to the processing operations in order to prevent injuries, ill health and fatalities.
14. Physical and Cultural Heritage	Requires preservation of physical and cultural heritage. Areas of cultural significance should not be affected by project developments. Requires adherence to the requirements of national monuments, traditional sites, cultural sites and physical sites of national or international importance	The project will ensure that it avoids all areas of cultural and physical importance. During logging activities, activities will be undertaken after an assessment of the sites for any areas of cultural significance. The project will also operate with a *"Chance Find Procedure"* just in case there is a possibility of encountering features of cultural heritage significance.
15. Lands and Soil Conservation	Requires projects and programmes to avoid environmental degradation of land. This also includes soil conservation and prevention of land degradation	The project will ensure that it is restricted to plantation timber. It will not open up new areas or undertake logging in areas that are not designated for exotic timber. Areas where timber will be harvested will be revegetated in order to maintain permanent soil cover. Soil cover will be maintained on the land in order to avoid soil loss.

The Ministry of Water and Environment (MWE) screens projects and programmes in order to determine their categorisation. Furthermore, the National Environmental and Social Safeguards Policy requires Grievance Redress Mechanism (GRM) and Stakeholder Engagement in development projects. Projects are categorised according to 4 Categories (Category A, Category B, Category C, Category D) depending on their environmental and social risk.

Table 2: Requirements for Screening and Categorisation of Projects in accordance with the Uganda Environmental and Social Safeguards Policy

Environmental and Social Risk Category	Description
Category A – ESSF	An EIA is normally required because the project may have diverse significant impacts. Projects in this category could include: water projects requiring water to a level more than 400m^3 in any period of twenty-four hours, or projects requiring using motorized pumps; storage dams, barrages, weirs, valley tanks and dams; river diversions and inter-basin water transfer among others.
Category B – ESSF	A limited environmental analysis is appropriate, as the project impacts can be easily identified and for which mitigation measures can be easily prescribed and included in the design and implementation of the project. Projects in this category could include: rural water supply, large earth reservoirs, but not located in very sensitive areas, big gravity flow schemes, all category one projects located in sensitive areas etc.
Category C – ESSF	Environmental analysis is normally unnecessary, as the project is unlikely to have significant environmental impacts. A project brief is enough. This could include project location in less sensitive areas or where many such schemes are in the same locality and their synergetic effects have potential impacts.
Category D – ESSF	Small projects which do not have potential significant impacts and for which separate EIAs are not required, as the environment is the major focus of project preparation. These could include borehole drilling, hand augured shallow wells, protected springs and earth reservoir construction.

Source: (Ministry of Water and Environment, 2018)

2.4 National Environmental Management Policy of 1994

The National Environmental Management Policy of Uganda is a guiding policy in Uganda that provides for the protection for the environment. The National Environment Policy overall goal is *'to encourage sustainable development by wise use of natural resources while enhancing environmental quality without compromising the ability of future generations to meet their own needs'*. The policy has 6 guiding principles which are meant to attain sustainable development of Uganda. *The key objectives of the policy include the following:*

i) Enhance health and quality of life through sustainable development, sound environmental management and wise use of natural resources;
ii) Encourage participatory integration of environmental concerns in all development policies, planning, and activities at national, district and local levels;
iii) Conserve, preserve and restore ecosystems and maintain ecological processes and life support systems, especially conservation of national biological diversity;
iv) Optimize resource use and achieve a sustainable level of resource consumption;
v) Raise public awareness, sensitization and advocacy for a linkage between environment and development;
vi) Ensure individual and community participation in environmental improvement activities.

The Sustainable Wood Based Value Chain project in Uganda, will have to be implemented with adherence to the requirements of the National Environmental Management Policy. This a key step towards ensuring that there are positive outcomes due to the development.

2.5 National Environmental Act CAP 181 of 2019

The National Environmental Act NEA Cap. 181 of 2019, is the overarching act on matters of environment in the Republic of Uganda. The Act calls for the establishment of the National Environmental Management Authority (NEMA) as a principal Agency in Uganda to coordinate, monitor, regulate and supervise all activities in field of the environment.

2.6 Environmental and Social Impact Assessment in Uganda

Environmental and Social Impact Assessment in Uganda is undertaken by competent environmental practitioners who have experience and knowledge in environmental and Social Impact Assessment. These practitioners must be certified by the National Environmental Management Authority (NEMA). In addition, the practitioners work independent of NEMA. There are also regulations which govern their code of conduct.

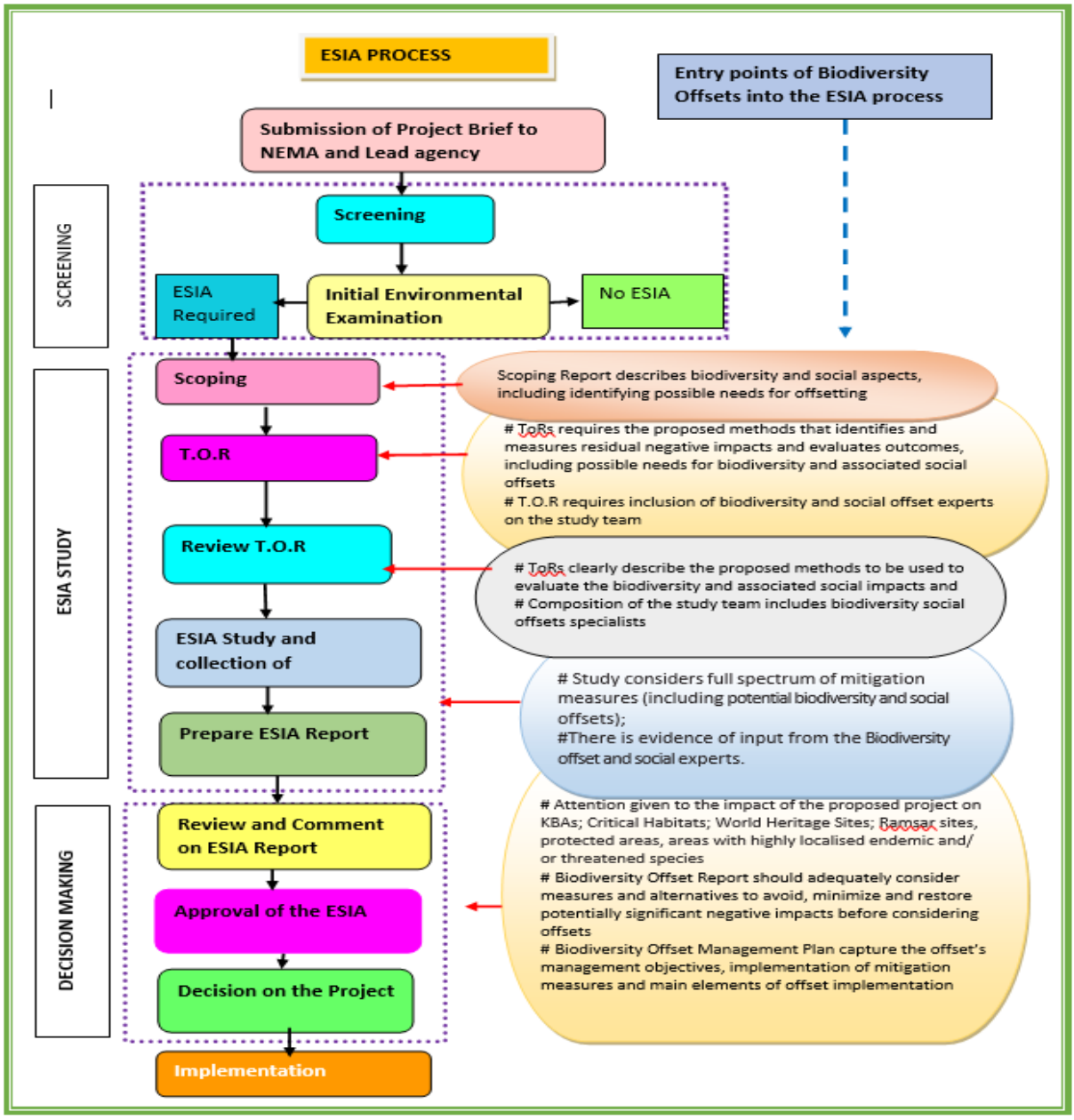

Figure 1: ESIA Process in Uganda

Source: (NEMA, 2024)

The process of undertaking ESIA in Uganda is guided by the National Environmental Management Authority (NEMA). Whenever a developer has prospective project, he or she should submit a Project Brief to NEMA and Lead Agency. The project is screened for environmental and social risk, resulting in a number of possible outcomes. In some cases, if the project has negligible environmental and social impacts, no ESIA may be required. However, if the project has possible

environmental and social impacts, scoping is undertaken - resulting in the formulation of the Terms of Reference (TORs). The TORs are meant to guide the environmental practitioner in order to ensure that the ESIA addresses all the relevant requirements. This is followed by the ESIA study and collection of data. Upon completion of the ESIA, the environmental practitioner submits it to NEMA, who undertake a review of the ESIA and comment. In considering a decision for the ESIA approval, NEMA considers many factors including but not limited to critical habitats, world heritage sites, protected areas, areas with localised, endemic and/or threatened species, biodiversity offsets report and mitigation measures for identified environmental and social risks. A consideration of these and other factors is necessary to come up with a decision. A decision is made on the project, which may result in acceptance or failure to accept the ESIA report. If the ESIA is accepted, the project will enter into the phase of implementation. NEMA also undertakes monitoring and auditing of projects throughout their life cycle. The schematic illustration of the ESIA process in Uganda is presented in Figure 1.

The Sustainable Wood Based Value Chain has developed this Environmental and Social Management Framework to cover the overarching fundamentals of the project. In light of the national legal requirements, all sub-projects of the Sustainable Wood Based Value Chain in Uganda will have to be screened by NEMA and the relevant ESIA or ESMP must be undertaken by an environmental practitioner registered in Uganda by NEMA.

Other relevant laws and policy provisions include the following

- Uganda Constitution (1995),
- National Environment Management Policy (1994)
- Resettlement Policy
- Environment Management Act (1994)
- National Climate Change Policy (2015),
- National Gender Policy (2007)
- Equal opportunities Policy (2008)
- National Land Policy (2013)
- Water Policy (1997)
- National Environment (Environmental and Social Assessment) Regulations 2020.
- National Environment (Standards for Discharge of Effluent into Water and Land) Regulations S.I. No. 144/2020.
- National Environment (Waste Management) Regulations S.I. No. 49/2020.
- National Environment (Hilly and Mountainous Areas Management) Regulations No. 2 of 2000.

2.7 Uganda Wildlife Policy

The Uganda Wildlife Policy sets the tone for sustainable management and development of wildlife resources through balancing economic development and well-being of the people. It was finalised in the year 2014.

2.8 Uganda Wildlife Act

The act provides for the protection of wildlife and provides for the continued existence of the Uganda Wildlife Authority (UWA). It provides for the existence of a Wildlife Fund to cater for rare, endangered and endemic species and animals.

2.9 National Forestry and Tree Planting Act

The Act promulgates requirements for the declaration of forest reserves in order to protect rare, endangered and vulnerable species.

2.10 National Employment Act

The National Employment Act 2006, stipulates that employment must be entered into, voluntarily, prohibits child labour and sets the minimum age of employment. It also prohibits child labour and also prohibits all forms of sexual harassment. Employment is entered on a voluntary basis. According to the Employment Act, 2006 forced labour is prohibited and discrimination is prohibited in employment.

2.11 Institutional framework for environmental management in the Republic of Uganda

In order for environmental policies and laws to be fully implemented there is need for a functional institutional framework. The Government of Uganda has established a robust framework of institutions to play a key role in the implementation, enforcement and management of the legal and policy provisions on environment. Some of the institutions include the following - Ministry of Water and Environment (MWE) and the National Environmental Management Authority. Environmental Management functions are decentralised both at local government and central districts. Environmental committees also exist at District, Urban Councils and sub-counties. The activities of all these key institutions facilitate sustainable development and environmental protection.

2.12 International Conventions and Multilateral Agreements

2.12.1 Convention on International Trade in Endangered Species of Fauna and Flora (CITES)

CITES is a multilateral treaty to protect endangered species of flora and fauna. It was drafted as a result of a resolution adopted in 1963 at a meeting of members of the International Union for Conservation of Nature. The convention was opened for signature in 1973 and CITES entered into force on 1 July 1975. It aims to ensure that there is no overexploitation of endangered species of flora and fauna. Uganda ratified the Convention on July 18, 1991 and the Convention

entered force on October 10, 1991. The country has shown significant progress in upholding the specifications of its obligations under the CITES.

Relevance to project

The project will only be focused on exotic species of eucalyptus and pine trees. It will be restricted to logging activities for exotics, as well as primary processing and secondary processing. There will be very limited impact on endangered species as the project will take place in areas where plantations are already developed. No new plantations will be established. In case any endangered species are encountered, selective logging will be implemented to avoid any endangered species. Any sub-projects under the ESMF will adhere to the requirements of the CITES and ensure prevention of the destruction of endangered species.

2.12.2 United Nations Convention on Biological Diversity (CBD)

The 1992 Convention on Biodiversity is a legally binding international treaty which came into force on the 29th of December 1993. This convention is often considered as the key international instrument for encouraging actions for sustainable development and conservation of biological diversity. The CBD ensures that *"ecosystems, species and genetic resources are used for the benefit of humans, but in a way that does not lead to decline in biodiversity"*. It also acts as a reminder that natural resources are not finite and hence the need for sustainable utilisation. As part of international law, the treaty recognises that *"conservation of biodiversity is a common concern for humankind and is an integral part of the development process"*. It facilitates the deceleration in the depletion of ecological species.

The Convention has three main objectives:

- To conserve biological diversity
- To use biological diversity in a sustainable way
- To share the benefits of biological diversity fairly and equitably.

Uganda signed and ratified the Convention on Biological Diversity (CBD) on 12 June 1992 and 3 September 1993 respectively. This underlined the country's commitment to the conservation and protection of biodiversity from wanton destruction.

Relevance to the project

In order to prevent biodiversity impacts, the project will be restricted to areas with already established plantations of pine and eucalyptus. Indigenous varieties of tree species will be avoided. All sub-projects to be undertaken during the project implementation will be designed and developed in a manner that does not cause destruction of biodiversity.

2.12.3 United Nations Framework Convention on Climate Change (UNFCCC)

The United Nations Framework Convention on Climate Change is an international environmental treaty addressing climate change, negotiated and signed by 154 states at the United Nations Conference on Environment and Development, informally known as the Earth Summit, held in Rio de Janeiro, Brazil from 3 to 14 June 1992. The convention is focused on facilitating a halt in the unprecedented increase in greenhouse gas emissions from anthropogenic sources. The UNFCCC facilitated the reduction of greenhouse gas emissions from different activities. Uganda is considered as one of the first countries to sign and ratify the UNFCCC. Furthermore, Uganda signed the Kyoto Protocol in 1997 and the Paris Agreement in 2015. In the year 2022, Uganda submitted its updated NDC to the UNFCCC[5]. The updated NDC commits the country to reducing greenhouse gas emissions by 24.7% by the year 2030.

Relevance to the Project

Due to the fact that the project will involve logging activities, primary processing and secondary processing, there is a possible impact of removing carbon dioxide sinks. In order to minimise the significance of this impact, the project will ensure that logging activities are undertaken in phases whilst other plantations recover. With regards to sawmill operations that may arise from proposed sub-projects; their Environmental and Social Management Plans (ESMPs) shall address amongst other key considerations, requirements for energy efficiency which has a nexus consequence of reducing emissions. The monitoring of greenhouse gas emissions will also be encouraged in primary and secondary processing. This will facilitate effective tracking of greenhouse gas mitigation measures.

2.12.4 The Montreal Protocol on Ozone Depleting Substances

The Montreal Protocol is an international treaty designed to protect the ozone layer through phasing out the production of ozone depleting substances (ODS). The Montreal Protocol articulates controls for substances that deplete the Ozone Layer. The protocol was signed on the 26th of August 1987 and entered into force on the 26th of August 1989. It was pursuant to the Vienna Convention for the protection of the Ozone layer. Uganda has accessed the Montreal Protocol on Ozone Depleting Gases. Cognizant of the potential effects of Ozone Depleting Substances on the environment; Uganda acceded to the Vienna Convention on 24th June, 1988, and ratified the Montreal Protocol on Substances that Deplete the Ozone Layer on 15th September, 1998. These efforts further cemented the commitment of the Government of Uganda in dealing with ODS.

[5] https://ndcpartnership.org/country/uga

Relevance to the project

The project may use wood pole treatment chemicals, some of which have the potential to have impacts on the ozone layer. Ozone depleting gases shall also be avoided gases.

2.12.5 The Kyoto Protocol

The Kyoto protocol was signed in the Kyoto, Japan in the year 1997. It built upon the momentum that was established through the UNFCCC earlier in the year 1992. The Kyoto Protocol is an international agreement linked to the UNFCCC, which commits its parties to tackle GHG emissions by setting internationally binding emission reduction targets. The Kyoto Protocol must be signed and ratified by a nation for them to be party to it. The Protocol was adopted at COP 3, which was held in Kyoto in 1997. It then came into force in February 2005, and since then there have been two commitment periods, each with different emission targets. The first commitment period was from 2008 – 2012 and the aim was to reduce emissions by 5% compared to 1990 levels.

The Second commitment period was from 2013 – 2020 and the aim was to reduce emissions by 18% compared to 1990 levels. The Kyoto Protocol comprises of three Annexes, each applicable to a different category of countries. Annex 1 and 2 countries are expected to reduce greenhouse gas emissions by a mandatory and quantifiable amount, while non-Annex countries have no binding emission targets. The Republic of Uganda ratified the Kyoto protocol on 25 March 2002[6].

Relevance to the project

Due to the fact that the project will involve logging activities, primary processing and secondary processing, there is a possible impact of removing carbon dioxide sinks. In order to minimise the significance of this impact, the project will ensure that logging activities are undertaken in phases whilst other plantations recover. With regards to sawmill operations that may arise from proposed sub-projects; their Environmental and Social Management Plans (ESMPs) shall address amongst other key considerations, requirements for energy efficiency which has a nexus consequence of reducing emissions. The monitoring of greenhouse gas emissions will also be encouraged in primary and secondary processing. This will facilitate effective tracking of greenhouse gas mitigation measures.

2.12.6 Paris Agreement

The Paris Agreement was negotiated at COP 21 in 2015 and is based on the IPCC's Fifth Assessment Report (AR5). The IPCC's Fifth Assessment Report (AR5) states that if the global

[6] https://unfccc.int/node/61226

average temperature goes 2°C above pre-industrial levels, there will be significant negative consequences. The Paris agreement governs emission reductions post-2020, which is when the second commitment period of the Kyoto Protocol ends. Under the Paris Agreement, countries must submit Intended Nationally Determined Contributions (INDC). Intended Nationally Determined Contributions (INDCs) outline each country's proposed mitigation and adaptation strategies. In the year 2015, Uganda submitted its INDC to the UNFCCC which was initially targeted at reducing greenhouse gas emissions by 22%[7]. The country then submitted an updated NDC commits the country to reducing greenhouse gas emissions by 24.7% by the year 2030.

Relevance to the project

Due to the fact that the project will involve logging activities, primary processing and secondary processing, there is a possible impact of removing carbon dioxide sinks. In order to minimise the significance of this impact, the project will ensure that logging activities are undertaken in phases whilst other plantations recover. With regards to sawmill operations that may arise from proposed sub-projects; their Environmental and Social Management Plans (ESMPs) shall address amongst other key considerations, requirements for energy efficiency which has a nexus consequence of reducing emissions. The monitoring of greenhouse gas emissions will also be encouraged in primary and secondary processing. This will facilitate effective tracking of greenhouse gas mitigation measures.

2.12.7 United Nations Convention to Combat Desertification (UNCCD)

The overarching aim of the UNCCD is for people living in areas affected by desertification, land degradation and drought to create a resilient livelihood base and secure long-term benefits while enhancing the healthy functioning of ecosystems. This includes reducing the socio-economic and environmental vulnerability of affected populations, especially women and youth, to climate change, drought, and water scarcity. Uganda, realises the importance of preventing and decelerating desertification. Therefore, on the 25th of June in 1997 the Republic of Uganda ratified the United Nations Convention to Combat Desertification.

Relevance to the project

Due to the fact that the project will involve logging, primary processing and secondary processing, there is a potential risk on causing desertification. However, the areas that have been harvested will be revegetated and soil cover will be maintained. Harvesting of trees will be restricted to the areas of the project and no timber will be harvested from areas outside the stipulated areas. This process will facilitate prevention of desertification.

[7] https://faolex.fao.org/docs/pdf/uga187243.pdf

2.12.8 Basel Convention on the Transboundary Movement of Chemicals and their waste

The Basel Convention was agreed in 1989 and entered into force in 1992. The Convention aims to reduce the transboundary movement of chemicals and their waste, ensure that hazardous wastes are disposed as close as possible to the source of generation and promote the implementation of Environmentally Sound Management (ESM) of chemicals and their waste. On 11 March 1999, Uganda ratified the Basel Convention. Ever since that time, the country has stepped up efforts to eliminate the transboundary movement of chemicals and their waste. Through the sterling work by the National Environmental Management Authority (NEMA) enforcement of regulations related to hazardous chemicals and their waste has taken off.

Relevance to the project

During the treatment of wood with chemicals, there is potential for generating hazardous chemicals and their waste. Possible pathways of exposure could be - contact, inhalation and oral ingestion. In order to prevent significant chemical and chemical waste generation, the project will implement cleaner production techniques, environmentally sound management of chemicals. Chemicals will not be transported to any location beyond the sites of use. Furthermore, Material Safety Data Sheets (MSDS) will be implemented in order to aid in the identification of chemical hazards.

2.12.9 Minamata Convention on Mercury

The Minamata Convention on Mercury was agreed in the year 2013. It aims to protect human health from the harmful effects of anthropogenic emissions of mercury. It entered into force in the year 2017. The Convention covers many multi-faceted use of mercury. Uganda ratified the Minamata Convention on 1 March 2019.

Relevance to the project

It is unforeseen that any material containing mercury will be used in the project.

2.12.10 Rotterdam Convention on the Prior Informed Consent

The Rotterdam Convention is an international agreement focused on preventing the importation of hazardous chemicals. It was agreed in 1998 and entered into force in 2004. The Convention aims to facilitate the following objectives:

- To promote shared responsibility and cooperative efforts among Parties in the international trade of certain hazardous chemicals in order to protect human health and the environment from potential harm;
- To contribute to the environmentally sound use of those hazardous chemicals, by facilitating information exchange about their characteristics, by providing for a national

decision-making process on their import and export and by disseminating these decisions to Parties[8]

The Convention covers the scope of pesticides and industrial chemicals and requires exporters to seek Prior Informed Consent, before chemicals can be exported. It also includes chemicals that have been banned such as those with serious environmental, health and safety risk; which are listed in Annex III of the Convention. On 18 August 2008, Uganda ratified the Rotterdam Convention on the Prior Informed Consent.

Relevance to the project

The project does not foresee usage of chemicals prohibited by the Rotterdam Convention during the logging, primary processing and secondary processing.

2.12.11 Stockholm Convention on Persistent Organic Pollutants

The Stockholm Convention was signed in 2002 and became effective in 2004. It provides a framework of managing Persistent Organic Pollutants (POPs). It initially catered for 12 POPs but has been expanded to cater for other substances with persistent characteristics[9]. Persistent Organic Pollutants persist in the environment and can also be passed through the food chain.

Relevance to the project

Treated timber and treated timber waste may contain Persistent Organic Pollutants (Koyano, Ueno, Yamamoto, & Kajiwara, 2019)[10]. In order to ensure that this environmental and social risk is mitigated alternative chemicals will be considered in the project in order to reduce the environmental risk. Furthermore, where chemicals are used, spillages will be prevented.

[8] https://www.pic.int/TheConvention/Overview

[9] https://www.pops.int/TheConvention/Overview/TextoftheConvention/tabid/2232/Default.aspx

[10] https://www.sciencedirect.com/science/article/abs/pii/S0956053X18307827

2.13 FAOs Framework for Environmental and Social Management (FESM)

The Food and Agriculture Organisation of the United Nations (FAO) finalised its Framework for Environmental and Social Management as a platform to ensure that projects and programmes prevent, avoid, manage and mitigate environmental and social risks. The framework also applies to FAO's implementing partners for projects and programmes. The framework is anchored on several Guiding Principles, namely: Accountability, Free, Prior and Informed Consent, Prevention of sexual exploitation, abuse and harassment, Leave no one behind, Human rights-based approach as well as Sustainability and resilience. The framework is based on two Environmental and Social Operational Principles (ESOPs) which set mechanisms for screening and managing potential environmental and social risks of projects and programmes.

The ESOPs are as follows:

- ESOP 1 – Screening, assessment and management of environmental, climate and social risks and impacts;
- ESOP 2 – Stakeholder engagement, information disclosure, and grievance, conflict resolution and accountability mechanisms.

Furthermore, the FESM is anchored on 9 Environmental and Social Standards (ESS) which guide the implementation of environmental and social safeguards in projects and programmes. Depending on the project, some of the ESSs can be triggered depending on the nature of project activities. If the ESSs are triggered, there should be measures to mitigate the environmental and social risks following the Mitigation Hierarchy (Avoidance, Minimisation, Mitigation and Off-setting).

The 9 Environmental and Social Standards are specified below:

- ESS 1 – Biodiversity conservation and the sustainable management of natural resources;
- ESS 2 – Resource efficiency and pollution prevention and management;
- ESS 3 – Climate change and disaster risk reduction; Environmental and social risk management
- ESS 4 – Decent work
- ESS 5 – Community health, safety and security
- ESS 6 – Gender equality and prevention of gender-based violence;
- ESS 7 – Land tenure, displacement, and resettlement
- ESS 8 – Indigenous Peoples
- ESS 9 – Cultural heritage.

These Environmental and Social Standards should be met in all projects and programmed supported or implemented by the FAO.

Relevance to the Project

The project shall have 3 mutually reinforcing outcomes specified below:

- Outcome 1: Ensuring sustainable supply of legal wood raw material from planted forests

- Outcome 2: Enhancing processing capacity and market demand for wood products
- Outcome 3: Improving availability of and access to appropriate finance for wood products value chains small and medium enterprises (SMEs).

Outcome 1 will trigger ESS 1, ESS 3, ESS 4, ESS 5, ESS 6, ESS 9. In order to ensure that there are mitigation measures, in light of ESS 1; revegetation after harvesting timber shall be undertaken in order to restore the vegetation and prevent environmental degradation. Furthermore, only timber from planted forest will be used and there shall be no timber from natural forests. With regard to climate risk and reduction of carbon sinks due to harvesting timber, revegetation shall be undertaken. Due to the employment of people during timber logging activities, it is foreseen that the ESS 4 shall be triggered. In order to mitigate any negative impacts, workers shall be treated fairly and remunerated. Forced labour shall be eliminated in all stages of the project. Furthermore, safe working conditions shall be enforced and implemented. Indigenous peoples' rights shall be respected in areas where they exist. During logging activities, greater care shall be given to identify any cultural sites (including but not limited to grave sites) where these are identified methods to prevent damage shall be implemented. Furthermore, the Chance Find Procedure shall be implemented. In addition, there is potential risk of the exclusion of women in the work activities and in benefit sharing. The project shall ensure inclusive approaches to the sustainable supply of wood. With regards to outcome 1, ESS 6 can be triggered due to the potential for unequal opportunities of women in ensuring sustainable supply of legal wood raw material from planted forests. In order to mitigate this potential risk, the project will include women and men in project activities and prevent all forms of discrimination.

Outcome 2 is primarily concerned with enhancing processing capacity and market demand. Outcome 2 will trigger ESS 2, ESS 3, ESS 4, ESS 5, ESS 6 and ESS 9. The project will trigger ESS 6 due to the possibility of unequal opportunities in the wood-based value chain. In order to mitigate this impact, the project will ensure that it provides equal access to opportunities for both males and females. Participation in project activities will not be based on gender lens. In order to address ESS 2, the processing activities will adopt energy efficiency and also ensure that there is reduction of greenhouse gas emissions. Furthermore, reducing emissions will also assist in mitigating climate risks. Due to the fact that workers will be involved in the process of processing, under Outcome 2, there shall be strict adherence to labour relations. The relevant ESMPs for specific projects will present Labour Management Plans relevant to specific activities. In addition, the issue of occupational safety and health, prevention of accidents, injuries and fatalities shall be implemented in order to adhere to the requirements of ESS 4. Greater efforts shall be put in place to ensure that the project is undertaken under safe conditions which do not cause harm and disability. A Grievance Redress Mechanism (GRM) will also be established to ensure that grievances from both the stakeholders and workers are captured and resolved. Community Health, Safety and Security will be relevant to the project, in light of ESS 5. Greater effort will be put in place to ensure that the project does not cause pollution to the communities. Waste sawdust from processing activities will be used to manufacture briquettes which will solve an environmental challenge that could have otherwise

affected the community. On the other hand, this will also ensure energy security and facilitate transition to a circular economy.

2.14 Complementary aspects between Uganda legal framework and FAO's Framework for Environmental and Social Management (FESM)

FAO's Framework for Environmental and Social Management is clearly complementary to the legal framework of the Republic of Uganda. Each of the Environmental and Social Standards complements national policy and legal frameworks. The National Employment Act is complementary to the requirements of ESS 4 on Decent Work as well as ESS 6 on Gender Equality and prevention of Gender Based Violence. National Environment (Waste Management) Regulations S.I. No. 49/2020 and National Environment (Standards for Discharge of Effluent into Water and Land) Regulations S.I. No. 144/2020; jointly address the requirements of FAO's ESS 2 on Resource Efficiency and pollution prevention. This is also the case with the Water Policy (1997). ESS 1 – Biodiversity conservation and the sustainable management of natural resources; ESS 2 – Resource efficiency and pollution prevention and management; ESS 3 – Climate change and disaster risk reduction; Environmental and social risk management jointly address the requirements stipulated in the National Environment Management Policy (1994); Environment Management Act (1994). The requirements of ESOP 1 of FAO's FESM are fully espoused in the National Environment (Environmental and Social Assessment) Regulations 2020. Key requirements of the ESS 7 – Land tenure, displacement, and resettlement, ESS 8 – Indigenous Peoples and ESS 9 – Cultural heritage are provided for in National Land Policy (2013) and the Resettlement Policy. The aforementioned regulations also address some of the requirements of ESOP 2 of FAO's FESM. The requirements of FAO through its FESM alongside national environmental and social management laws form effective pillars for implementing environmental and social safeguards in the Sustainable Wood Based Value Chain project. It is not in all circumstances that the requirements of the national regulations and policies converge with the requirements of FAO's FESM. In cases where there are differences, the one which is strictest is implemented in order to ensure effective environmental and social safeguards. A complimentary safeguards approach is adopted in order to maximise and harness the strength of each framework. Key priority is made to ensure that all environmental and social safeguards measures are implemented with a consideration of the local context.

3. ENVIRONMENTAL AND SOCIAL BASELINE

3.1 Country profile, location and project focus

Uganda is a country that lies in East Africa and is bordered by 5 countries - the Democratic Republic of the Congo, to the west; the Sudan to the north; Kenya, to the east; and Rwanda and Tanzania, to the south. The location of Uganda is between 1° N and 4° N latitude, and 30° E and 35° E longitude. The country has a total land mass of 200 520 square kilometres[11]. The southern part of the country includes a significant portion of Lake Victoria, which the country shares with Kenya and Tanzania. Uganda is one of the six countries that lie on the equator. The majority of the country lies north of the equator.

Figure 2: Location Map of Uganda

@FAO/Tawanda Collins Muzamwese

NB: The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

[11] https://www.afdb.org/en/documents/uganda-country-profiles

With respect to the focus of the project, the Sustainable Wood Based Value Chain project will be implemented in different locations, especially in sites which were beneficiaries. Primary focus of the projects will be on sites that were previous beneficiaries of the Sawlog Production Grant Scheme (SPGS) growers. The distribution of some of the growers is illustrated in Figure 2. This ESMF covers the project level environmental and social risks generic to these sites. However, there shall be site-specific Environmental and Social Management Plans which will be addressing E & S risks.

Ugandan plantations exist on private land, state-owned forest estates and forest plantations. The estimated demand for forest products in Uganda is 300 000 cubic metres per year[12]. The timber value-chain in Uganda, includes key stages such as growing, harvesting, transport, primary processing and secondary processing. Non-Timber forest products include mushrooms, nuts, ferns and medicine.

With regards to Indigenous Peoples, in Uganda, they are not located in the project areas. The project will be implemented in areas with already mature commercial tree plantations (majorly pines and eucalyptus) due for harvesting and processing, which are NOT situated in the settlement areas of Indigenous People in Uganda. Therefore, there is no risk of their displacement due to project activities whatsoever. These plantations were established by the private sector under the previous SPGS project phases II and III, with grant support from the European Union.

Some of the Indigenous people in other parts of the country who will not be affected by the project include the Batwa people who are far away from project activities. Their cultural activities include being semi-nomadic hunter gatherers, who also practice cultural traditions, oral traditions. However, no impact on indigenous people is foreseen, due to the fact that the project will be undertaken in already mature commercial plantations that were established by the private sector. There is no establishment of new plantations and hence no effects on indigenous peoples. Furthermore, there are no indigenous people in the in the plantations established under previous project SPGS II and III where the timber will be sourced from. From the baseline assessment, the project does not have an interaction or potential impact on Indigenous People as it shall be undertaken on existing commercial plantations.

[12] https://openknowledge.fao.org/server/api/core/bitstreams/e04b5a75-8e10-4e3a-a3cb-794bf74b83e5/content#:~:text=Eucalyptus%20wood%20flow%20in%202020,this%20assessment%20excluded%20building%20poles.&text=Processing%20capacity%20The%20capacity%20of,and/or%20near%20future%20demand.&text=Supply%20of%20timber%20products%20such,the%20projected%20supply%20of%20logs.

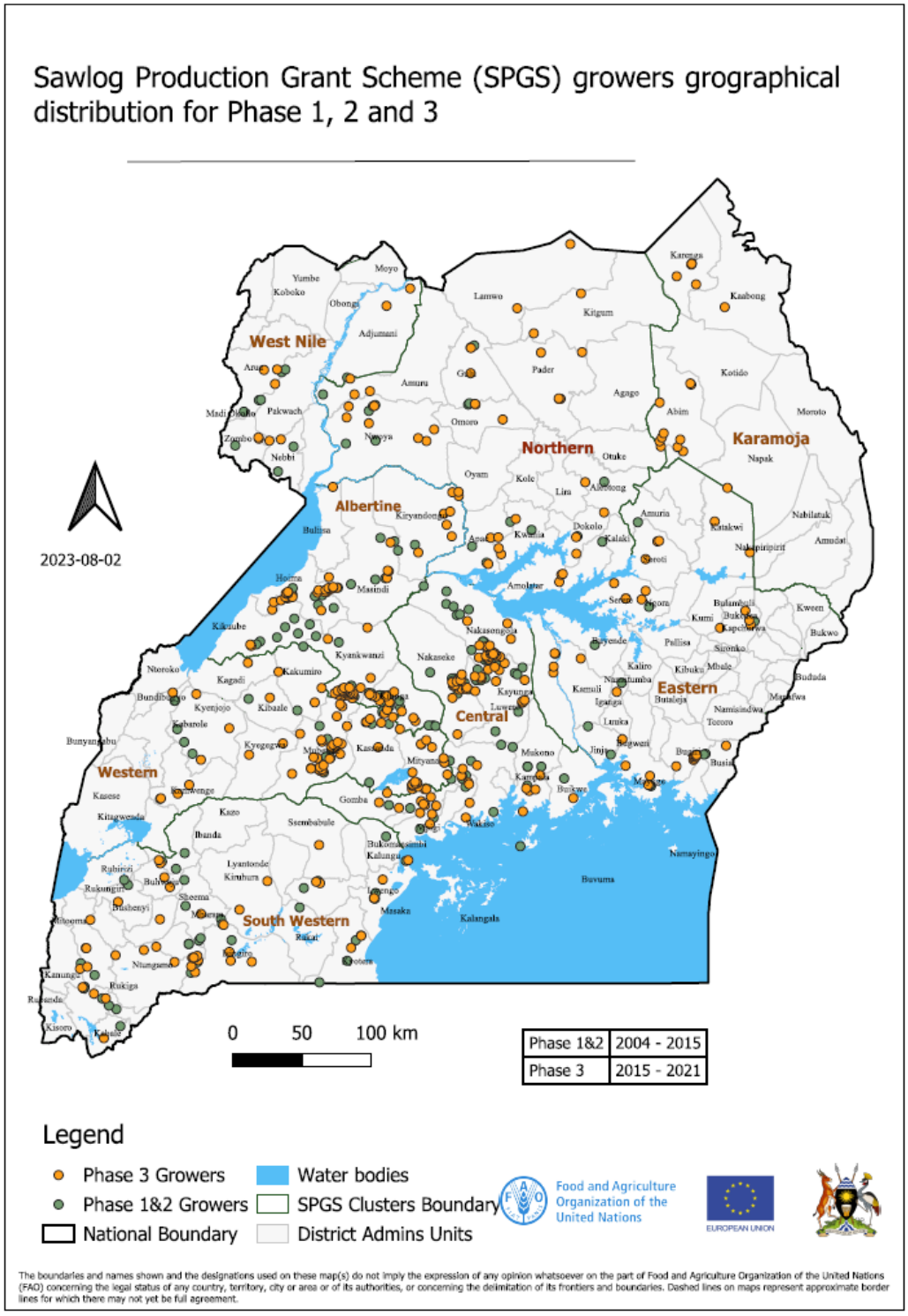

Figure 3: Sawlog Production Grant Scheme (SPGS) growers geographical distribution for Phase 1, 2 and 3

@FAO/FAO Uganda Office

NB: The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

3.2 Physical Environment

The physical environment of Uganda is very wide and diverse. It consists of volcanic hills, mountains and lakes. The general altitude of the country is on average 1200 metres above sea level. The Eastern and Western borders of Uganda have mountains. In addition, the highest peak of mountains is the Rwenzori, which reaches an altitude of 5,109 m metres above the sea level. Geographically, Uganda is dominated by plateaus surrounded by mountains and some variations in altitude. Figure 4 provides a map of the altitude of Uganda.

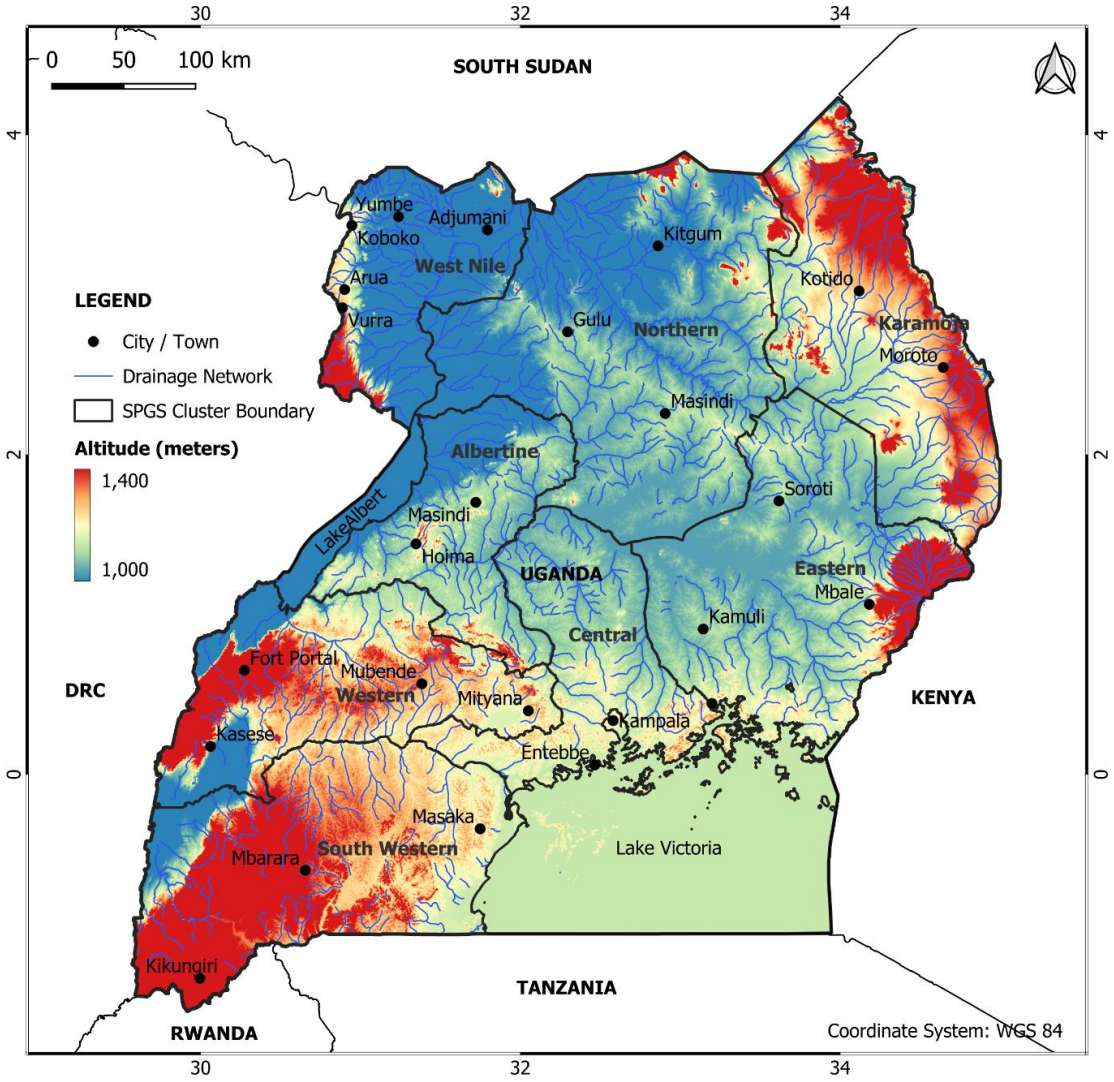

Figure 4: Map of altitude of the Uganda

@FAO/Tawanda Collins Muzamwese

NB: The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

Specific sub-projects will present project specific mapping in the respective ESMPs

Agro-ecological zones vary widely depending on temperature, precipitation and altitude of the area. Figure 5 shows the agro-ecological zones of Uganda.

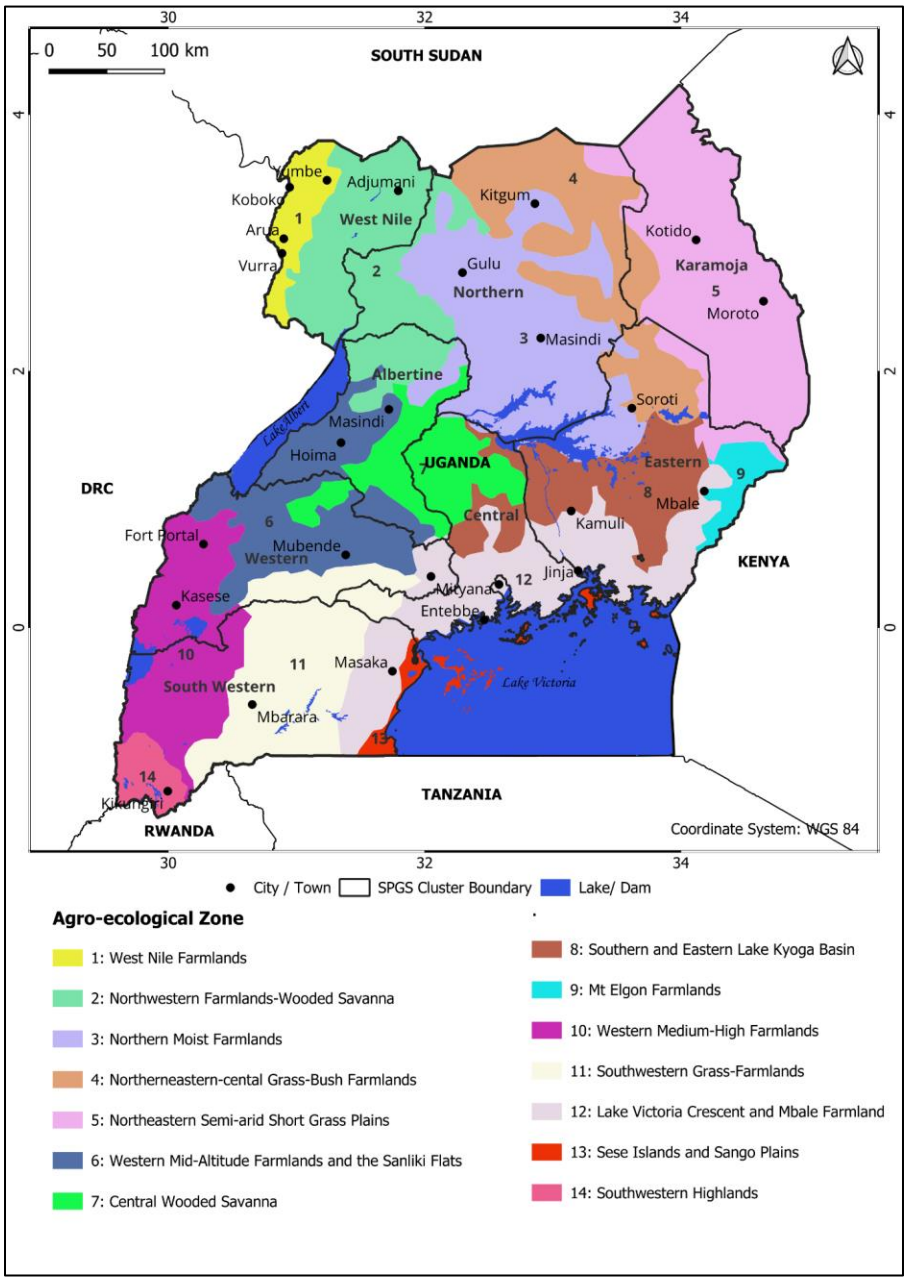

Figure 5: Agro-ecological zones
@FAO/Tawanda Collins Muzamwese

NB: The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

Some of the agro-ecological zones are specified below.

- West Nile farmlands
- North Western Farmlands-Wooded Savanna
- Northern Moist Farmlands
- Northern eastern-central Grass-Bush Farmlands
- Northeaster Semi-Arid Short Grass Plains
- Western Mid-Altitude Farmlands and the Sanliki Flats
- Mt Elgon Farmlands
- Western Medium-High Farmlands
- Central Wooded Savanna
- Southern and Eastern Kyoga Basin
- South-Western Grass Farmlands
- Lake Victoria Crescent and Mabale Farmland
- Sese Islands and Sango Plains
- South-western Highlands

The project will focus in agro-ecological zones where trees have been growing since the SPGS programmes. No new forested areas will be harvested.

3.3 Climate

Uganda's climate is influenced by a number of factors such as relief, temperature and altitude. In general, the country receives good rainfall throughout the year. There are 10 months of rain throughout the year and 2 months without rain. This is spread over 2 rainy seasons in the North East of Uganda. The first rainy season occurs March to June, whilst the second season is from August to November. As we head on the northern part of the country, the two rainy seasons become more like of a single long and wet rainy season on the northern part of the equator. The total annual average precipitation is 1197mm of rainfall. The monthly average is estimated at 39.6 to 152.7mm[13]. Uganda experiences equatorial climate due to its proximity to the equator. Average annual temperature is 16 degrees in the southwest highlands, whilst in the northwest, temperatures are in the region of above 30 degrees Celsius[14]. Seasonally, the mean temperature is 23 degrees Celsius[15]. Throughout the year, the country experiences moderately hot and humid conditions. Throughout the year, the country experiences significant amount of sunshine.

[13] https://climateknowledgeportal.worldbank.org/country/uganda/climate-data-historical#:~:text=During%20this%20period%2C%20total%20annual,to%20152.7%20mm%20in%20April.

[14] https://cpb-us-w2.wpmucdn.com/u.osu.edu/dist/9/1401/files/2014/03/Uganda-25qjgxn.pdf

[15] https://climateknowledgeportal.worldbank.org/country/uganda/climate-data-historical#:~:text=Uganda's%20climate%20is%20largely%20tropical,rainy%20season%2C%20March%20to%20October.

3.4 Hydrology

Uganda is home to different water bodies and the country receives significant amount of rainfall. The country has abundant water resources, with most of it located in the Lake Victoria[16] and White Nile. Approximately 35% of water resources from Uganda originate from neighbouring countries. Due to urbanisation and land degradation there has been some reduction in the amount of water from wetlands. Uganda manages its rivers through 8 basins, namely - [17]: Lake Victoria, Lake Kyoga, Victoria Nile, Lake Albert, Lake Edward, Albert Nile, Achwa, and Kidepo Basins. Groundwater is also greatly available due to the fact that Uganda has 90% of its country covered by rock aquifers. In recent years, municipal, agricultural and industrial run-off has led to eutrophication of the Lake Victoria. The Water Act, National Water Policy and Strategic Investment Plan for the Water and Environment Sector (2018-2030) provides a guiding framework for the management of hydrological resources. The country uses water use permitting to control the abstraction of water resources as well as the disposal of effluent and wastewater discharge. Aquifer characteristics are sedimentary and alluvial and tend to be localised near rivers and lakes. Some of the major rivers in Uganda include - Nile, Ruizi, Katonga, Kafu, Mpologoma and Aswa. Figure 6 presents a hydrological map of Uganda.

[16] Uganda shares Lake Victoria with Kenya and Tanzania and it is the second largest lake in the world. Lake Victoria spans a size of 69 000 square kilometres. It is the largest lake in Africa.

[17] https://winrock.org/wp-content/uploads/2021/08/Uganda_Country_Profile_Final.pdf#:~:text=Uganda%20has%20abundant%20surface%20water,in%20the%20north%20and%20east.

Figure 6: Hydrological Map of Uganda

@FAO/Tawanda Collins Muzamwese

NB: The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

NB: Specific hydrology of the project sites will be elaborated in the sub-project ESMPs. The ESMF gives the generic hydrology.

3.5 Soils and geology

Uganda has a variety of soils. Over 80% of the soils are dominated by Precambrian soils, which are amongst some of the oldest soils in the world. Pre-cambrian soils were generally formed about 3 billion to 600 million years ago. The soils of Uganda comprise of a combination of volcanic, alluvial and granitic. The pre-cambrian soils have wholly granitic, partially granatised and non-granitised formations. Most of the rocks are gneisses and granites. The soils are fertile with deposits of copper, tin, iron, phosphates, vermiculite and tungsten. There is a

distribution of different soil types across the country, such as acric ferralsols arenosols, calcisols, dystric regosols, eutric regosols, gleysols, histosols, lakes, leptic/skeletic andosols, leptosols, lixic ferralsols, luvisols, melanic andosols, nitisols, petric plinthosols, planosols and vertisols. The occurrence of these soils is also linked to the environmental conditions, precipitation, altitude and other determining factors which influence soil type. The productivity of these soils varies depending on their mineralogy. Soil properties are influenced by land-use practices, soil modifications, agricultural practices and other factors. Soil erosion, land degradation and poor land practices have had an impact on soils in Uganda.

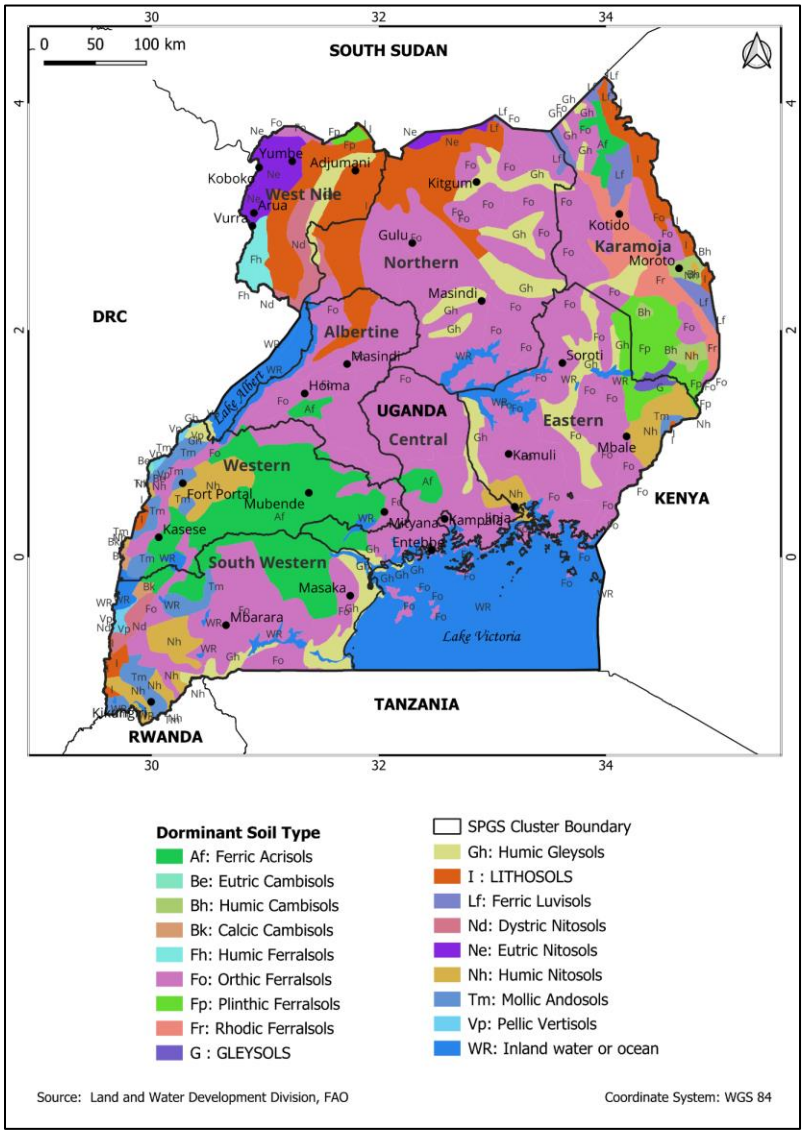

Figure 7: Soil Map of Uganda

@FAO/Land and Water Development Division

NB: The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

NB: Specific soil type of the project sites will be elaborated in the sub-project ESMPs. The ESMF gives the generic soil characteristics.

3.6 Ecology and species richness

The vegetation of Uganda is wide and diverse. There are several species which are endemic in Uganda. The variation is as a result of the different macro-climates. In general terms, the vegetation of Uganda is wooded savannah in the central and northern part of the country and the acacia on the southern part of the country. Mount Elgon and Mt Rwenzori exhibit wooded forests. The geography, climate and topography; have contributed to the species richness of the country. Uganda has a tropical forest management system through the protected areas, national parks, wildlife reserves and forest reserves. Some ecosystems have tropical high forest montane, whilst some others have woodlands, conifers, farmland and build up areas.

Uganda has 10 National Parks to facilitate conservation of biodiversity species namely - National Parks include Queen Elizabeth, Lake Mburo, Murchison Falls, Kidepo Valley, Kibale, Mount Elgon, Rwenzori Mountains, Semuliki, Mgahinga Gorilla, and Bwindi Impenetrable National Parks. More than 4500 species of plants have been recorded in Uganda whilst 350 species of mammals and 1500 species of birds are found in Uganda. Vegetation species such as *Albizia spp* and *Terminalia spp* are endemic in lowlands. *Terminalia schimperiana* and *Prosopis Africana* (African Mesquite) are found in Uganda. Furthermore, other species include *Prunus Africana* (Red stinkwood), *Cycad, Santalum album* (sandalwood), *Annona senegalisi*s (wild custard apple), *Cordia millenii* (drum tree), *Azadiracha indica* (Neem), *Butyrospermum paradoxum* (Shear butter), *Cajanas cajana* (Pigeon pea), *Jatropha curcas* (pig nut, fig nut, physic nut), *Kigelia Africana* (sausage tree), *Borassus aethiopum* (Borassus palm), *Tamarindus indica* (tamarind), *Vitex doniana* (black plum), *Olea europea* (brown olive, wild olive) and *Pennisetum Purpureum* (Elephant grass). The (African Mahogany) *Khaya grandifoliola* exists in Uganda in areas near Rwenzori National Park as well as the threatened *Entandrophragma angolense* (Budongo Mahogany)[18]. It is well known for its anti-malarial properties. The *Gorilla beringei beringei* (mountain gorilla) is found in Bwindi National Park under protected environments. This is an impenetrable forest environment. Chimpanzees *Pan troglodytes schweinfurthii* also exist and conservation efforts are being stepped up to ensure their vitality. Within the semi-arid environment some of the following species are found - *Acinonyx jubatu* (cheetahs), *Panthera leo* (lion), and *Panthera pardus* leopards.

Species such as the Common genet *(Genetta genetta)*, Serval *(Leptailurus serval),* Blue monkey (Cercopithecus mitis), Sitatunga *(Tragelaphus spekii),* African buffalo *(Syncerus caffer)* and Defassa waterbuck *(Kobus ellipsiprymnus defassa)* are present in Uganda. Furthermore, other species include Caracal *(Caracal caracal),* Chamileon *(Trioceros johnstoni),* Impala *(Aepyceros melampus),* Eland *(Taurotragus oryx),* Klipspringer *(Oreotragus oreotragus)* and African wild dog *(lycaon pictus)*. These species are endemic and adapted to the habitat, environmental and ecological conditions of Uganda.

[18] https://wwfafrica.awsassets.panda.org/downloads/vegetation_survey_report_.pdf

With regards to avian species, more than 50% of the birds of Africa are found in Uganda. Some of them include the (Red Headed Warbler) *Phylloscopus laetus*, (Olive Woodpecker) *Dendropicos griseocephalus*, (Blue Headed sunbird) *Cyanomitra alinae*, (Grey crowned crane) *Balearica regulorum*, (Great blue turaco) *Corythaeola cristata*, (African fish eagle) *Haelitus vocifer*, (Shoebill) *Balaeniceps rex*. The Sustainable Wood Based Value Chain project will be undertaken in areas where there is ONLY planted forests. Natural forests will not be harvested under this project. The project will not significantly disturb species richness. As the ESMF is overarching on the project level, all sub-projects will have to undertake site and project specific ESMPs which include biodiversity assessments of the specific sites where project activities will be undertaken. Figure 8 presents a map of vegetation.

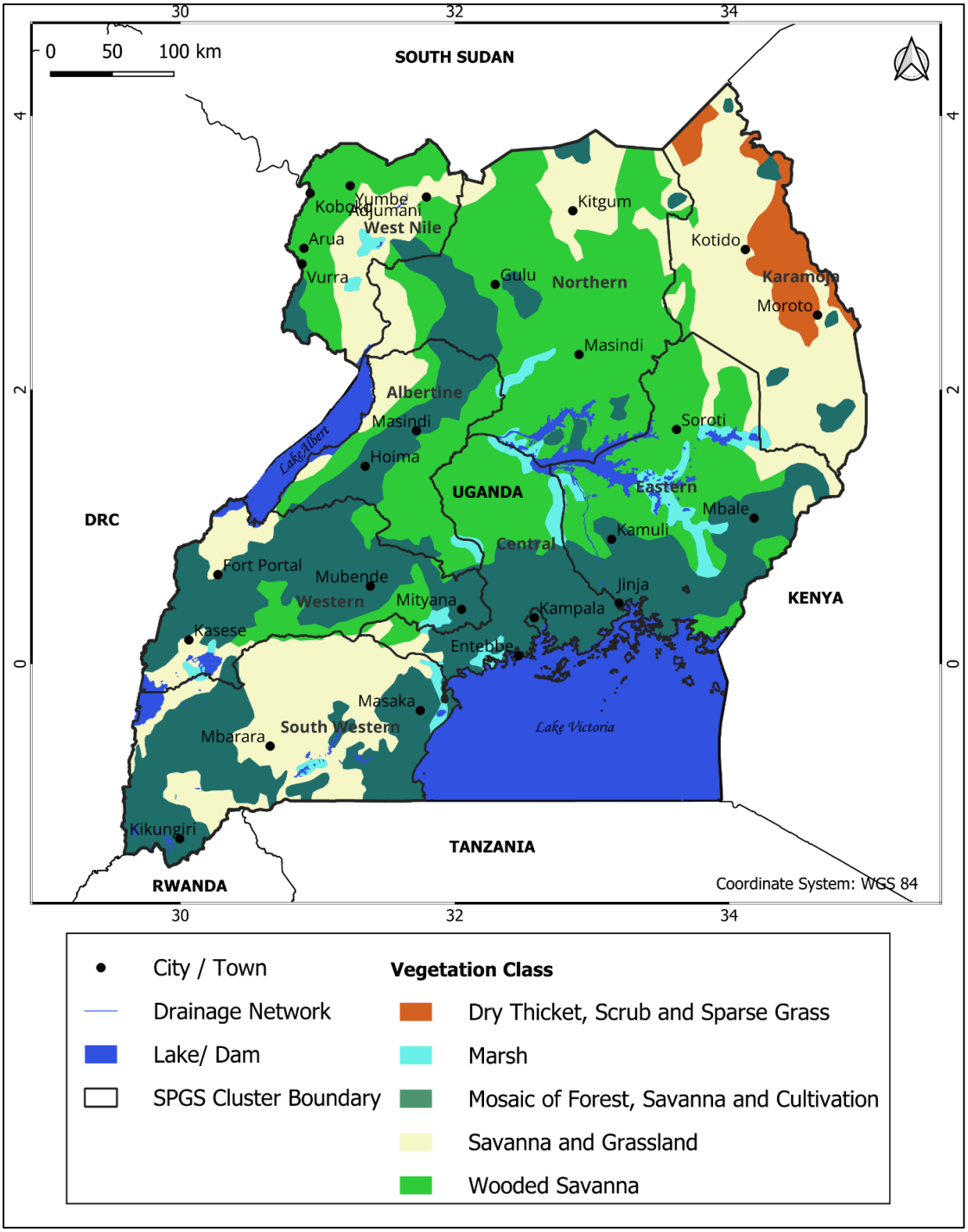

Figure 8: Vegetation Map - Uganda

@FAO/Tawanda Collins Muzamwese

NB: The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

NB: Specific soil type of the project sites will be elaborated in the sub-project ESMPs. The ESMF gives the generic soil characteristics.

3.7 Socio-economic activities

Uganda's economy is dominated by Agricultural production activities. This sector contributes to about 63% of the economy and up to 22% of the Gross Domestic Product (GDP)[19]. Some of the major economic activities include agriculture, fishing, forestry and retail. The agricultural sector is widely dominated by Fisheries, Animal Husbandry, Dairy, and Crop sub-sectors. Some of the key crops that are grown in Uganda include - tea, tobacco, sugar, coffee, cotton, grains, dairy products, and edible oils. Agriculture contributes to a large share of export earnings of the country. Food crops include corn (maize), millet, beans, sorghum, cassava, sweet potatoes, plantains, peanuts (groundnuts), soya beans, and vegetables such as cabbages, carrots, onions, tomatoes, and numerous peppers. Fisheries thrive in areas such as Lake Victoria and Lake Kyoga[20]. Agricultural activities thrive in Uganda due to good rains and fertile soils.

Manufacturing activities take place in bottling, textiles, steel and tannery activities. Services of hospitality and tourism are growing significantly. The oil sector is one of the growing sectors due to the discovery of oil in Uganda. In the year 2023, Uganda's economy grew by 4.6% (AFDB, 2024). According to the World Bank Group, Uganda is earmarked for a 6% growth in the year 2024[21]. Uganda possesses mineral deposits. The Government of Uganda has developed National Development Plans. This is envisaged to be buoyed by growth in oil sector and a recovery in the tourism sector post Covid-19).

Although Uganda has a vast potential for exporting goods and services, the main challenge is the limited value addition of materials before exports. This reduces the revenue potential of the exports. In general terms Uganda has experienced economic stability over the past three decades (UNICEF, 2018).

Uganda comprises of 56 Tribes and also 9 indigenous communities. The population of Uganda stands at 45.9 million people, based on the results of the latest census carried out in the year 2024 (Uganda Bureau of Statistics, 2024). About 75% of the population live in the rural areas (United Nations Uganda , 2021).

[19] https://seetacampus.ourladyofafricaschools.sc.ug/wp-content/uploads/Geography%20Paper%20Three%20Notes.pdf

[20] https://openjicareport.jica.go.jp/pdf/12025201_02.pdf

[21] https://www.worldbank.org/en/country/uganda/overview

4. RISK CLASSIFICATION AND MANAGEMENT

In order to ensure that projects and programmes are implemented in a manner that is not detrimental to the environmental and society, FAO has developed a Framework for Environmental and Social Management (FESM). It is anchored on six principles, two Environmental and Social Operating Pillars (ESOPS) and nine Environmental and Social Standards (ESSs). Screening and Categorisation is required for all projects and programmes regardless of their category.

Whenever a project arises, it is screened using the ES Risk Screening Checklist which examines the possible environmental and social risks. The Screening process also identifies the need for any environmental and social safeguards requirements to be prescribed for the project.

Based on the assessment that was undertaken on the project, the project is hereby classified as **Moderate Risk**. This is due to the fact that the project will not establish new forest plantations. Wood will only be harvested from planted forests of exotic tree species such as eucalyptus and pine.

The Moderate risk classification emanates from the fact the project will not establish new forest plantations, but will use already existing plantations as sources of timber. Therefore, there will be no major impacts of biodiversity loss due to establishment of forests. The other major consideration is the fact that the project will focus only on planted forests of exotic species and no indigenous species will be utilised. This is a strategy to minimise the impacts on biodiversity. Only timber from legal channels and that which can be traced to the source of origin will be used during the project.

Furthermore, some activities to be implemented during the project include the production of briquettes from waste saw dust. Therefore, the project adopts circular economy practices and industrial symbiosis, thereby minimising the environmental footprint of the project. The project will also create employment for the local people of Uganda, as well as providing products that can be a source of raw materials. Local economic development and increased tax revenue will be facilitated through a Sustainable Wood Based Value Chain Project.

In order to identify environmental and social risks, the project adopted a systematic approach to environmental and social risk identification. This process facilitated effective categorisation of the project and the development of measures to manage and mitigate environmental and social risks.

- Identification of the risks of the activities in each project outcome/component
- Screening project activities against the ES Risk Screening checklist
- Developing mitigation measures for the identified environmental and social risks[22]

[2222] The mitigation measures developed in this ESMF are broader and overarching for the whole project. However, for specific sub-projects, there shall be ESMPs or ESIAs; depending on the categorisation by NEMA and these will be expected to have "site-specific" activities and mitigation measures. The ESMPs and the ESIAs, must be developed by ESIA Consultants registered in Uganda

Identification of environmental and social risks used various methodologies such as observation of the wood processing activities in the wood based value chain, key informant interviews, matrices, checklists, focus group discussions, document reviews and benchmarking with international best practices.

Secondly, the FAO has developed a Framework for Environmental and Social Management to standardise the process of screening projects and programmes in line with environmental and social risks. This checklist was used to assess the environmental and social risks of the project. A completed version of the ES Checklist for the project "Sustainable Wood Based Value Chain Project in Uganda GCP/UGA/072/EC" has been presented in in Annex 1 of the ESMF. This presents a detailed framework of environmental and social risk screening and categorisation. The checklist also provides objective evidence on how the categorisation and risk classification has been undertaken and confirmed. The ES Checklist developed by FAO is objective and repeatable, in order to yield reliable outcomes in project screening and categorisation.

The ESMF also establishes some mitigation measures that can be considered by the project in order to reduce environmental and social risks. This framework will guide the implementation of environmental and social mitigation measures throughout the project. This framework is presented in Chapter 6 of this document. Sub-projects should adhere to the mitigation recommended by this ESMF and also adhere to the site-specific mitigation measures prescribed in the ESMPs and/or ESIAs of the specific projects. Sub-projects must also adhere to any environmental and social safeguards specifications stated by the National Environmental Management Authority of Uganda. In developing frameworks for mitigation measures, the sub-projects are required to use E & S Consultants who are registered by NEMA in Uganda. This is a pre-requisite for the environmental and social safeguards instruments such as ESIA and ESMPs to be accepted and considered in Uganda. All Sub-projects shall undergo screening and with the ES Risk Screening checklist.

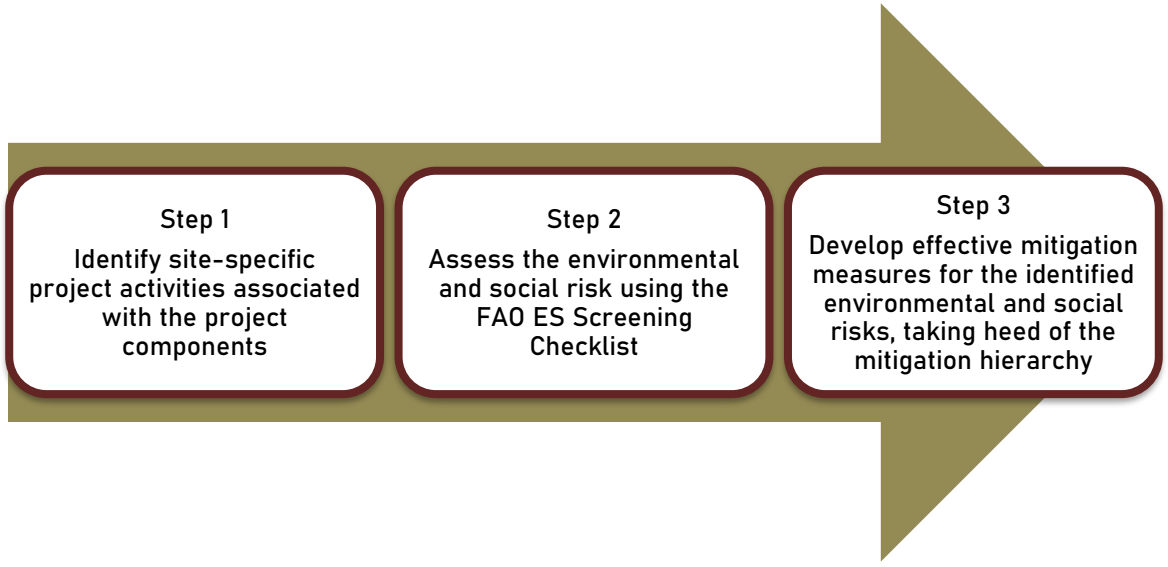

Figure 9: Systematic approach to risk categorisation and management

The outcome of the environmental and Social Risk Categorisation for the project is expressed in Annex 1 of this ESMF and is classified as **MODERATE RISK**. The **precautionary principle** was used for identification of all environmental and social risks to ensure that they are not omitted from the assessment. The Precautionary Principle states that we must exercise caution when managing environmental and social risks, even if we do not have scientific evidence of the possibility of adverse effects of an issue that we do not have full knowledge about. The Precautionary Principle also aims to ensure that we act on the side of caution, whenever projects are going to be implemented. Throughout the ESMF and in ES Risk Categorisation, the Sustainability Principle was mainstreamed. The Sustainability Principle proposes that we must take measures to reduce implement our project activities in a manner that does not compromise future generations to be able to meet their own needs.

5. POTENTIAL ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

The implementation of the project *Sustainable Wood Based Value Chain Project in Uganda GCP/UGA/072/EC* has the potential to facilitate both positive and negative outcomes. The aim of the ESMF is to provide a framework for mitigating environmental and social impacts, whilst at the same time enhancing positive outcomes. The Implementing Partners (IPs) and FAO will use this ESMF to ensure that the positive aspects of the project design are enhanced.

5.1 Positive Environmental and Social Risks and Impacts

The project will strengthen the wood based value chain in Uganda and ensure that there increase productivity as well as an increased level of legal timber. The project will facilitate reduction in illegal timber activities through promoting formal activities in the wood based value chain.

The project will create employment directly and indirectly through various opportunities of work activities. This is a social benefit which can enable improved household income and national economic development.

The project will greatly increase the availability of employment through the creation of jobs for the local populations. Jobs will be created in various facets of the value chain such as logging, primary processing, secondary processing and marketing of timber products. The creation of employment, provides both social and economic benefits and reduces the levels of vulnerability to poverty. Increasing the number of people who are employed in the wood based value chain will also strengthen the possibility of national development and economic prosperity.

Creation of new products from timber residues will also provide a platform for implementing industrial symbiosis. The project will ensure the manufacturing of briquettes from the waste material. This process will also assist in preventing an environmental nuisance and reduce land pollution. Through this project there will be skills transfer through various initiatives such as training of chainsaw operators, training in standards as well as training on occupational safety and health standards.

In addition to timber products, the strengthening of the wood based value chain will also strengthen the ability to produce other numerous consumer products. The products can also be a source of income and livelihood.

Furthermore, the project will facilitate forest regeneration and the ability to ensure that the sun hits the forest floor. This will also assist other species to thrive and survive.

The improved ability to implement international standards such as the Forestry Stewardship Council (FSC) will enable an increased capacity to produce high quality timber products. This will also facilitate increased prospects of increasing the level of exports of timber from Uganda. An increased level of exports will facilitate a growth in the economy of the country.

5.2 POTENTIAL NEGATIVE ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

5.2.1 Greenhouse gas emissions

There is a potential of generation of greenhouse gas emissions through operation of machinery which uses fossil fuels. Furthermore, haulage activities using vehicles will also generate emissions. During primary and secondary processing activities, some emissions will be generated. In order to mitigate this environmental and social impact, the project will ensure that it implements servicing and maintenance of equipment. In addition, there is also the prospect of using cleaner fuels such as renewable energy where practicable e.g. renewable energy for lighting purposes.

5.2.2 Occupational Safety and Health Risks, Accidents, Incidents and Injuries

Due to the fact that the project will use machinery, there is a high chance of injuries, accidents and fatalities occurring. The use of chainsaws presents risk of cuts and exposure to vibration. These hazards will be addressed through training, capacity building and developing standard operating procedures. There are further risks associated with logging, which may cause accidents and fatalities through tree falls on personnel during tree harvests. Other safety risks exist in timber haulage activities and these may occur through Road Traffic Accidents (RTAs).

In order to prevent and manage these adverse effects there are several methods which can be implemented. Hazard Identification and Risk Assessment (HIRA) will be undertaken before any tasks are undertaken, in order to ensure that all individuals working on the project are aware of the health and safety hazards prevalent at the project sites. Fall arrest equipment such as Full Body Harnesses will be used for any work that is 2 metres and above, in order to prevent and minimise risk of falls from height.

Dust control measures such as atomised dust suppression will be implemented as mitigation measures. In order to mitigate against the risk of noise induced hearing loss, employees shall be provided with ear muffs or ear plugs to minimise exposure. Noise levels shall be maintained below the threshold of 85 decibels in the workplace. In order to prevent the risk of RTAs, Driving Safety training will be administered to all drivers. Furthermore, there is also a need for journey and route planning. Safety, Health, Environment (SHE) Toolbox talks will be undertaken to remind workers of the hazards of the job.

Due to the fact tha the project will use machinery that may have vibration, there is a risk of occupational diseases such as Hand Arm Vibration (HAV), Carpal Tunnel Syndromne (CTS), vibration, numbness and vibration white figure. These health conditions may manifest due to the long term exposure to vibration related hazards. The significant cases of these aforementioned conditions may arise from power hand tools such as chain saws. There is need for implementing mitigation measures which such as measuring the level of vibration, job

rotation, serving of equipment and maintenance of equipment. Allowing employees to take breaks is also foreseen as a potential mitigation measure, for dealing with the risk posed by vibration.

5.2.3 Chemical Usage

Due to the potential usage of chemicals in the treatment of wooden poles[23] and finishing activities which may require wood varnish, Environmentally Sound Management (ESM) of chemicals will be implemented in order to eliminate the adverse effects. Labelling of chemicals will be adhered to, as well as the maintenance of Material Safety Data Sheets (MSDS). Furthermore, workers shall be furnished with PPE when using chemical substances.

5.2.4 Water Usage and Resource Consumption

Water usage will be an environmental and social impact during implementation of the project. Energy resource consumption will be a key impact due to the use of energy for fuelling machinery for logging such as chain saws. Vehicle movements will need energy in order to support their activities. It the kilns for treating and drying timber energy use will be a key resource consumption impact. Electricity will be used in operating certain machinery and equipment. The project will adopt efficient energy utilisation and resource efficiency. Regular maintenance and servicing of equipment will be implemented in order to ensure that there is reduction and optimisation of energy consumption.

5.2.5 Potential effects on cultural heritage

In order to mitigate the impacts on cultural heritage, the PMU will ensure that the project avoids any areas with cultural heritage significance. There is potential for encountering areas of special interest such as burial sites and worshipping places. In Muvende great care should be taken to avoid a place called Nakaima which is believed to have the Spirit of Nakaima. In the Eastern Region there is Kazimba Kunjira and people believe that spirits are in the trees and in order to see them, there is need to see Maandwa "traditional healers". In order to mitigate this potential impact, the project will assess and evaluate areas where logging will take place for the possibility of areas of cultural interest. There shall be adoption of the *"Chance Find Procedure"* just in case cultural heritage is observed in the project sites.

[23] Creosote is one of the most commonly used chemicals in the treatment of wood.

5.2.6 Potential effects on the movement of wildlife

There is a potential effect on wildlife species due to the fact that some wildlife species find habitat in both natural forest and planted forests, which will be the focus of the project. In order to manage and minimise this impact, activities will be restricted to planted forests of exotic species. In order to minimise impacts on wildlife in those areas, the project will ensure that logging is undertaken in phases.

5.2.7 Potential risk of fire

The project has potential risk of fire in various operations such as operating machinery with flammable fuels, sawmilling, processing and other ancillary operations. Fires can also emanate from electrical work. The project will establish a Fire Management Plan which details how to deal with potential fire incidents and prevents them. Where prevention is not possible, action will be taken to minimise effects. A trained team of Fire Fighters will be established at each and every project site.

5.2.8 Labour relations

Due to the fact that the project will involve some work to be done – such as operating chain saws, timber logging, lifting, primary processing and secondary processing; the risk associated with labour relations issues exists as well as a potential risk associated with child labour in the wood based value chain. The PMU will ensure that there is no forced labour, no child labour and poor labour relations issues throughout the entirety of the project. All work undertaken during the entire duration of the project shall be undertaken voluntarily. Any contractors and consultants undertaking work shall be oriented on labour relations issues. Adherence to the labour laws of the Republic of Uganda shall be strictly followed at every stage of the project. Furthermore, the minimum age of employment shall be fully adhered to and actions shall be taken to prevent and eliminate all forms of harmful child labour in all project activities. The site-specific ESMPs, will include measures to manage labour relations and prevent child labour.

5.2.9 Potential of generating waste and wood residues

The project will generate significant amount of waste. Some of the waste include offcuts, bark residues and sawdust. Other types of waste may include hazardous waste from the servicing and maintenance of equipment. The project Management Unit shall enforce a Waste Management Plan and ensure that there is segregation of waste at source, recycling of waste and re-use of waste. Waste sawdust shall be channelled towards the manufacturing of sawdust. Open dumping of waste will be strictly prohibited.

5.2.10 Risk of soil loss and soil compaction

Movement of wood products, usage of machinery and movement of loaded trucks is envisaged to have an effect on the soil. Some of the potential effects on soil include erosion as a result of reduced soil cover from logging activities. Truckloads of logs and also timber at various stages may cause soil compaction if loading is not properly supervised, such that loads are excessive. In order to mitigate this environmental impact, the project shall ensure that it manages the load sizes of the trucks and adheres to weight restrictions of roads. This shall also apply to communal roads.

5.2.11 Risk of proliferation of diseases and harbouring disease vectors

There is a potential risk of proliferation of diseases and harbouring disease vectors. Firstly, due to the influx of people in selected project areas there could be increased interactions and sexual relationships amongst workers and locals. Furthermore, increased income levels may also result in increased sexual activities. This may result in the spread of Sexually Transmitted Infections (STIs), including HIV/AIDS. Awareness raising about the potential risk of contracting STIs will be undertaken throughout the project sites.

With regards to disease harbouring vectors, due to the fact that some of the work such as harvesting timber will be undertaken outdoors, there is a potential risk of contracting vector diseases such as malaria. Due to the fact that workers will be working outdoors where there is a high risk of encountering these vectors, it will be possible that some of them may encounter these impacts. In order to prevent these impacts, there will be awareness about vector borne diseases, malaria prophylaxis and also preventing the occurrence of stagnant water pools at sites. All containers which may harbour vectors will be managed and disposed accordingly. Furthermore, awareness will be raised on other tropical diseases besides malaria.

5.2.12 Ergonomic hazards

Due to the fact that the project will involve various work activities which include manual work, such as tree felling using chain saws, lifting of timber, loading and offloading, there is a risk of ergonomic hazards. The risk of awkward work posture and manual lifting may exist, resulting in musculoskeletal disorders. As a mitigation measure, the PMU, shall ensure that there is awareness on workplace ergonomics. Furthermore, work tasks shall be designed in a manner that is suitable to the physical body make-up of the relevant employees. Employees, contractors and community workers, where applicable shall be guided on the appropriate ergonomic practices. Awkward postures shall be prohibited and supervisors at different sites where project activities take place shall carry out regular inspections of work activities in order to prevent any actions that can increase ergonomic risks.

5.2.13 Potential risk of snake bites and wild animal attacks

The project may result in workers being bitten by snakes during the timber logging activities. This is because some snakes would have found haven in the areas where tree felling would be taking place. Awareness shall be raised concerning the presence of snakes in some of the project areas. Furthermore, the project shall ensure that workers can identify different types of snakes. Arrangements shall be made with surrounding medical facilities which have anti-venom capabilities, in order to have a mechanism of sending workers in the event of snake bites. Furthermore, other risks pertain to stings by scorpions. Awareness raising shall be undertaken about the toxicology of scorpions and also how to avoid stings. Hazard identification and Risk Assessment shall be undertaken before every shift and shall also touch upon aspects of scorpion stings and snake bites.

Due to the forest environment under which some activities of the sustainable wood based value chain project shall be undertaken, there is risk of attacks by wild animals. This may result in injuries, fatalities or even exposure to zoonotic diseases. Awareness raising on the dangers of animal attacks, shall be undertaken at every project site where there is a potential encounter with wildlife species. Workers shall not be aggressive towards animal and wildlife species for no reason. In addition, workers shall be discouraged from hunting expeditions during tree felling and shall avoid coming into conduct with animals that may cause zoonotic diseases

5.2.14 Potential effects on groundwater

Due to the potential spillage of hazardous substances during usage of machinery which consumes fuels e.g. petrol and diesel as well as chemical spillages from the treatment of timber, there is a potential risk of groundwater pollution. Leak prevention, maintenance of equipment and servicing will be undertaken regularly in order to mitigate the effect of groundwater pollution

5.2.15 Potential of encroaching into protected areas

It is unforeseen tha the project will encroach into protected areas. Strict adherence to national laws and regulations will be prioritised. Whilst the possible risk exists, it is very insignificant and unlikely.

5.2.16 Potential risk of noise and dust generation

Due to the fact that the project will utilise machinery, there is a potential risk of generating noise. Some of the key activities which may generate noise include tree felling using chain saws. Other key activities which generate noise are encountered in both primary processing and secondary processing. In order to deal with this environmental issue, employees shall be furnished with ear protection PPE such as ear muffs or ear plugs. Equipment servicing and maintenance shall be undertaken. Some devices shall be fitted with silencers and some equipment will also be physically contained, in order to reduce noise at source.

With regards to dust generation the logging, primary and secondary processing of wood will result in dust generation. Continued exposure to dust may result in the onset of chronic diseases such as pneumoconiosis. Respiratory protection of workers shall be undertaken through the provision of dust masks. Medical surveillance of workers and contractors working in dusty occupations shall be prioritised in order to continually monitor the risk of prevalence of pneumoconiosis and respiratory conditions induced by working in dusty environments.

Good housekeeping shall be undertaken in the processing facilities in order to prevent accumulation of dust. Dust control measures such as dust extraction fans shall also be implemented.

5.3 Prevention of Sexual Exploitation Abuse and Harassment (PSEAH)

Sexual Exploitation, Abuse and Harassment is a form of Gender Based Violence which is a violation of human rights. The Government of Uganda has a zero-tolerance stance to Sexual Exploitation Abuse and Harassment (SEAH). Furthermore, FAO has developed the Framework for Environmental and Social Management (FESM). Within the FESM, Prevention of Sexual Exploitation Abuse and Harassment (PSEAH) is an imperative. The project will be guided by both the national policies of Uganda as well as the FESM. Several measures shall be implemented to prevent SEAH. Firstly, there shall be awareness sessions within the PMU, beneficiaries and other stakeholders involved in the project about PSEAH. The sessions will involve equal participation of both males and females in the awareness and sensitisation sessions.

A Grievance Redress Mechanism that allows victims to report situations of Sexual Exploitation Abuse and Harassment will be developed for the project. Disputes of a SEAH nature may be resolved at local level using national regulatory frameworks, but will also be reported to the Office of the Inspector General. Whilst the risk of SEAH exists in every project, the risk is rated as low due to the existence of a legal framework, GRM and FESM. The PMU will ensure that there is protection of the victims in the event of SEAH and their confidentiality is respected.

There shall be “zero-tolerance” to retaliation by perpetrators of SEAH towards victims of SEAH who would have reported. Victims of SEAH shall be free to use any one or multiple avenues to get redress, including but not limited to project GRMs, national legal recourse, criminal, civil

charges among others. All contractors, consultants and stakeholders working on the project shall be inducted on PSEAH. Within the Code of Conduct of all workers undertaking work on the project, requirements of PSEAH shall be included and signed for.

6. GENERIC ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

Due to the fact that the specific project sites and project activities are not yet elaborated, the Environmental and Social Management Framework (ESMF) hereby presents a Generic Environmental and Social Management Plan (ESMP) Matrix in Table 4 to guide the implementation of the project throughout its life cycle. **Site Specific ESMPs will be developed once the specific beneficiaries, project sites and project activities are finalised**. The Generic ESMP matrix includes project activities, environmental and social impacts, implementing agency, monitoring agency, timeline and budget. Implementation of the measures suggested in Table 4 is a key step towards ensuring that negative impacts of the project are mitigated and positive impacts are enhanced. The Generic ESMP Matrix presents the following aspects:

- Environmental and social management measure
- Institutional and implementation arrangements
- Estimated costs,
- ESMP Monitoring Arrangements

The aspects of the Generic ESMP Matrix[24] are explained in Figure 12

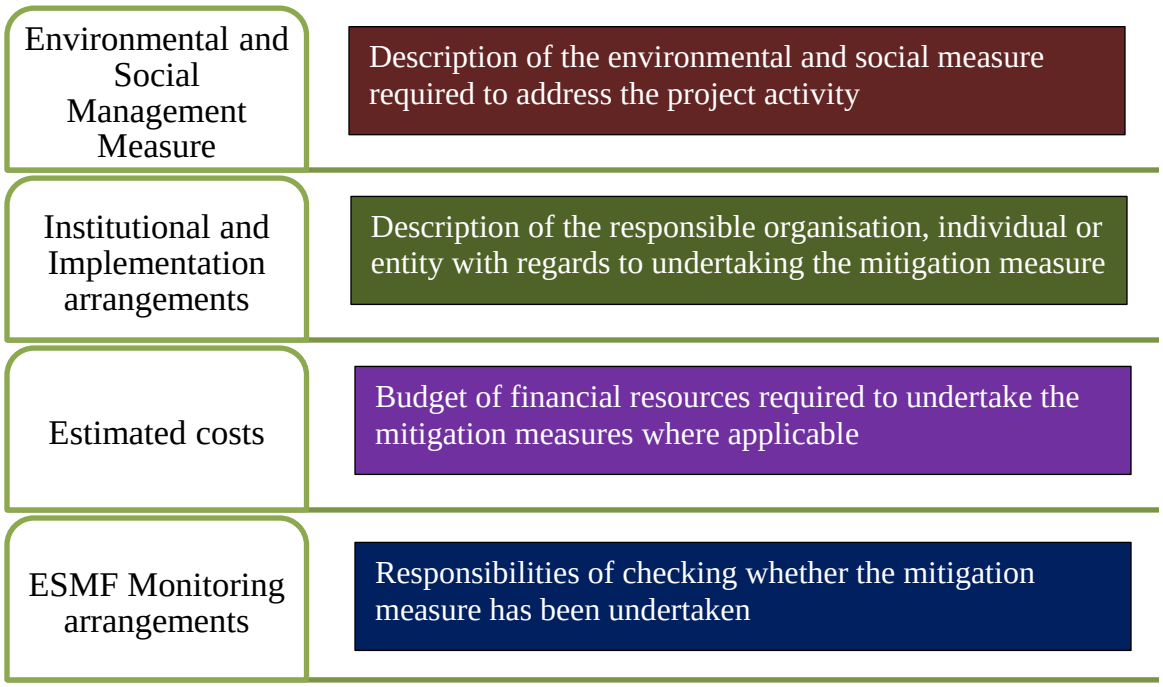

Figure 10: Description of the thematic focus of a Generic Environmental and Social Management Plan (ESMP)

[24] Specific project Sites will develop Site-Specific ESMPs or ESIAs depending on the screening and requirements from the National Environmental Management Authority (NEMA) of Uganda

Table 3: Generic Environmental and Social Management Plan Matrix

Activities	Potential environmental and social risks and impacts	Mitigation Measures	Implementation Arrangements[25]	Monitoring Arrangements[26]	Timeline	Estimated costs to implement the mitigation measures
Primary processing and secondary processing	Generation of waste and wood residue (sawdust, slabs, offcuts, trims shavings and bark)	Production of briquettes using waste from sawdust[27] Consider using sawdust for as flooring material (animal bedding) for poultry production farmers as a means of industrial symbiosis Proper waste disposal through having waste bins and recycling waste	PMU and line ministry/MWE Implementing Partners Timber producers and processing firms	NEMA	2025-2029	$10 000
Primary processing and secondary processing	Fire Risk	Establish and implement a Fire Management Plan Provision of fire-fighting equipment such	PMU and line ministry/MWE Implementing Partners	NEMA	2024-2029	$12 500

[25] This can be presented in this table or as a separate section. If the latter, indicate the activities and mitigation measures that the arrangements refer to.

[26] This can also be presented in this table or as a separate section. If the latter, indicate the activities and mitigation measures that the arrangements refer to.

[27] Industrial symbiosis is a business model where one waste from another organisation is used a raw material at another organisation.

		as fire extinguishers and the erection of fire guards				
Processing	Dust generation from wood processing	Implement dust control measures Provide Personal Protective Equipment (PPE) to Workers in order to prevent dust exposure and respiratory diseases Establish a Fire Index	PMU Project Implementing Partners (IPs)	NEMA	2025-2029	$2 500
Operation and maintenance of equipment	Oil spillages	Ensure proper storage of chemicals. Develop oil spillage procedures Install oil separators in equipment services areas	Timber producers and processing firms	NEMA	2025-2029	$7 000
Logging, primary processing and secondary processing	Risk of accidents injuries and fatalities during timber logging, primary processing	Training on Occupational Safety and Health Chainsaw Training	Timber producers and processing firms	Ministry of Gender, Labour and Social Development	2025-2029	$10 000

	and secondary processing	Provision of Personal Protective Equipment Undertaking Hazard Identification and Risk Assessment Raising awareness on Occupational Safety and Health risks Health and Safety inspections Provision of first aid kits during the installation processes to cater for the risk of injuries. Proper information and identification of areas undergoing logging in order to avoid injuries of members of the public and to inform				

		employees about the site hazards				
All project activities and stages	Risk of diseases such as HIV/AIDS and Malaria, typhoid	Awareness raising about health and diseases Provision of safe clean water in order to relevant typhoid Partnerships with clinics around the forested areas	PMU and line ministry/MWE Timber producers and processing firms Contractors	Ministry of Health	2025-2029	$20 000
Logging	Risk of snake bites when working in forested areas during timber logging	Awareness raising about the hazards and prevention of snake bites. Facilitate arrangements with medical facilities that have anti-venom facilities	Timber producers and processing firms	Ministry of Health	2025-2029	$5 000
Logging	Risk of being stung by scorpions	Awareness raising about the hazards and prevention of scorpion stings.	Timber producers and processing firms	Ministry of Health	2025-2029	$5 000
Logging	Risk of wild animal attacks	Awareness raising about hazards and prevention of animal attacks	PMU and line ministry/MWE	UWA	2025-2029	$10 000

		Training and awareness	Timber producers and processing firms			
Logging	Falling logs and risk of fatalities and injuries	Implementing occupational safety and health procedures Hazard identification and risk assessment	PMU and line ministry/MWE Timber producers and processing firms	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate
Logging	Slippery terrain and risk of falls	Implementing occupational safety and health procedures Hazard identification	PMU and line ministry/MWE Timber producers and processing firms	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate
Logging	Working outdoors exposure to weather elements and heat stress. Potential dehydration and contracting of tropical diseases	Ensuring workers are hydrated Provision of personal protective equipment Awareness raising	PMU and line ministry/MWE Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	$5 000
Logging	Changes in the climatic conditions, resulting in changes in the direction of tree fall and consequently	Monitoring weather conditions Hazard identification and risk assessment	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	No cost

	injuries and fatalities					
Logging	Exposure to sharp objects	Hazard identification and risk assessment Employment of competent and trained personnel	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate
Logging	Risk of poor sanitary conditions and open defaecation	Ensure that there is provision of sanitary facilities at different project sites	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	$7 000
All stages and project activities	Risk of gender discrimination and exclusion of women in the wood based value chain activities Transparency in recruitment and procurement processes	Raising awareness about gender equality and gender mainstreaming throughout the project life-cycle. Encourage female participation in work activities Clearly indicate gender roles in project activities without discrimination	PMU and line ministry/MWE	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate

		Ensure women are also involved in benefit sharing Avoid neglecting women and youth				
Harvesting	Overharvesting of forestry resources, illegal timber and unsustainable charcoal	Ensure that licensing is enforced for every tree farmer by National Forestry Authority Develop Timber Yield Regulation Plans Adhere to the Annual Allowable Cut (AAC) Enforce export licenses Facilitate training on sustainable harvesting of timber. Adhere to timber export permits issued by the Ministry of Water and Environment	Timber producers and processing firms Contractors	National Forestry Authority (NFA) Ministry of Gender, Labour and Social Development	2025-2029	$10 000

		Adhere to charcoal permits Avoid harvesting timber at once. Implement a phased approach to timber harvesting Replant after harvesting to prevent habitat loss				
Timber Haulage	Road Traffic Accidents (RTAs)	Inspection of vehicles Training drivers and road users on road safety Awareness raising Ensuring that haulage is undertaken only by licensed drivers	PMU and line ministry/MWE	Ministry of Works and Transport	2025-2029	$5 000
Crushing briquettes	Generation of noise and dust	Provision of ear muffs, ear plugs and respiratory protection.	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	$3 000

Logging	Potential habitat loss	Selective logging and harvesting in phases	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate
Chemical Usage and pole treatment	Potential for water pollution from chemicals generated by pole treatment. Risk of irritations diseases and chemical spillages	Implement Environmentally Sound Management of Chemicals Provide training on environmentally sound management of chemicals	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	$3 000
Logging	Loss of ecosystem services	Restrict timber harvesting to only exotic tree species and avoid indigenous tree species. Restrict timber harvesting to forested areas only and avoid encroaching onto other areas Avoid ecologically sensitive areas	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	No cost of mitigating

Operation of machinery and vehicles	Generation of Greenhouse Gas Emissions (GHG) during transportation	Servicing and maintenance of machinery	PMU and line ministry/MWE	Ministry of Gender, Labour and Social Development	2025-2029	$7 000
All stages of the project cycle	Risk of Child Labour	Establish policies that prevent child labour	PMU and line ministry/MWE	Ministry of Gender, Labour and Social Development	2025-2029	No cost to implement
Logging	Ergonomic Hazards	Enforce the proper work postures and proper lifting techniques Training on Ergonomics	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	$2 500
Harvesting	Ergonomic Hazards	Enforce the proper lifting techniques and proper work postures Training on Ergonomics	Timber producers and processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	$5 000
Harvesting	Soil damage during harvesting of trees.	Ensure minimal soil disturbance during tree harvesting processes	Timber producers and processing firms Contractors	NEMA	2025-2029	No cost to mitigate
Timber Haulage	Soil compaction during haulage and carrying of heavy materials. Soil	Implement measures to manage and control loads. Adopt soil and	Timber haulage service providers and Timber	NEMA	2025-2029	No cost to mitigate

	erosion and gulley creation	water conservation measures	producers and processing firms			
Harvesting	There is potential effect on trees that are for medicinal purposes	Selective logging of tree species that are exotic only. Avoid other tree species with medicinal properties for the local population	Timber producers and processing firms	NFA	2025-2029	No cost to mitigate
Logging	There is potential for encountering areas of special interest such as burial sites and worshipping places. In Muvende great care should be taken to avoid a place called Nakaima which is believed to have the Spirit of Nakaima. In the Eastern Region there is Kazimba Kunjira and people believe that spirits are in the trees and in order to see them, there is need to see Maandwa "traditional healers	Assess and Evaluate areas where logging will take place for the possibility of areas of cultural interest Adopt the "Chance Find Procedure" just in case cultural heritage is observed in the project sites.	PMU and line ministry/MWE Timber producers and processing firms Contractors	NEMA	2025-2029	No risk to mitigate thru avoidance

Logging	The project may have potential impacts on natural forests species which are threatened	Project will be restricted to planted forests of exotic species only	Timber producers and processing firms Contractors	NEMA NFA	2025-2029	No risk to mitigate
Logging and establishment of processing facilities	There is also a risk of encroaching into protected areas	The project will be avoid activities within protected areas	PMU and line ministry/MWE Timber producers and processing firms Contractors	UWA NFA	2025-2029	No cost to mitigate
Primary Processing and Secondary Processing	The project will also generate waste such as fuel, oil, sawdust and offcuts.	A Waste Management Plan that is site specific will be developed alongside the ESMPs for each site Sawdust will be used for production of briquettes	PMU and line ministry/MWE Timber producers and processing firms Contractors	NEMA	2025-2029	$10 000
Primary Processing and Secondary Processing	There is a risk of labour issues and hence the need for a Labour Management Plan	Contracts will be developed and issued for staff members	PMU and line ministry/MWE	NEMA	2025-2029	No cost to mitigate

		A Labour Management Plan shall be developed	Timber producers and processing firms Contractors			
Harvesting	Loss of biodiversity	Harvesting will only be restricted to exotic tree species from plantations Selective logging Adoption of sustainable forestry management Reforesting areas which would have been harvested	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	NFA NEMA	2025-2029	No cost to mitigate
Harvesting	Soil Erosion	Adopting soil conservation methods	PMU and line ministry/MWE Timber producers and processing firms Contractors	NEMA	2025-2029	$4 000

			Project Implementing Partners (IPs)			
Harvesting	Water pollution	Preventive maintenance of equipment to avoid chemical spillages	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	NEMA	2025-2029	$3 000
Harvesting	Oil run-off from machinery	Preventive maintenance of machinery	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	NEMA	2025-2029	$3 000

Harvesting	Air Pollution due to greenhouse gas emissions	Servicing and maintenance of equipment	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	NEMA	2025-2029	$7 000
Harvesting	Loss of Livelihoods due to establishment pf facilities for processing.	Ensuring that communities are included in decision making on the forthcoming wood based value chain facilities Community engagement	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	NEMA	2025-2029	Cost to be based on Livelihood restoration plan if livelihoods to be impacted. The cost to be determined by Site-specific ESMPs
Harvesting	Health and Safety Risks to workers	Training on Occupational Safety and Health	PMU and line ministry/MWE	Ministry of Gender, Labour and Social Development	2025-2029	$6 000

	(accidents, illnesses, ill health and fatalities)	Provision of PPE Induction of contractors Adopt safe felling techniques, efficient felling patterns, and material handling systems Use of qualified chainsaw operators Training of employees operating machinery	Timber producers and processing firms Contractors Project Implementing Partners (IPs)			
Processing	Waste Generation including sawdust	Harness waste for making useful products such as briquettes Develop a Waste Management Plan	PMU and line ministry/MWE Timber producers and processing firms Contractors	NEMA	2025-2029	$10 000

			Project Implementing Partners (IPs)			
Processing	Energy consumption	Implement energy efficiency measures Undertake energy audits Service and maintain equipment Adoption of Renewable Energy Technologies	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Energy and Mineral Development	2025-2029	$7 000
Processing	Water Pollution from solvent usage	Implement Environmentally Sound Management of Chemicals Wastewater treatment Training of staff on safe handling of chemicals	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	NEMA	2025-2029	$6 000

Processing	Labour Rights	Ensure people work voluntarily and not against their own volition Ensure workers have access to Grievance Redress Mechanism (GRM) Adhere to minimum labour standards (prevention of child labour, prevention of forced labour, prevention of discrimination and adherence to minimum wage requirements.	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate
Timber Haulage	Generation of greenhouse gas emissions	Servicing and maintenance of vehicles	Timber producers and processing firms Contractors Project Implementing Partners (IPs)	NEMA PMU and line ministry/MWE	2025-2029	$7 000

Timber Haulage	Disruption of community roads	Adhere to tonne prohibition and weight limits	Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate
Timber Haulage	Risk of community accidents due to movement of trucks	Optimise transport routes Raise awareness on Road Traffic Safety	Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate
Offloading	Risk of injuries and fatalities to workers	Training and awareness on Occupational Safety and Health (OSH)	Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	$10 000

All stages of the project cycle	Risk of uncertified timber	Promote the use of standards such as Forestry Stewardship Council (FSC) and other voluntary standards Training and awareness on standards Develop standards in collaboration with UNBS for timber harvesting, road construction and health and safety	UNBS PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	NFA UNBS	2025-2029	$15 000
Contractor Activities	Accidents, injuries, ill health and fatalities Potential for contractors to cause poor labour practices Potential for contractors to cause sexual exploitation abuse and harassment	Training of contractors Induction of all contractors before commencing any work Certification of wood harvesting contractors	Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	$7 000

Maintenance and Repair of processing machinery	Accidents, injuries and ill-health. Spillages of chemicals such as fuels and oils Ergonomic hazards due to lifting operations	Awareness on Occupational Safety and Health Implement ad adopt Environmentally Sound Management of chemicals Undertake training programmes on proper lifting techniques	Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	$6 000
Marketing of wood products	Potential exclusion of small holder tree farmers	Include all stakeholders in the project Engage smallholder tree farmer associations	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	MWE	2025-2029	No cost to mitigate
Sawing	Risk of cuts Loss of hearing	Machine guarding Provision of ear muffs and ear plugs	PMU and line ministry/MWE	Ministry of Gender, Labour and Social Development	2025-2029	$2 000

	Potential for pneumoconiosis Eye irritation	Provision of dust musk as a form of respiratory protection	Timber producers and processing firms Contractors Project Implementing Partners (IPs)			
Saw doctoring	Risk of cuts Oil spills Electric shocks Falls	Training and awareness Oil spillage procedures Insulation and implement Lock Out Tag Out	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	$2 000
All stages of the project cycle	Pyscho-social risks	Include mental health as part of the occupational safety and health measures and induction.	Wood processing firms Contractors	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate

		Awareness sessions on mental health	Project Implementing Partners (IPs)			
Primary and Secondary Processing	Dust generation and potential impact on respiratory health	Provision of dust masks Dust suppression and project sites	Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	$1 000
	Noise generation from wood processing activities	Provision of ear muffs or ear plugs Servicing and maintenance of equipment If equipment is used, which is noisy, ensure that equipment is fitted with silencers and noise reducing mechanisms	Timber producers and processing firms Contractors Project Implementing Partners (IPs)	Ministry of Gender, Labour and Social Development	2025-2029	$1 000
Timber logging activities, primary processing and	Risk of forced labour and labour relations issues	Ensure people work voluntarily and not against their own volition	PMU and line ministry/MWE	Ministry of Gender, Labour and Social Development	2025-2029	No cost to mitigate

secondary processing		Ensure workers have access to Grievance Redress Mechanism (GRM) Adhere to minimum labour standards (prevention of child labour, prevention of forced labour, prevention of discrimination and adherence to minimum wage requirements.	Timber producers and processing firms Contractors Project Implementing Partners (IPs)			
All project activities	The potential for stakeholders to raise Grievances	Undertake sensitisation workshops and awareness raising the Grievance Redress Mechanism (GRM) in each project site	PMU and line ministry/MWE Timber producers and processing firms Contractors Project Implementing Partners (IPs)	PMU	2025-2029	$15 000
All project activities	The potential for sexual exploitation abuse and harassment	Although this risk is rated as low, there will be mitigation measures related to Prevention of	PMU and line ministry/MWE	Ministry of Gender, Labour and Social Development	2025-2029	$30 000

		Sexual Exploitation, Abuse and Harassment such as: Awareness and sensitisation Code of conduct for all staff and consultants working on the project	Timber producers and processing firms Contractors Project Implementing Partners (IPs)			
TOTAL COST FOR IMPLEMENTING THE GENERIC ESMP MITIGATION MEASURES						**$265 600**[28]

[28] The cost of implementing mitigation measures may fluctuate from time to time depending on the prevailing macro-economic environment. When the project establishes specific project activities and project sites are known, there shall be "site-specific ESMPs which shall be costed.

7. STAKEHOLDER ENGAGEMENT

7.1 Approach and outcomes of stakeholder engagement

In order to ensure a sustainable implementation of development projects, stakeholder engagement is imperative. A stakeholder is an individual, organisation, entity or other grouping in society which is affected or perceives itself as affected by a project. Stakeholders are also called interested parties. In the Sustainable Wood Based Value Chain Project in Uganda, there are a wide variety of key stakeholders who are affected positively and also adversely by the project. The ESMF aims to maximise positive outcomes whilst minimising the effect of the negative outcomes. The project implemented stakeholder engagement in an inclusive, transparent and accessible manner. The first round of stakeholder engagement activities was undertaken in the project development phase when the project document was developed. The second and current phase of stakeholder engagement was undertaken in September 2024 during the process of developing the Environmental and Social Management Framework. An International Social and Environmental Safeguards Specialist was engaged to undertake Stakeholder Engagement activities and prepare an Environmental and Social Framework based on the inputs from the stakeholders. This stakeholder engagement exercise was undertaken from the 16th to the 27th of September 2024. Further stakeholder engagement will be undertaken during the period of development of sub-projects and their ESMPs and/or ESIAs depending on the prescription of NEMA. In order for the stakeholder engagement to be structured, a set of objectives were established. These objectives also provided a platform for effective and focused stakeholder engagement.

The objectives of stakeholder engagement included the following:

- Identifying key stakeholder groups.
- Determine stakeholder needs and requirements.
- Establish Environmental and Social Impacts based on the stakeholder needs and expectations.
- Determine Environmental and Social Mitigation measures based on inputs from key stakeholders
- Develop a plan for the ongoing engagement of stakeholders

The stakeholder engagement will continue during the project cycle in order to identify new stakeholder requirements.

The preparation of ESMF was informed by a number of stakeholders at different levels. Stakeholders were drawn from government level, private sector, international organisations, industry associations, academic institutions and other key stakeholders

in the sustainable wood-based value chain. During the meetings with the key stakeholders, key questions were asked, related to the potential environmental and social impacts as well as some proposed mitigation measures in relation to timber logging, primary processing and secondary processing. In general stakeholders expressed support to the project as a tool for local economic development, job creation and the strengthening of capacity to produce legal timber. Most of the environmental and social risks are familiar with existing stakeholders in the timber industry and therefore can be mitigated based on experience. Stakeholders also welcome new and novel approaches of mitigating environmental and social impacts.

The methodology used in formulating stakeholders needs and expectations included some of the following:

- Key Informant Interviews (KII)
  - Nyabyeya Forestry College
  - Uganda Timber Growers Association (UTGA
  - UTG Wood Mill Ltd
  - Besepo (U) Ltd. (Tree grower, Processor & Trader)
  - Ministry of Water and Environment MWE)
  - Kwabakya Forestry Enterprise[29]
  - NFA
  - ATACAMA CONSULTING
  - Uganda Wildlife Authority
  - Uganda Development Bank
  - United Nations Capital Development Fund (UNCDF)
  - United Nations Office of Drugs and Crime (UNODC)
  - New Forests Company (Grower, Processor & Trader)
  - Mayondo Engineering Works/Furniture producer
  - Italian Cooperation/AICS
  - Gatsby Africa
- Site visits to stakeholders in the Wood Based Value Chain
- Focus Group Discussions
- Observations
- Ecological techniques for identifying flora and fauna
- Secondary data from regulations, climate data, legal and policy frameworks and project documents
- Industrial Walkthrough surveys

[29] The organisation is a contractor with New Forest Company and it undertakes, silviculture and harvesting. The organisation is based in Nabwesa in Muvende District

Different stakeholder groups opined that the project was transformational to the lives of the people of Uganda. The stakeholders were highly expectant that the project would strengthen the ability of the country to produce “legal wood”. Other key stakeholders looked forward to the national economic development that was possible due to the increased economic activities in the wood based value chain. Furthermore, creation of job opportunities within the sustainable wood-based value chain, proved to be a pivotal factor in supporting the project. Other considerations were given to the ability of the project to boost foreign exchange earnings of the Republic of Uganda. Apart from the macro-economic and social benefits of the project, it was envisaged that the project would also facilitate skills transfer and technical knowledge development in the wood based value chain. This would also facilitate improved quality of wood based products and better throughput of sustainable and legal wood.

With regard to potential adverse environmental and social impacts, stakeholders perceived them to be *minimal* to at most *moderate* due to the fact that the project will use only timber from planted forests which were exotic. Furthermore, due to the fact that no indigenous species would be used in the Sustainable Wood Based Value Chain project, most stakeholders suggested that the effects on the biodiversity, environment and society would be minimal to at most moderate. Table 4 presents the Stakeholder Engagement outcomes from the stakeholder engagement activities undertaken in September 2024. Furthermore, Table 5 presents the stakeholder engagement schedule. Which was used for the field mission of the preparation of the ESMF. The ESMF was developed with a comprehensive input from a plethora of stakeholders from the Republic of Uganda. The stakeholder needs and potentially negative environmental and social impacts are effectively dealt with, through mitigation measures specified in the in Chapter 6.

Table 4:Stakeholder engagement and identification of environmental and social impacts

KEY STAKEHOLDER OR INSTITUTION CONSULTED	POSSIBLE POSITIVE ENVIRONMENTAL AND SOCIAL IMPACTS OF THE PROJECT	POSSIBLE NEGATIVE ENVIRONMENTAL AND SOCIAL IMPACTS OF THE PROJECT
Nyabyeya Forestry College[30]	• Employment of people and job creation • Ability of the government to acquire revenue	• Potential for Gender Based Violence • Possibility of cultural erosion due to influx of external people and workers • Potential increase in sexual activity and sexually transmitted infections STIs • Pollution due to waste sawdust from sawmills • Accidents and injuries from sawmill activities • Potential for fires arising from wood which has the propensity to burn when it is dry • Potential for hazardous material pollution as a result of oil spillages • Noise pollution form the usage of machinery • Risk of pneumoconiosis disease due to generation of dust and exposure of employees to dust
Uganda Timber Growers Association (UTGA)[31]	• Project promotes standardisation of Uganda's wood sector and the production of legal timber	• There is a risk of encroachment • Fire risk • Hazards, risks, accidents and injuries

[3030] Nyabyeya Forestry College undertakes provides training on raising tree seedlings, conservation, biomass, bamboo resources as a carbon sequester. It also provides training on wood processing and value addition. Nyabyeya also trains students in agroforestry practices.

[31] Uganda Timber Growers Association (UTGA) is an umbrella body of tree growers in Uganda, which has been operational since 2008. It was formed at the end of the SPGS project which was a Government of Uganda Project. It assists members to grow trees and provides services to many growers.

	• The project will result in greater implementation of the Forestry Stewardship Council (FSC) Standards within Uganda's wood based value chain.	• Risk of diseases such as HIV/AIDS and Malaria • Risk of snake bites when working in forested areas during timber logging • Risk of animal attacks
UTG Wood Mill Ltd[32]	• Provision of carbon sink for sequestering emissions • Improvement of the quality of the wood based value chain products	• Risk of low returns
Besepo (U) Ltd[33]. (Tree grower, Processor & Trader)	• The project will create jobs and improve people's livelihood. • Provision of carbon sequestration • Reduced waste through production of briquettes from waste • The project will enhance business stability due to ancillary processes like briquette making.	• High level of wastages of material at the harvesting stage • Potential for "food vs fuel" dilemma due to the possible use of cassava as a binding material
Ministry of Water and Environment MWE)	• The project will facilitate job creation • Improved livelihoods for local people • Increased carbon sequestration and provision of sources of renewable energy biomass • Income generation through the production of briquettes from waste • Infrastructure development in the areas where logging, primary processing and secondary processing will take place.	• Potential habitat loss • Potential for water pollution from chemicals generated by pole treatment • Possible impacts on health and disease • Loss of ecosystem services • Indigenous People exist in some parts of the country and such as the Batwa near areas of (Rwenzori, Chisoro and Eregon). Although indigenous people such as the Batwa exist in areas of

[32] UTG Woodmill is a for profit limited liability company comprising of 22 farmers growing trees in excess of 5500 hacters

[33] Besepo Uganda Limited is a tree grower, processor and trader in Uganda which is the first company in Uganda to move from pit sawing to sawmilling. The company also produces carbonised and non-carbonised briquettes. Besepo Uganda Limited is an award-winning sustainable commercial forestry company based in Uganda which was incorporated in 1991.

		(Rwenzori, Chisoro and Eregon)[34], the project will not affect them as there are no new plantations being established and sites will be away from indigenous people. • No land should be taken from indigenous people as no new plantations will be established • Value chain activities such as wood mills, must be established in sites away from indigenous people • Generation of Greenhouse Gas Emissions (GHG) during transportation
Kwabakya Forestry Enterprise	• The project has the potential to facilitate economic development and also create employment	• Soil damage during harvesting of trees • Soil compaction during haulage and carrying of heavy materials • Loss of biodiversity • Soil erosion and gulley creation • Risk of accidents, injuries and fatalities during tree felling • There is potential for encountering areas of special interest such as burial sites and worshipping places. In Muvende great care should be taken to avoid a place called Nakaima which is

[34] The project will be implemented in areas with already mature commercial tree plantations (majorly pines and eucalyptus) due for harvesting and processing, which are NOT situated in the settlement areas of Indigenous People in Uganda. Therefore, there is no risk of their displacement due to project activities whatsoever. These plantations were established by the private sector under the previous SPGS project phases II and III, with grant support from the European Union. Therefore, there will be no effect on indigenous people. During preparation of ESMPs/ESIAs, further evaluation will be undertaken to confirm the absence of indigenous people.

		believed to have the Spirit of Nakaima. In the Eastern Region there is Kazimba Kunjira and people believe that spirits are in the trees and in order to see them, there is need to see Maandwa "traditional healers" • There is potential effect on trees that are for medicinal purposes
NFA	• The project will result in the process of sustainable utilisation	• There is a potential for health and safety risks. • The project may have potential impacts on natural forests • There is also a risk of encroaching into protected areas • The project will also generate waste such as fuel, oil, sawdust and offcuts. • There is a risk of fires and therefore the need for developing a fire management plan for the project sites • There is a risk of labour issues and hence the need for a Labour Management Plan • The project has potential for Sexual Exploitation Abuse and Sexual Harassment • There is a potential risk of Gender Based Violence • There is a risk of exploiting species which are threatened
ATACAMA CONSULTING	• Creation of employment	• There is a potential for adverse impacts on labour including forced

		labour because it's a value chain project • Potential occupational safety and health risks as a result of processing plants • Community health and safety could be affected due to the potential for accidents, incidents, ill health and fatalities • The risk of illegal timber
Uganda Wildlife Authority (UWA)	• The project is a good project as it will have an element of organisation	• There is a risk that the project will facilitate massive deforestation • The UWA concern is on wildlife resources. • Some wildlife has found haven in the forest plantations and may be affected by the harvesting process which may destroy their new habitat • There is a risk of mixing certified and uncertified timber • There could be possible oil spillages during the maintenance of equipment • There is a potential risk on endangered species such as in the Bunyuro area where chimpanzees also roam in commercial forests and also in natural forests. • There is a potential of destruction of natural forests e.g. those with mahogany products, Shia trees and other non-exotic species.

		NB: Due to the aforementioned negative environmental and social impacts, UWA recommends that project specific ESIA/ESMP be undertaken, in addition to the generic ESMF that has been developed in this document. UWA recommends tha the ESIA/ESMPs which are site specific address issues such as Chain of custody of timber, site specific baseline, assessment of threatened species and measures to protect them, mitigation measures for environmental and social impacts and also avoidance of just general Environmental and Social Assessment (ESA)
Uganda Development Bank	• The project has a high potential for mitigating climate change	• There is a potential risk of project activities taking place in wetlands and other ecologically sensitive areas.
United Nations Capital Development Fund (UNCDF)[35]	• The project may lead to local economic development	• There are potential environmental effects • Machinery and equipment may result in accidents, incidents injuries and ill-health • There is a potential for economic displacement • Food availability and food security could be a risk due to the fact that community may abandon food crops in favour of forestry.

[35] UNCDF offers financial advisory services and capital mobilisation to Uganda. It has been operating in Uganda since 1972 and it mainly focuses on LDC.

		• There is a reputational risk on UN Agencies, since the project involves cutting down trees. • Potential for reduced soil fertility • Energy and fuel usage which could deplete environmental resources.
United Nations Office of Drugs and Crime (UNODC)	• The project encourages the involvement of civil society in the process of monitoring the forestry sector, complementing government and giving accountability.	• There are potential impacts associated with illegal logging • Potential marginalisation of women and youth • There is a potential impact on land tenure, land use, licenses, evictions and encroachments
New Forests Company[36] (Grower, Processor & Trader)	• The project will create job opportunities •	• Risks of conflicts with the neighbouring communities • Potential effects of forestry on livelihoods • Potential risk on protected areas • There is a potential risk on the exclusion of women • There is a possible risk of project activities being undertaken in wetlands • There is a potential for biodiversity loss • Potential risk of influx of people who may have different habits to the local customs. • Risk of sexual harassment • Potential risk on water quality

[36] New Forest Company started operations on the year 2006. It is Headquartered in Mauritius and has offices in Tanzania and South Africa. It has also previously undertaken activities in Mozambique and Rwanda.

		• Risk of air pollution • Risk of depletion of Rare, Threatened and Endangered Species Habitats • There is a potential for land-use conflicts because it is a land based activity
Mayondo Engineering Works/Furniture producer	• Project will facilitate job-creation	• Deforestation • Soil degradation • Displacement of people • Noise • Dust • Waste generation • Vibration • Accidents and injuries • Chemical exposure from solvent based finishers instead of water based finishers
Italian Cooperation/AICS	• The project can help organise the sector • Positive increase in income	• There is a risk of privatisation of communal land and expansion of many estates • There is a potential impact on land tenure • Risk of child labour • Potential risk of exclusion of People Living With Disability (PWD) • Potential impacts of biodiversity loss
Gatsby Africa	• Local economic development	• Land Tenure issues • Possibility of land disputes • Possibility of suspicion by members of the public, as the Gatsby team faced some aggression in some previous projects

		• Possibility of exclusion of SMEs
UNBS[37]	• Project will facilitate development.	• Deforestation is a potential major impact • Loss of biodiversity • Reduced carbon sequestration • Oil runoff from machinery • Dust • Displacing communities • Land rights issues • Health and safety of workers • Physical hazards • Risk of accidents • Waste generation in the form of sawdust • Energy consumption • Greenhouse Gas Emissions • Water pollution • Chemical usage • Labour rights • Risk of long working hours • Noise generation • Traffic congestion in areas where wood would be harvested • Risk of community accidents due to movement of trucks • Risk of illegal and uncertified timber.
Core woods Limited (Grower and Processor)[38]	• Economic development	• There is a potential for converting trees before they reach a proper age

[37] UNBS develops standards for products and services in Uganda

[38] Core Wood Limited is involved in commercial tree planting. The organisation focuses on exotic tree species especially eucalyptus.

		e.g. rotation age of 10 years instead of 15 years. • A possible decline in tree cover • Due to the fact that there will be access to equipment and mechanical harvesting, there is a possibility of reduction in soil cover. • Generation of waste

Table 5: Stakeholder Engagement Schedule that was used during the mission and field survey to develop the ESMF

Date	Activity	Key Stakeholder
19/09/24	Stakeholder Engagement Meeting	• Nyabyeya Forestry College
20/09/24	Stakeholder Engagement Meeting Stakeholder Engagement and Site Visit	• Uganda Timber Growers Association (UTGA • UTG Wood Mill Ltd • Besepo (U) Ltd. (Tree grower, Processor & Trader)
23/09/24	Stakeholder Engagement Meeting	• Ministry of Water and Environment MWE) • Minsi - Forest Harvesting Contractor • NFA
24/09/24	Stakeholder Engagement Meeting	• ATACAMA CONSULTING • Uganda Wildlife Authority • Uganda Development Bank
25/09/24	Stakeholder Engagement Meeting	• United Nations Capital Development Fund (UNCDF) • United Nations Office of Drugs and Crime (UNODC) • New Forests Company (Grower, Processor & Trader)
26/09/24	Project Site Visits Stakeholder Engagement Meeting	• Mayondo Engineering Works/Furniture producer
27/09/24	Stakeholder Engagement Meeting	• Italian Cooperation/AICS • Gatsby Africa • UNBS- Virtual • Core woods Limited (Grower and Processor)

7.2 Stakeholder engagement and stakeholder engagement plan during project implementation

In order to ensure effective implementation of the project with a consideration of environmental and social safeguard requirements, stakeholder engagement must be ongoing. This also means that regular activities will be undertaken to engage stakeholders, not only for the purposes of the ESMF but on a regular basis. The project will be responsive to stakeholder needs and requirements in order to facilitate effective resolution of stakeholder issues. Due to the fact that stakeholder interests are not static, the project will ensure that emerging and new stakeholder demands are effectively addressed. Across the various stages of the project life-cycle, stakeholder engagement shall be undertaken. The following stakeholders will be engaged during project implementation and the methodologies to be used for consultation are specified in the Table 6. Special effort will be undertaken to ensure that the stakeholder engagement is inclusive of women, youth and people with disability. The stakeholder engagement will be accessible and culturally sensitive. Stakeholder engagement will also take heed of local languages and local customs in order to ensure that it fits into the local context.

Table 6: Ongoing Stakeholder Engagement

Stakeholder	Interest	Method of Engagement
Nyabyeya Forestry College	Implementation of high quality value addition and knowledge transfer through learning. Research and development of new wood based products	Key Informant Interviews (KII)
Uganda Timber Growers Association (UTGA	Value creation through timber growing. Establishment of viable markets. Adherence to standards	Key Informant Interviews (KII)
UTG Wood Mill Ltd	Processing wood based products	Key Informant Interviews (KII
Besepo (U) Ltd. (Tree grower, Processor & Trader)	Value addition of wood based product. Recycling and reuse of sawdust through manufacturing briquettes.	Key Informant Interviews (KII
Ministry of Water and Environment MWE)	Compliance with environmental laws in the wood based value chain.	Key Informant Interviews (KII)
Minsi - Forest Harvesting Contractor	Value creation through timber growing. Establishment of viable markets. Adherence to standards	Key Informant Interviews (KII
NFA	Compliance with forestry and environmental laws by stakeholders in the wood based value chain. Conservation of forests in Uganda.	Key Informant Interviews (KII
ATACAMA CONSULTING - Upper Naguru E Rd	Sustainability in the wood based value chain	Key Informant Interviews (KII)
Uganda Wildlife Authority	Conservation of wildlife in Uganda. Compliance with wildlife laws by	Key Informant Interviews (KII)

	stakeholders in the wood based value chain.	
Uganda Development Bank	Financing the wood based value chain. Bankability and viability of the wood-based value chain projects.	Key Informant Interviews (KII
United Nations Capital Development Fund (UNCDF)	Capital development in the wood based value chain. Providing financial facilities for the wood-based value chain	Key Informant Interviews (KII
United Nations Office of Drugs and Crime (UNODC)	Prevention of illegal timber and advocating for prevention of environmental crimes.	Key Informant Interviews (KII)
New Forests Company (Grower, Processor & Trader)	Timber growing and value addition of wood based product.	Key informant Interviews (KII)
Mayondo Engineering Works/Furniture producer	Value addition of wood based product.	Key Informant Interviews (KII
Italian Cooperation/AICS	Development cooperation with stakeholder including those in the wood based value chain	Key Informant Interviews (KII)
Gatsby Africa	Value addition of forestry based products e.g. bamboo	Key Informant Interviews (KII
UNBS- Virtual	Development and implementation of standards and certification in the wood based value chain. Standardisation and certification interests to ensure high value and high quality wood from Uganda.	Key Informant Interviews (KII
Core woods Limited (Grower and Processor)	Value addition of forestry based products e.g. bamboo	Key Informant Interviews (KII
Project Beneficiaries	Improved productivity, value addition and beneficiation of wood base products. Funding to support wood based value chain activities	Focus Group Discussions (FGD) Key Informant Interviews (KII) Field Visits Observation
Farmers	Agricultural production and the trade-offs with forestry activity	Focus Group Discussions (FGD) Key Informant Interviews (KII)
Academia	Research on new technologies	Key Informant Interviews (KII)
Communities and Households	Food security, agricultural practices and livelihoods in the context of forestry	Survey Key Informant Interviews Focus Group Discussions

IMAGES FROM STAKEHOLDER ENGAGEMENT

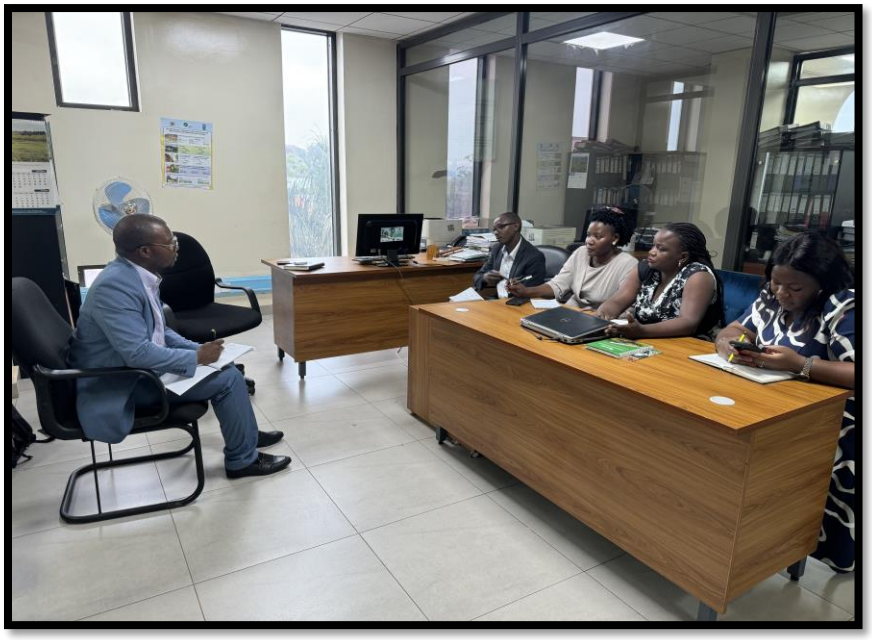

Figure 11: Stakeholder engagement at Ministry of Water and Environment (MWE)
Source @Tawanda Collins Muzamwese

Figure 12: Stakeholder engagement at New Forest Company

Source @Tawanda Collins Muzamwese

Figure 13: Stakeholder engagement at Uganda Wildlife Authority
Source @Tawanda Collins Muzamwese

Figure 14:Stakeholder Engagement at Uganda Development Bank
Source @Tawanda Collins Muzamwese

Figure 15: Stakeholder engagement in Mayondo
Source @Tawanda Collins Muzamwese

Figure 16: Stakeholder engagement at Mayondo
Source @Tawanda Collins Muzamwese

Figure 17: Stakeholder engagement in BESEPO
Source @Tawanda Collins Muzamwese

Figure 18: Briquettes produced from sawdust at BESEPO
Source @Tawanda Collins Muzamwese

8. GRIEVANCE REDRESS MECHANISM (GRM)

8.1 Approach to Grievance Redress Mechanism

The project will be implemented in an inclusive and responsive manner, which allows stakeholders to raise their grievances at any point during the implementation of the project. The Grievance Redress Mechanism explains the process which is followed by key stakeholders in handling grievances. It will be accessible to any stakeholder who feels aggrieved by the project.

Grievances shall be dealt with, as close as possible to their source of occurrence. The Republic of Uganda has got existing national structures and local community structures of handling grievances. At community level local leadership will be engaged in the event of grievances arising from the project. Their role is to negotiate with the aggrieved parties in order to find a solution.

If grievances are not resolved at village level, they are then taken up to higher levels including judicial systems.

If the local and regional structures do not yield desired outcomes, the grievances may be taken up to the Project Management Unit (PMU) for resolution.

Some grievances may also be resolved through the FAO Grievance Redress platforms. Any stakeholder with a grievance is also free to use legal channels alongside the existing grievance redress platforms offered by the project. According to the FAO Framework on Environmental and Social Management (FESM), reports should be made to the Office of the Inspector General (Investigations) (OIG) any allegations of misconduct involving FAO personnel and third parties, such as: fraud and other corrupt practices; abuse of privileges and immunities; sexual exploitation and abuse; sexual harassment; workplace harassment and abuse of authority; or any other conduct not in conformity with the Standards of Conduct for the International Civil Service. According to Environmental and Social Safeguards best-practices, whichever is stricter between national laws and safeguards policies is the one implemented. A log of grievances shall be maintained by the PMU throughout the implementation of the project. The following characteristics shall be mainstreamed into the GRM at all stages of the project.

- Mutually – agreed
- Inclusive
- Accessible
- Culturally-appropriate
- Victim-centred
- Fair

- Transparent

Communication of the Grievance Redress Mechanism (GRM) will be through GRM sensitisation workshops to be undertaken in each of the project site where sustainable wood based value chain activities will take place. Furthermore, the Grievance Redress Mechanism will be distributed through fliers in Banganda, English and local languages in each project location. The Grievance Redress Mechanism will also be communicated through the FAO Uganda Country Office Website. Concerns must be addressed at the closest appropriate level, i.e. at the project management/technical level, and if necessary at the Regional Office level.

If any contractors are to be involved in works such as timber logging, primary processing and secondary processing, they will use a Contractor Grievance Redress Mechanism to ensure that grievances of workers including labour issues are captured if necessary.

For all grievances that reach the PMU, a systematic process of capturing them will be implemented. Firstly, grievances will be received and registered by the PMU. They will then be acknowledged, screened and assessed for their eligibility. Responsibility for investigation will then be assigned. Thereafter, responding and addressing the grievance will be undertaken. This will be followed by implementation, monitoring and reporting. The process of grievance redress and escalation of grievances is illustrated in the Figure 21. *Strong encouragement is to use available local GRM arrangements before escalation takes place.*

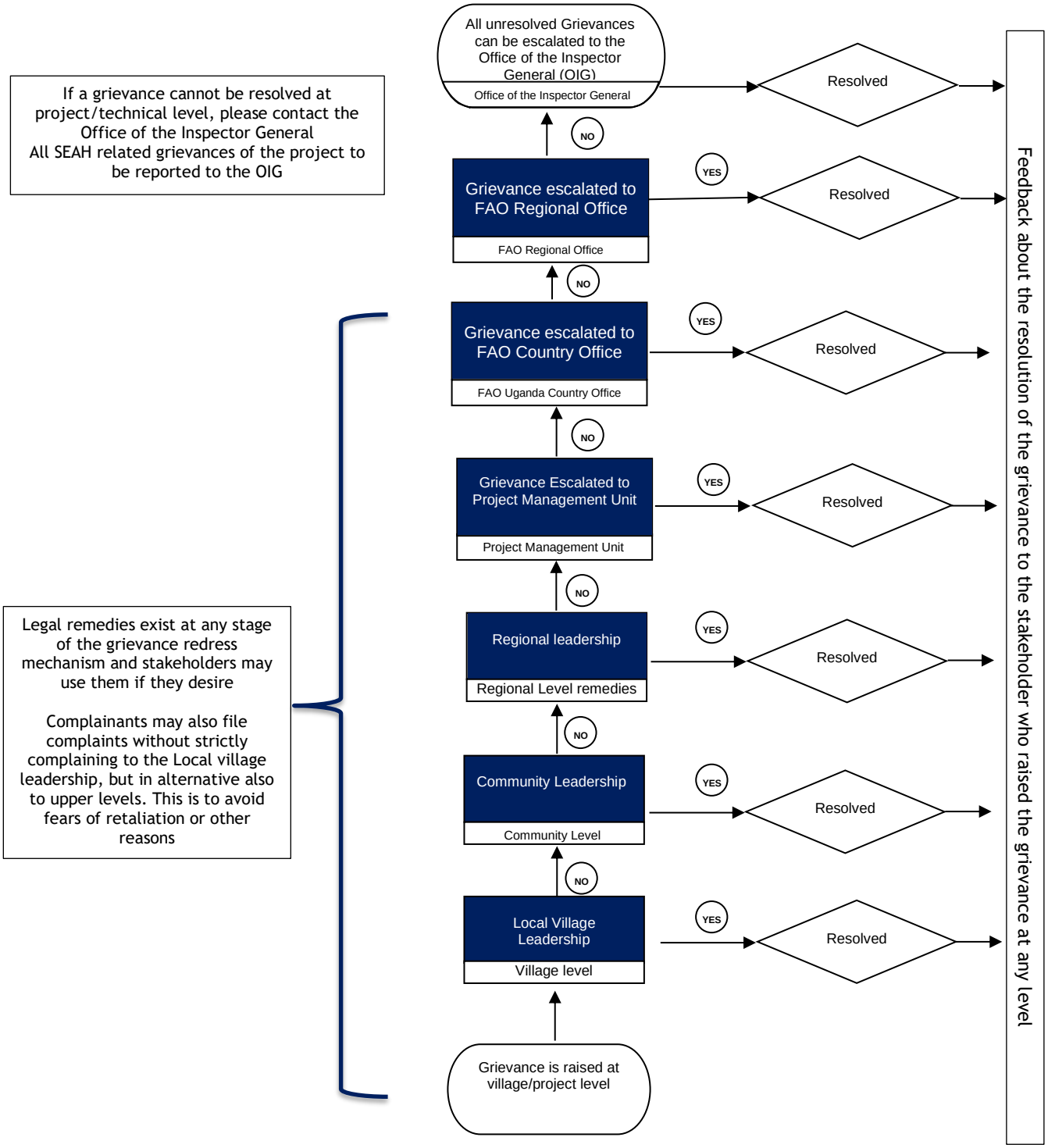

Figure 19: Grievance Redress Mechanism

8.2 Grievance Redress Mechanism[39]

8.2.1 Main contact details

Do you have a grievance or suggestion about the project Sustainable Wood-Based Value Chains in Uganda?

You can use any of the below channels free of charge to contact us. Your grievance will be handled confidentially by the Food and Agriculture Organization of the United Nations.

Phone:	+256 323003600
Email:	FAO-UG@fao.org
WhatsApp (including voice messages):	FAO Uganda will explore the possibility to have a WhatsApp number for complaints
Suggestion box address:	Complaint boxes will be made available at project site. During awareness sessions, the communities/ stakeholders will be informed on the availability and how to access and use these boxes within the project sites. The boxes will be locked with only provision to insert complaints and only opened by dedicated focal points.
Fax:	N/A

8.3 Purpose of GRM and guiding principles

This is the Grievance Mechanism for the FAO Representation in Uganda/project Sustainable Wood-Based Value Chains implemented by the Food and Agriculture Organization of the United Nations between 1 March 2023 and 28 February 2029 at field level to file grievances related to the project. Contact information and information on the process to file a grievance will be disclosed in all meetings, workshops, and other related events throughout the duration of the project. In addition, it is expected that all communication and awareness raising material to be distributed will include the necessary information regarding the contacts and the process for filing grievances. Any aggrieved stakeholder who would like to file a grievance can do so without fear or intimidation.

[39] FAO has a zero tolerance policy on Sexual Exploitation and Abuse (SEA), promulgated in a Director-General's Bulletin (DGB) 2012/70 (https://intranet.fao.org/fileadmin/user_upload/FAO_Communications/dgb/1_dgb12_70.pdf) and reinforced subsequently through Administrative Circulars (AC) 2013/27 (https://intranet.fao.org/fileadmin/user_upload/FAO_Communications/ac/AC13_27.pdf) and 2018/02 (https://intranet.fao.org/fileadmin/user_upload/FAO_Communications/ac/AC18_02_21_Feb_2018.pdf) which present the guiding principles, responsibilities, scope and processes for handling cases of SEA. More recently (AC) 21/04 required the SEA screening of **all** FAO personnel to promote safe recruitment (https://intranet.fao.org/fileadmin/user_upload/FAO_Communications/ac/AC_2021-04.pdf#).
SEA screening of all implementing partners is mandatory under the terms of the UN Protocol on Implementing Partners (2018) and in 2021 SEA will become part of FAO country risk logs, which require FAO Programmes to conduct SEA risk analyses and elaborate SEA mitigation strategies at the country level. This process should include categorization of interventions and implementation modalities by risk significance level. FAOR's and Programme Managers are required to integrate SEA considerations into the design of needs assessment and new project proposals, including identification of activity-specific SEA risks and related SEA mitigation measures.
SEA Prevention activities including engagement and communication with beneficiaries, partners and suppliers are mandatory. Regular reviews of on-going projects to ensure that activity-specific SEA risks are taken into consideration and related SEA mitigation measures developed and implemented are required to ensure that the SEA mitigation measures designed are put into practice during the project implementation.
FAOR's, Programme Managers and Project Managers for all sectors are required to monitor and regularly review the effectiveness of the SEA mitigation measures designed, and report about any challenge faced in implementation.

The project/FAO will also be responsible for documenting and reporting as part of the safeguards performance monitoring on any grievances received and how they were addressed.

FAO is committed to ensuring that its projects and programs are implemented in accordance with the Organization's environmental and social obligations. Concerns of non-compliance must be addressed at the closest appropriate level, i.e., at the project management/technical level, and if necessary, at the FAO Country Office or Regional Office level. If a concern or grievance cannot be resolved through consultations and measures at the project management/technical level, a grievance requesting a Compliance Review may be filed with the FAO Office of the Inspector General in accordance with the Guidelines for Compliance Reviews Following Grievances Related to the Organization's Environmental and Social Standards. Project Managers will have the responsibility to address concerns brought to the attention of the officially designated project grievance focal point.

The **principles** to be followed during the grievance resolution process include confidentiality, impartiality, respect for human rights, including those pertaining to indigenous peoples such as the compulsory Free Prior Informed Consent (FPIC) process, compliance of national norms, coherence with the norms, equality, transparency, honesty, and mutual respect.

8.4 Who can file a grievance and how?

Anyone can file a grievance or make a suggestion related to the project/office. Your grievance will be handled confidentially.

To facilitate our comprehension of your grievance, please include as much information as possible. For example: what happened, who was involved, when did it happen.

8.5 From grievance to resolution

The mechanism includes the following stages:
1. In the instance in which the individual or group have the means to directly file the grievance, he/she has the right to do so, presenting through the indicated channels of the project/office (i.e.: email, mailbox, phone, etc.). The process of filing a grievance will duly consider confidentiality, and if requested by the individual or group bringing the grievance, anonymity as well as any existing traditional or indigenous dispute resolution mechanisms and it will not interfere with the community's self-governance system.
2. The individual or group bringing the grievance files a grievance through one of the channels of the grievance mechanism. This will be sent to the Project or FAO Decentralized / Country Office Grievance focal point to acknowledge and log the grievance, assess whether it is eligible and determine responsibility for attempting to resolve the grievance in line with the processes agreed for the project. The confidentiality of the grievance must be preserved during the process. For every grievance received by the project grievance focal point, written proof will be sent within ten (10) working days; afterwards, a resolution proposal will be made within thirty (30) working days.
The Grievance focal point will also be responsible for recording the grievance and how it has been addressed if a resolution was agreed.

3. If the situation is too complex, or the individual or group bringing the grievance does not accept the proposed resolution, the Grievance focal point must be informed and they must send the grievance to the next highest level, until a solution or acceptance is reached.
4. In compliance with the resolution, the person in charge of dealing with the grievance may interact with the individual or group bringing the grievance, or may call for interviews and meetings, to better understand the reasons.

8.5 Resolution
Upon acceptance of a solution by the individual or group bringing the grievance, a confidential record will be maintained.

FAO Representative in Uganda
Mr Antonio Querido (Antonio.Querido@fao.org)
The grievance mechanism will be introduced during the launch of the project and other multi-stakeholder events

Review Level	Contact Details
Project Level	FAO-Uganda (FAOUG) FAO-UG@fao.org
Next level	Regional Office for Africa FAO-RAF@fao.org
Higher level (only if it's strictly necessary to include a third level)	N/A
Office of the Inspector General (OIG)	Contact FAO's independent Office of the Inspector General: • To report non-compliance with FAO's environmental and social management guidelines in case your grievance could not be resolved through the previously mentioned channels. • To report non-compliance with FAO's environmental and social management guidelines in case you have a good reason for not approaching the project management (e.g., fears about your safety). • To report possible f**raud and other corrupt practices, as well as other misconduct such as sexual exploitation and abuse.** By confidential hotline (online form & by phone): fao.ethicspoint.com By e-mail: Investigations-hotline@fao.org or inspector-general-office@fao.org By mail: Office of the Inspector General Food and Agriculture Organization of the United Nations Viale delle Terme di Caracalla 00153 Rome, Italy

9. INFORMATION DISCLOSURE

Disclosure of programme and project information supports stakeholders' ability to effectively participate in project consultations. FAO strives for project information to be relevant, understandable, accessible, and considered culturally appropriate by stakeholders. Due attention will be dedicated to specific needs in the community groups affected by project implementation. This document will be publicly disclosed on FAO's disclosure portal from 01 December 2024 as well as through the MWE at least 30 days before implementation of project activities. The link to the disclosure portal shall be as follows: http://www.fao.org/environmental-social-standards/disclosure-portal/en/

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Annexes 1. Environmental and Social Screening Checklist

2023 FAO Environmental and Social (ES) Risk Screening Checklist

This word version of the Framework for Environmental and Social Management Risk Screening Checklist for projects is for consultation purposes. The checklist applies to Concept Notes created from 23 June 2023 onwards. Thank you for completing it in FPMIS.

Use the checklist below as a comprehensive tool to:

a) identify any environmental and social risks and impacts relevant to the project and associated activities,
b) provisionally determine required assessments, risk management measures and related additional expertise and
c) work in line with FAO's corporate risk management approach.

Instructions:

- Select yes, no, or to be determined (TBD) for each question. TBD means information will be provided during Formulation phase.
  - If you selected yes, also select the expected likelihood and impact levels.
  - Impact descriptions are provided for each question.
  - Likelihood levels are broadly defined as:
    - Unlikely – it is unlikely that this project will include these activities or operate in this context, and it remains unlikely even if the project activities and sites become more detailed.
    - Likely – there is an indication that the project MAY include these activities or operate in this context in the current design or as knowledge of activities and sites becomes more detailed.
    - Highly likely – given the project context and activities, this is highly likely to occur during the project lifecycle.
- In the Risk mitigation measures column, please describe what actions the project will take to minimize or mitigate risks. This is especially recommended for low-risk projects, as they are not required to prepare additional risk management plans.

Keep in mind: use a precautionary principle: if you suspect the risk applies, it is best to answer accordingly; answer the questions to the best of your knowledge of the current project situation; Risks can be of direct, indirect, cumulative and transboundary impacts.

For more information: please refer to FAO's Framework for Environmental and Social Management and/or reach out to ESM-Unit@fao.org.

Environmental and social Standard (ESS)	Guidance	No, Yes, to be deter mined (TBD)	Likelihood	Impact	Risk mitigation measures
ESS 1 - Biodiversity conservation, and sustainable management of natural resources: **Could the project positively or negatively affect biodiversity or habitats (water or land), through activities or policy?**	Guidance Note	O Yes O No O TBD	N/A	N/A	
ESS 1.1 Could the project lead to conversion, or land use change, or fragmentation, or degradation of natural habitats, modified habitats or critical natural habitats (water and/or land)?[40]		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Any negative impacts on biodiversity are expected to be negligible. O **Moderate impact**: Project will only affect modified habitats, not critical natural habitats. O **High impact**: Project may lead to significant adverse impacts on ecologically sensitive areas, areas of global/national significance for biodiversity conservation, and/or biodiversity-	Avoid disturbing natural forests and only harvest timber from existing exotic plantations

[40] **Natural habitats** are land and water areas where the biological communities are formed in large part by native plant and animal species, and where human activity has not essentially modified the area's primary ecological functions and species composition. **Modified habitats** are areas that may contain a large proportion of plant and/or animal species of non-native origin, and/or where human activity has substantially modified an area's primary ecological functions and species composition. Modified habitats may include areas managed for agriculture, forest plantations, reclaimed coastal zones, and reclaimed wetlands. **Critical habitats** are areas with high biodiversity value that are of significant importance to endemic, restricted-range, threatened, endangered, migratory, or congregatory species. Or they may include highly threatened and/or unique ecosystems associated with ecological functions or characteristics that are required to sustain the previously described biodiversity.

				rich areas and habitats upon which endangered species depend.	
ESS 1.2 Could the project include activities in legally protected areas (either marine or terrestrial)? Or include activities in areas that may become legally protected?[41]	* To see the relevant areas, visit the Protected Planet website * For programmes and projects operating in protected areas, FAO will: * * how that the proposed activities in these areas are legally permitted; * * operate in a manner that is in line with management plans that have been recognized by the government; * * engage in consultations with the sponsors and managers of the protected area, and involve them and other stakeholders, including Indigenous Peoples and local communities as appropriate.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Any impacts on biodiversity in these areas are expected to be positive (e.g. policy advice to strengthen management of protected areas) or, in case they are negative, they would be negligible. O **Moderate impact**: Project could significantly affect the protected area if not properly regulated, however regulatory controls are strong. Impacts can be minimized or mitigated. O **High impact**: Project activities could significantly and negatively affect biodiversity in an area that is/may become legally protected. In case impacts cannot be mitigated directly in the area, they would be compensated for/offset elsewhere.	The project will avoid protected areas and only harvest timber in already established exotic plantations. No new areas will be opened up.
ESS 1.3 Could the project include any activity on the ground related to agroforestry, forest plantation, harvesting, or management of forest resources (native or planted) for timber and non-timber forest	* adhere to existing national forest policies, forest programmes or equivalent strategies; * and the Voluntary Guidelines on Planted Forests.	O Yes O No O TBD	N/A	N/A	Harvesting of timber will be from areas that have exotic species of planted forests.

[41] Nationally and Internationally recognized terrestrial or marine areas of high biodiversity value include World Heritage Natural Sites, Biosphere Reserves, Ramsar Wetlands of International Importance, Key Biodiversity Areas, Important Bird Areas, and Alliance for Zero Extinction Sites, among others.

products uses (e.g. seeds collection, spices, honey, mushrooms, bush meat)?					
ESS 1.4 Could the project implement fisheries and/or aquaculture activities that may result in degradation of habitats or other negative consequences for biodiversity?		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Any impacts on biodiversity are expected to be positive (e.g. policy advice) or, in case they are negative, negligible given the characteristics of the project sites. O **Moderate impact**: Any negative impacts on biodiversity can be easily mitigated. O **High impact**: Project may lead to significant alteration of habitats and negative impacts on biodiversity would need to be offset or compensated for.	The project will not involve fishery activities. It will only stick to wood based value chain activities
ESS 1.5 Could the project provide or lead to the use of non-native/non-local species, varieties, breeds, strains or farmed types of domesticated or wild plants or animals (terrestrial or aquatic)?	* Animals: Follow the World Organisation for Animal Health terrestrial or aquatic code to ensure the introduced species/breed does not carry different diseases than local ones; * Plants: Follow appropriate phytosanitary protocols in accordance with International Plant Protection Convention; * Importing or transfer of seeds and/or planting materials for research and development: Ensure compliance with Access and Benefit Sharing norms as stipulated in the International Treaty on Plant Genetic Resources for Food and Agriculture and the Nagoya	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: These will only be used in demonstration plots or similar activities and any negative impacts on biodiversity are expected to be non-existent or negligible. O **Moderate impact**: These will be used at a larger scale than demonstration plots. However, monitoring and conservation measures exist for local varieties, breeds, strains or farmed types that may be threatened and the project could support expanding these measures. O **High impact**: These will be used at a larger scale than demonstration plots, and there is reason to believe the species may become invasive.	Ensure no usage of in activities to revegetate the harvested sites.

	Protocol of the Convention on Biological Diversity as may be applicable.				
ESS 1.6 Could the project lead to the introduction of genetically modified organisms (GMOs) or Living Modified Organisms (LMOs)?[42]	* Adhere to the Convention on Biological Diversity and the Cartagena Protocol on Biosafety in the handling, transport, and use of living modified organisms resulting from modern biotechnology; * The FAO Biosafety Resource Book is an important training tool for guiding activities; * Adhere to biosafety requirements in the handling of Genetically Modified Organisms or Living Modified Organisms according to national legislation; * Take measures to prevent gene flow from the introduced varieties to existing ones and/or wild relatives.	O Yes ● No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Any negative impacts on biodiversity and human health are expected to be non-existent or negligible. O **Moderate impact**: GMOs or LMOs may carry risks to biodiversity and/or human health, but strict controls are in place to avoid these risks. O **High impact**: Regulations are not in place or controls are not strictly enforced.	No GMOs will be used.
ESS 1.7 Could the project potentially affect animal welfare e.g. terrestrial or aquatic animals?	At a minimum, follow the World Organisation for Animal Health Terrestrial and Aquatic Animal Health Codes.	O Yes ● No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project unlikely to impact negatively animal welfare and may even improve it. O **Moderate impact**: Project could work with animals at family farming scale. Measures to guarantee animal welfare e.g. during transport and slaughter are enforced in the project area. O **High impact**: Project could work with animals at large scale. Measures to guarantee the	The project will not work with animals.

[42] LMO is any living organism that possesses a novel combination of genetic material obtained through the use of modern biotechnology.

				welfare of the animals involved are not well enforced in the project area.	
ESS 1.8 Could the project use genetic resources for research or (commercial) development - including from Indigenous Peoples or local communities, and/or associated traditional knowledge - for which prior informed consent/mutually agreed terms are required?	If yes, specific project document requirements may apply related to plant genetic resources for food and agriculture falling under the Multilateral System of Access and Benefit-sharing of the International Treaty on Plant Genetic Resources for Food and Agriculture.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: The genetic resources or knowledge are not from Indigenous Peoples or local communities. O **Moderate impact**: The genetic resources or knowledge may be from Indigenous Peoples or local communities. O **High impact**: The ownership of the genetic resources or knowledge may be disputed, or access and benefit-sharing (ABS) guidance is otherwise challenging to implement.	The project will not use genetic resources from Indigenous People
ESS 1.9 Could the project potentially lead to procurement of processed natural resource materials through primary/retail suppliers? e.g. buying wood/ timber or processed products for the project such as school tables and chairs.		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project-related procurement cannot reasonably be expected to lead to negative impacts on biodiversity. O **Moderate impact**: Procurement may lead to some, but not significant, negative impacts on biodiversity. Resource extraction is strictly regulated in the project areas. O **High impact**: Procurement may lead to significant negative impacts on biodiversity. Implementation of natural resource extraction regulation is either non-existent, or extremely weak.	The project will involve the wood based value chain where there could be buying of processed timber. However, resource extraction is strictly limited to the project areas.
ESS 2 - Resource efficiency and pollution prevention and management: **Could the project positively or negatively affect soil and water resources, or water-**	Guidance Note	O Yes O No O TBD	N/A	N/A	

related ecosystems, through activities or policy (e.g. through pollutants, pesticides, fertilizers, hazardous materials or waste)?who[43]					
ESS 2.1 Could the project lead to significant consumption/extraction of raw materials, surface or ground water and/or energy (e.g.: water extraction is above sustainable levels or recharge capacities)?	Minimize adverse impacts on the environment e.g. through energy-efficient machinery and equipment, cleaner production methods, nature-based solutions, green designs, sustainable infrastructure and procurement, etc.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Consumption or extraction will have no or minimal potential negative impacts on the environment and communities. O **Moderate impact**: Consumption or extraction could have significant negative environmental and social impacts if insufficiently regulated. However, regulatory controls in the project sites are strict. O **High impact**: Significant consumption or extraction. Regulatory controls are weak, and/or the environment is particularly sensitive. Water extraction may be above sustainable levels or recharge capacities.	Ensure resource efficiency, usage of energy efficient equipment as well as servicing and maintenance of equipment. Regulatory controls and measures at project sites will ensure extraction of resources is within the stipulated limits.
ESS 2.2 Could the project implement irrigation activities? **AND/OR:** **Potentially lead to wastewater or runoff of contaminated water?** **AND/OR:** **restrict or alter riverine systems (e.g. dams,**	* Promote integrated water resources management approaches; * More than 20 ha of irrigation, or improving existing irrigation schemes: The ICID-checklist will be included in the prodoc or Environmental and Social Assessment, as well as appropriate actions to mitigate	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Negative impacts on the environment of these activities are expected to be negligible and can be managed. E.g. the project will rehabilitate/modernize irrigation schemes below 300 hectares per scheme, and not construct new schemes. O **Moderate impact**: Relevant activities at a scale that could negatively affect the environment, for example lead to groundwater depletion. E.g. rehabilitation/modernization of	Ensure efficient water utilisation where water is required. The project will not implement irrigation s its activities start at the logging stage after growth

[43] Water-related ecosystems refer to water resources and water-related ecosystems, including mountains, coasts, oceans, forests, wetlands, rivers, aquifers and lakes.

reservoirs, river basin development, significant water diversion or withdrawals)?	identified potential negative impacts; * FAO activities will avoid direct discharge of wastewater into freshwater courses, marine coastal areas, and surface runoff originating from production units or processing areas.			irrigation schemes between 300 and 1,000 hectares per scheme, construction of schemes up to 300 hectares per scheme, activities leading to wastewater or runoff of contaminated water. O **High impact**: Relevant activities at a large scale that could have high environmental impacts. E.g. rehabilitation/modernization of irrigation schemes of more than 1,000 hectares per scheme, or construction of schemes over 300 hectares per scheme; and/or activities leading to wastewater or runoff of contaminated water; significant diversion of surface water which leaves river flow less than 5% above the environmental flow when downstream user requirements are taken into account; withdrawal of groundwater in areas already experiencing soil subsidence due to over-abstraction and/or increasing groundwater depth (e.g. observed in existing wells); withdrawal of groundwater close to the recharge rate considering all abstraction needs from the groundwater unit.	phases of trees. Therefore impact on water resources is expected to be very minimal
ESS 2.3 Could the project implement activities on, or potentially lead to, degraded, depleted or polluted soil?	* Follow the Voluntary Guidelines for Sustainable Soil Management; * Following the guiding principles of the Revised World Soil Charter; * Utilize the Protocol for the assessment of Sustainable Soil Management to assess impact on soil health.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project uses soil, provides relevant policy advice, or works in an area with degraded/depleted or polluted soil. However, only positive impacts on soil quality expected. O **Moderate impact**: Project may implement activities on, or potentially lead to, degraded, depleted or polluted soil. However, mitigating circumstances exist. E.g. partial or complete decontamination or restoration was undertaken;	Potential impacts on soil loss and soil compaction will be effectively managed through enforcing load limits and revegetating areas that would have been harvested.

				impacts from previous pollution can easily be managed with existing technology. O **High impact**: Project is situated in an area of (pre-existing) degradation/depletion/pollution and could worsen these conditions. Risk mitigation measures may be challenging to implement.	
ESS 2.4.1 Could the project directly or indirectly result in procurement, supply and/or use of pesticides on crops, livestock, aquaculture or forestry?[44]	* See World Health Organization hazard classification; * Utilize Integrated Pest Management and Integrated Vector Management approaches as the frameworks for sustainable pest management; * The types and quantities of pesticides and the associated application and protective equipment that people are provided with must always comply with the conditions	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Negative impacts on people and/or the environment are expected to be negligible. The project will directly or indirectly result in procurement, supply and/ or use of biological control agents (e.g. microbials and semiochemicals) or pesticides from WHO hazard class U (Unlikely to cause acute toxicity). Health risks can easily be avoided and mitigation measures are included in the work plan e.g. through training and provision of personal protective equipment (PPE). If the pesticide is going to be provided in a form of treated seeds, data to justify its needs in the particular crop/	No pesticides will be used in the project as it is focused on harvesting, primary processing and secondary processing.

[44] Examples of pesticide use include:
• as seed/crop treatment in field or storage; and/or
• through input supply programmes including voucher schemes; and/or
• caused by activities such as irrigation schemes and crop intensification; and/or
• for small demonstration and research purposes; and/or
• for strategic stocks (locust) and emergencies; and/or
• causing adverse effects to health and/or environment; and/or
• result in an increased use of pesticides in the project area as a result of production intensification; and/or
• result in the management or disposal of pesticide waste and pesticide contaminated materials; and/or
• result in violations of the Code of Conduct.

	specified in FAO's Framework for Environmental and Social Management under ESS2 and should be included or referenced in the project document.			area are available and can be shared upon request. O **Moderate impact**: Project may require use of pesticides from WHO hazard class II or III in low concentrations, either as a product for direct application or seed treatment. Health risks can easily be avoided, e.g. through training and provision of personal protective equipment (PPE). If the pesticide is going to be provided in a form of treated seeds, data to justify its needs in the particular crop/ area is available and can be shared upon request. O **High impact**: Project will procure/supply/use large volumes (above 1,000 litres or kilograms of packaged product) of pesticides, and/or it is difficult to manage negative impacts on people and the environment e.g. people in or near the project sites could be exposed if insufficiently protected or trained to prevent health impacts; it is challenging for the project to monitor the effective use of PPE; pesticides are very likely to reach people not targeted by the project, who may suffer grave health consequences because they are not trained to use the inputs responsibly.	
ESS 2.4.2 Could the project include activities related to management or disposal of waste pesticides, obsolete pesticides or pesticide	Follow the guidance in the FAO Environmental Management Toolkit for obsolete pesticides.	O Yes ◙ No O TBD	N/A	N/A	

contaminated waste materials?					
ESS 2.5 Could the project lead to the use and/or management of fertilizers?	* Follow FAO International Code of Conduct for Sustainable Use and Management of Fertilizers (the Fertilizer Code); * Practice Integrated Soil Fertility Management. Use the Protocol for the assessment of Sustainable Soil Management to assess impact on soil health; * Include (synthetic and organic) fertilizer and soil nutrient quality analysis according to the standard protocols and guidelines provided by the International Network on Fertilizer Quality.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Use of fertilizers is managed in the most efficient and sustainable way. O **Moderate impact**: Project conducted relevant analyses (e.g. soil analysis) and identified options to replace polluting fertilizers with alternatives. Ad/or the adaptive capacity of the environment is high, which should reduce any potential pollution problems. O **High impact**: Project is expected to use considerable inputs of fertilizers, and has not yet conducted relevant analyses (e.g. soil analysis) to determine whether fertilizer use could be more sustainable. Therefore, the project may have the potential to cause considerable pollution and resulting impacts on biodiversity and human health.	No fertiliser will be used in the project. The project will take place starting at the harvesting stage of mature trees.
ESS 2.6 Could the project activities lead to the one-time or continuing increase in the release of pollutants with potentially negative impacts on air quality, the environment and/or local communities?[45]	* Examples include black carbon, methane and other short-lived climate pollutants, nitrous oxide, ozone-depleting substances, petroleum hydrocarbons, Persistent Organic Pollutants, heavy metals, large amounts of agricultural plastics etc.; * Follow the Voluntary Guidelines for Sustainable Soil	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Pollutants may be released. However, any environmental and social impacts are expected to be non-existent or negligible e.g. the receiving environment has high absorptive capacity or concentrations would not lead to health risks. O **Moderate impact**: Pollutants may be released, either routinely or by accident. The receiving environment is sensitive and/or pollutants may have negative impacts on local	Greenhouse gas emissions may arise from mobility timber haulage. However, journey management will be implemented to reduce emissions. Servicing and

[45] For the purposes of this thematic area, the term "pollution" refers to both hazardous and non-hazardous pollutants in the solid, liquid, or gaseous phases, and includes other components such as pests, pathogens, thermal discharge to water, greenhouse gas emissions, ozone-depleting substances, nutrient pollution, nuisance odours, noise, vibration, radiation, electromagnetic energy, and the creation of potential visual impacts including light.

	Management; * Use performance levels and measures that are specified in national law or that are in accordance with good international practice, whichever are more stringent; * Avoid and minimize significant emissions in previously polluted or degraded areas.			communities, even if small. However, treatment systems are proven and verified and regulatory controls are strict. O **High impact**: Project involves release of routine pollutants, and negative environmental or social impacts could be difficult to manage. E.g.: the proposed treatment system is not proven in local circumstances; non-routine incidents have not been planned for; receiving environment is sensitive; negative impacts on local communities are likely.	maintenance of equipment will facilitate control of emissions.
ESS 2.7 Could the project lead to: **Significant generation and handling of wastes (e.g. plastic, wastewater, pesticide-related waste, veterinary waste or animal residue);** **AND/OR:** **The use of hazardous substances and materials that may have negative environmental impacts?**[46]		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Any generation and handling of wastes is expected to be minimal, and NO use of hazardous substances and materials is foreseen. O **Moderate impact**: Project will lead to significant handling/use of wastes and/or some use of hazardous substances and materials. Regulatory controls are strong in project sites, or negative impacts on the environment can otherwise be avoided. O **High impact**: Project will generate or handle considerable amounts of wastes and/or hazardous substances and materials. Regulatory controls are weak or not in place	Ensure environmentally sound management of from pole treatment. Develop a Waste Management Plan In addition, wood residue and sawdust will be used to manufacture briquettes which may be used as fuel whilst also

[46] FAO activities will not support the manufacture, trade, or use of chemicals or hazardous substances that are subject to international bans, restrictions or phase outs. Exceptions will only be permitted for acceptable purposes as defined under international conventions or protocols (e.g. the Montreal Protocol on Substances that Deplete the Ozone Layer; the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal; the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade; the Stockholm Convention on Persistent Organic Pollutants; and the Minamata Convention on Mercury).

					dealing with waste challenges.
ESS 3 - Climate change and disaster risk reduction: **Could the project positively or negatively affect people's vulnerability to climate change?**	GUIDANCE NOTE	O Yes O No O TBD	N/A	N/A	
ESS 3.1 Could the project activities negatively affect communities not targeted by the project that rely on the same natural resources? E.g. a community that depends on the same river downstream.	There hasn't been a number	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: No reason to assume the activities would worsen the impacts of climate change on their livelihoods. O **Moderate impact**: Project may affect ability of non-targeted communities to use natural resources that are under pressure due to climate change. The potential impacts are known and manageable. O **High impact**: Project may affect non-targeted communities and their ability to use natural resources that are under pressure due to climate change. Potential impacts are unknown or the known impacts are challenging to manage	Ensure that sub-projects including sawmilling, do not take place in areas that disturb river systems.
ESS 3.2 Could beneficiaries develop dependencies on climate-adaptation resources or services promoted by the project that may be hard to maintain after project completion (due to factors		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Climate-related resources or services promoted by the project could lead to dependencies after project completion, but it is reasonable to assume that stakeholders can overcome these on their own accord. O **Moderate impact**: Climate-related resources or services promoted by the project could lead to dependencies after the project is completed, but a sustainable exit strategy is agreed (e.g. the	There are no dependencies which are foreseen. Ensure that sustainable forest management skills are transferred to beneficiaries

such as cost, expertise, etc.)?				government will continue to fund updates to a weather information app). O **High impact**: Climate-related resources or services promoted by the project could lead to significant dependencies, or the dependencies are difficult to overcome without dedicated support.	through ongoing training and capacity building.
ESS 4 - Decent work: **Could the project positively or negatively affect working conditions, generate employment or provide work-related training or technical support?**		O Yes O No O TBD	N/A	N/A	
ESS 4.1 Could the project lead to work-related training, cash for work, or will the project employ people?	* These activities are positive if they contribute to decent work. They can cause unintended harm if the regulatory context and working conditions in the project sites are poor and not properly addressed in the project. Examples of weak regulatory contexts include not meeting national labour laws or international commitments or with such high levels of informality that national regulations do not apply or cannot be monitored; * Poor working conditions may	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project will only provide training or policy advice, or if the project does generate employment, only positive impacts on working conditions are foreseen. The project will ensure the enforcement of national labour laws or international commitments regarding working conditions for any employment it generates. O **Moderate impact**: Project will lead to (cash for) work for a small number of people. It may need to take extra care to follow international commitments as regulatory controls are not strictly enforced in the project area, e.g. levels of informality are so high that national regulations are not applied or cannot be monitored. O **High impact**: Project will lead to work for a medium or large number of people, or hire	Ensure fair labour practices for all employed personnel, consultants and other labour forms. Ensure people take up work voluntarily Ensure checks are undertaken before people take up employment, in

	include discriminatory practices, high gender inequality and the lack of equal opportunities, denial of freedom of association and collective bargaining, no respect of minimum wages or low pay below the national poverty line, discrimination of migrant workers or specific groups of marginalized workers, etc.			various types of workers (e.g. direct, contracted, community workers, migrants, primary supply workers, or civil servants). Workers in the project area and sector are particularly vulnerable to negative effects of poor working conditions: e.g. they are not (fully) covered by labour law and discouraged from raising (collective) concerns; the employment conditions in the project area and sector typically do not meet the minimum principles of equality of opportunity and treatment; and there are known cases of discrimination, including issues related to recruitment and hiring, compensation (including wages and benefits), working conditions, terms of employment, etc.	order to eliminate child labour
ESS 4.2 Could the project use, or operate in, a value chain where there have been reports of forced labour? Or will it work in areas with increased risk of forced labour e.g. crisis, fragile and conflict-affected area or a host community for internal migration or refugees?	Note that risks of forced labour may be increased for projects located in remote places or where migrant workers are employed.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project does not lead to employment (e.g. only provides training). O **Moderate impact**: Project will lead to work. However, FAO is confident that it can effectively monitor implementing partners' compliance with FESM ESS4 guidance. O **High impact**: Project will lead to work and additional monitoring efforts may be needed to ensure partners' compliance with ESS4 guidance, and/or the project involves various types of workers (e.g. direct, contracted, community workers, migrants, primary supply workers, or civil servants).	Ensure fair labour practices Ensure people take up work voluntarily Enforce national regulations on labour relations in order to avoid forced labour.
ESS 4.3 Could the project operate in a context or		O Yes O No	O Unlikely O Likely	O **Low impact**: Project activities (e.g. policy advice) should have minimum or no impact on	Ensure checks are undertaken before

agricultural value chains where there have been recent documented reports of child labour?		O TBD	O Highly likely	household distribution of tasks, and may even reduce the number of cases of child labour. O **Moderate impact**: Project activities may affect household distribution of tasks (e.g. restricting access to school). Project can and will take measures to mitigate negative impacts that could otherwise lead to child labour. O **High impact**: Project activities could (in)directly restrict children's access to school or negatively affect their health including mental health. What is more, national legislation does not provide for agriculture or small-scale farming as an occupational sector, or legislation to prevent child labour is not well enforced in the project sites.	people take up employment, in order to eliminate child labour. Enforce the minimum age of employment before engagement of any personnel.
ESS 4.4 Could the project: (a) operate in a sector, area or value chain where producers and other agricultural workers are typically exposed to significant occupational and safety risks, and/or (b) promote or use technologies or practices that pose Occupational Safety and Health (OSH) risks to farmers, other rural workers or rural populations in general?	* OSH risks in agriculture might include: dangerous machinery and tools, hazardous chemicals, toxic or allergenic agents, carcinogenic substances or agents, parasitic diseases, transmissible animal diseases, confined spaces, ergonomic hazards, extreme temperatures, and contact with dangerous and poisonous animals, reptiles and insects; * Psychosocial hazards might include violence and harassment; * Awareness raising and capacity development activities on the needed gender-responsive OSH	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project will only improve occupational safety and health and will not promote or use any technologies or practices that pose risks for farmers, other rural workers, or rural populations in general. O **Moderate impact**: Project will promote or use new technologies or practices that pose OSH risks e.g. new equipment or hazardous chemicals/pesticides. Or, in the project area, workers are typically exposed to significant OSH risks. E.g. regulation is known to be weak or not strictly enforced; there is evidence linking illness or death to exposure to OSH risk; health services are not equipped to deal with common OSH issues. O **High impact**: Project activities may cause significant OSH risks e.g. introduce heavy	All work that has potential to cause harm should be undertaken with provision of full Personal Protective Equipment (PPE) All work must be undertaken after conducting Hazard Identification and Risk Assessment (HIRA)

	measures should be included in project design to ensure workers' safety and health, including for informal workers; * Complementary measures can include measures to reduce risks and protect workers, as well as children working or playing on the farm, such as alternatives to pesticides, improved handling and storage of pesticides, etc.			machinery or inputs/equipment with unknown and potentially high risks, while operating in a sector, area, or value chain where workers are regularly exposed to significant OSH risks. Regulation in the sector and project area is non-existent or extremely weak and/or there is evidence linking illness or death to exposure to OSH risk through similar activities.	Induct All Employees on OHS before commencement of work OHS Inspections of all project sites to monitor hazards and risks. There is a potential risk associated with falling trees during logging, noise, duct, vibration and the inherent risk of fire. Ensure that industrial hygiene surveys are undertaken to measure the level of the occupational hazards and adopt mitigation measures where necessary. With regards to fire, ensure the implementation and adoption of

					the Fire Management Plan. Ensure segregation of hazardous chemicals from pole treatment, use respirators, adopt chemical labels and maintain Material Safety Data Sheets (MSDS) for all chemicals.
ESS 5 – Community Health, Safety and Security: **Could the project positively or negatively affect health, safety and livelihoods of communities (including women, men, youth, as well as marginalized, disadvantaged and vulnerable groups)?**		O Yes O No O TBD	N/A	N/A	
ESS 5.1 Could the project expose communities to health risks such as: pollution and the contamination of land, resources or food; biological hazards,	Note that where endemic disease (e.g., malaria) exists in the project areas, it should explore ways to improve environmental conditions that could minimize the incidence of these diseases.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Health risks to communities and their livestock due to the project's activities are expected to be non-existent or negligible. E.g. project will not implement activities on the ground, or communities are already familiar with these minimal health risks and capable of avoiding them.	Project activities will be undertaken in a manner that that does not spread malaria.

including transboundary animal diseases; incidents of soil-borne, water-borne, vector-borne diseases, zoonotic diseases, food-borne diseases; the availability of drinking water; injuries; and detrimental effects on mental health and well-being?				O **Moderate impact**: Project areas have past evidence of significant negative impacts of similar activities on human or animal health. However, regulation or containment of these impacts has been shown to be effective. O **High impact**: Project areas have evidence of recent significant negative impacts of similar activities on human or animal health. Regulation is not strictly enforced in the foreseen project areas or the monitoring of partners' compliance requires extra care.	Workers will be furnished with appropriate PPE to protect them from harsh weather conditions and conditions which may promote tropical diseases. Avoid stagnant water containers in project sites to avoid the chance of significant vector multiplication. Awareness about malaria and adopt measures to prevent its spread Awareness on avoidance of eating wild animals and hunting activity which may pose risk to transmission of zoonotic diseases.

ESS 5.2 Could the project jeopardize the availability, accessibility and/or affordability of safe and nutritious foods that contribute to healthy and balanced diets? E.g. by sourcing foods from polluted sources.		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Risks of the project negatively affecting dietary practices and/or the existence of toxins and pathogens in food are expected to be non-existent or negligible. O **Moderate impact**: Project may negatively affect dietary practices and/or the existence of toxins and pathogens in food. However, risks to healthy and balanced diets are known and can be mitigated. O **High impact**: Project's scale and duration may negatively affect dietary practices and/or increase toxins and pathogens in food. Risks to healthy and balanced diets are not well understood and targeted communities may be vulnerable to these risks.	Effects on dietary practices or existence of toxins and pathogens are not foreseen in this project. There are no activities that promote pathogens.
ESS 5.3 Could the project expose communities to hazardous materials or equipment e.g. agricultural machinery accessible to the community, design or construction of new infrastructure, changes to existing infrastructure, transportation, or storage?		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project will not implement infrastructure that poses risks to communities, or lead to disposal of hazardous materials. O **Moderate impact**: Project may introduce agricultural machinery accessible to the community; design, construct or change infrastructure; or lead to disposal of hazardous materials e.g. through transportation or storage. Related health risks to communities are well known and well regulated in the foreseen project areas. O **High impact**: Project may introduce agricultural machinery accessible to the community; design, construct or change infrastructure; or lead to disposal of hazardous materials e.g. through transportation or storage. Related health risks to communities are not well	The project will have sub-projects in the wood based value chain. However, all these projects will be implemented under a strict regime of Site-Specific Environmental and Social Management Plans (ESMPs). Ensure that no project activities

				known or regulated, and may be significant: e.g. activities could lead to loss of life or significant environmental damage if not properly managed.	take place without ESMP/ESIA depending on NEMA screening Treatment of wooden poles and products to be managed through Environmentally Sound Management (ESM) of Chemicals and their waste. Material Safety Data Sheets (MSDS) to be maintained for each and every chemical.
ESS 5.4 Could the project lead to an influx of project workers?		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: No significant influx of project workers foreseen, meaning non-existent or negligible impacts on community dynamics, health and natural resources. O **Moderate impact**: Project-related labour influx may alter community dynamics, increase risk of communicable diseases or sexual exploitation and abuse, or increase pressure on natural resources. However, the affected population has recent experience of successfully managing labour influx and mitigating associated risks.	There is a potential influx of workers to undertake logging activities, primary processing and secondary processing. Utilise local labour from the host communities,

				O **High impact**: Project-related labour influx may be significant. The affected population does not have previous experience with labour influx; or previous experience has negatively affected community dynamics e.g. increase prevalence of communicable diseases or sexual exploitation and abuse, or put greater pressure on scarce natural resources.	thereby creating employment. Mitigate labour related impacts through awareness, Code of Conduct for Contractors Raise awareness about communicable diseases, sexual exploitation and abuse.
ESS 5.5 Could the project have impacts on ecosystems and ecosystem services that may result in direct and indirect health and safety risks to communities? E.g. loss of natural buffer that increases the risk of flooding.		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project foreseen to have minimal impact on ecosystems/ecosystem services. Negative impacts on the health and safety of communities likely to be non-existent or negligible. O **Moderate impact**: Project could have impacts on ecosystems/ecosystem services that, in turn, could negatively affect the health and safety of communities in the direct proximity of project sites. However, similar projects have shown that impacts can be mitigated or offset. O **High impact**: Project could have impacts on ecosystems/ecosystem services that, in turn, could have irreversible or diverse impacts on the health and safety of communities.	There are possible risks associated with loss of ecosystem services due to logging activities. However, the project will ensure that logging is strictly confined to planted forests. Logging activities will also be undertaken in a phased manner to reduce impacts on

					ecosystems. The risk of trees falling on members of the public will be mitigated through public awareness and providing signage in areas where harvesting will take place.
ESS 5.6 Could the project construct buildings or infrastructure; and/or be implemented in an area of increased vulnerability to earthquakes, subsidence, landslides, erosion, flooding, forest fire?		O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Impact on risk of emergency events is expected to be very small e.g. the project will not implement activities in areas that are known to be vulnerable to (natural) disasters, will not lead to removal of vegetation cover (risk of landslides), significant construction etc. O **Moderate impact**: Project may implement activities in areas that are known to be vulnerable to (natural) disasters, however any damage due to project activities would be reversible. O **High impact**: Project may implement activities in areas that are vulnerable to (natural) disasters, and potential damage due to project activities could be irreversible.	Past seismic history has shown that Uganda has experienced very few earthquakes. Areas vulnerable to seismic activity will be avoided. Raise awareness about natural disasters such as earthquakes, subsidence flooding and erosion
ESS 5.7 Could the project lead to the engagement of security personnel to protect facilities and property or to support project activities?	Note that FAO will take action (or require appropriate parties to take action) to prevent any recurrence of abuses and/or reprisals against individuals and communities. When necessary,	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Small operation in stable environment. O **Moderate impact**: Project requires the introduction of a moderately-sized security force. The force is well trained, and protocols are in place.	Security measures may be required to protect plantation from illegal timber loggers and to

	FAO will report unlawful and abusive acts to the appropriate authorities.			O **High impact**: Larger operation in unstable environment. Project cannot proceed without security personnel. No history of security personnel employed in previous projects, and no locally trained security personnel available. Risk of conflict with local communities is high.	secure materials during construction of sawmilling facilities. PMU to ensure that any security personnel are trained on environmental and social safeguards.
ESS 6 - Gender equality and prevention of gender-based violence (GBV): **Could the project positively or negatively affect people based on their gender, through activities or policy?**		O Yes O No O TBD	N/A	N/A	
ESS 6.1 Could the project lead to increased gender-based discrimination or inequalities?	For example through: * Not assessing social identities intersecting with gender (such as age, minorities and disabilities), which can exacerbate inequality); * Not addressing gender dimensions when providing policy advice; * Increasing the work burden for women; * Perpetuating women's poor labour conditions or displacing	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project areas do not experience high levels of gender inequalities or gender-based discrimination, and activities are not expected to increase these. However, the project may inadvertently perpetuate existing gender inequalities, if it does not properly identify and address gender-related concerns. O **Moderate impact**: Specific risks are well understood by the project team and implementing partners. However, the project may inadvertently increase or perpetuate existing gender inequalities if it does not	Ongoing training awareness on Gender and Gender Based Violence will be undertaken in all project sites and sub-projects. PMU to ensure equal participation of both males and

	work currently carried out by women to men; * Using approaches that are not culturally and socially contextualized nor accepted; * Engaging implementing partners/service providers that are not gender-sensitive; * Excluding or failing to engage women in decision-making and planning processes; * Overlooking the specific constraints women face in gaining access to resources (natural and productive) and services (advisory and financial); * Not engaging/sensitizing men and boys in efforts to address gender inequalities and women's empowerment; * Overlooking women's major capacities and their skills (leadership/negotiation/technical) and knowledge gaps.			properly identify and address gender-related concerns. O **High impact**: Significant increases in gender-based discrimination or inequalities are foreseen and social risks are not well known at this time.	females in project activities. PMU to ensure that beneficiaries are drawn from both males and females in order to prevent any inequalities.
ESS 6.2 Could this project operate in a context with high risks of gender-based violence and discrimination against women and girls, such as in conflict-affected situations, camps or shelters, areas where	* Note that any person can be the perpetrator of GBV; * Refer to the GBV assessment conducted by the national UN GBV cluster if available, and consider these guiding questions: What are the socio-cultural factors affecting the groups who will directly or indirectly benefit	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Foreseen project sites do not suffer high levels of gender-based violence and gender inequalities. Implementing partners DO NOT have direct contact with women and children. O **Moderate impact**: Increased risks of GBV due to project activities are foreseen. These are well understood by the project team and implementing partners and can be mitigated e.g.	Ongoing training awareness on Gender and Gender Based Violence will be undertaken in all project sites and sub-projects

women's mobility is restricted, or with high numbers of poor female-headed households or unaccompanied minors?[47]	or be affected by FAO's intervention/response? (age, gender, health and wealth status, disabilities etc..); What are the gender and other intersecting factors affecting the target groups that might render them more susceptible to GBV (high vulnerabilities among single female headed households, children, ethnic groups, elderly, disabled and refugees)?; * Examples of GBV include: * * Increased violence in the household as women are the sole recipients of inputs and services; * * Violence against women and girls residing in refugee camps; * * Gender insensitivity among project partners and project team; * * People excluded from activities (i.e. training and distribution of inputs) by other members of their communities, based on their gender, age or ethnic group; * * Not allowing women and youth to participate in			by organizing separate distribution points for women and girls, selecting venues and time acceptable for women when planning training and demonstration sessions, and considering the socio-cultural context that could reduce risks of GBV. O **High impact**: Significantly increased risks of GBV due to project activities are foreseen. Exact risks are not well known at this time and could be difficult to mitigate.	PMU to ensure equal participation of both males and females in project activities. PMU to ensure that beneficiaries are drawn from both males and females in order to prevent any inequalities.

[47] GBV may include sexual, physical, mental and economic harm inflicted in public or in private. It also includes threats of violence, coercion and manipulation. This can take many forms such as intimate partner violence, sexual violence, child marriage, female genital mutilation and so-called 'honour crimes' (UNHCR). It also implies to exclude certain socio-economic and ethnic groups from project's activities and ignoring their specific needs and priorities.

	negotiation tables around climate change and planning humanitarian assistance; * * Giving access at night to irrigation for women exposing them to increased risks of GBV; * * Excluding men and boys from project activities, raising competition within households and communities; * * Arrangement of refugee camps that might increase risks of violence against women and girls, as well as against men and boys; * * Water scarcity in pastoral communities creating competition among poor people with limited resources.				
ESS 6.3 How is the project planning to address Sexual Exploitation and Abuse (SEA) risks? (Describe risk mitigation measures in the comments column).[48, 49]	Note that SEA would refer to misconduct by FAO employees, or any other personnel associated with the work of FAO, against beneficiaries and vulnerable populations, meaning any person who benefits or may benefit from	N/A	N/A	N/A	

[48] "Sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. Similarly, the term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

[49] Examples of risk mitigation measures:

* * Budgetary support to Prevention of SEA (PSEA) such as for hiring PSEA expertise, raising awareness in the local communities etc;

* * Ensure all project staff completed the mandatory FAO course on SEA before starting their work (in particular frontline workers e.g. M&E personnel, personnel involved in the distribution of inputs and/or cash; drivers, security guards supporting the project implementation etc);

	FAO assistance, including any vulnerable member of the affected population (not limited to women, children, elderly, disabled, ethnic minorities, etc.);				
ESS 7 - Land tenure, displacement, and resettlement: **Could the project, through activities or policy, positively or negatively affect areas where people live or their access to locations they need for their livelihood? Note that this includes tenure rights that are not formally recognized.**[50]	GUIDANCE NOTE	O Yes O No O TBD	N/A	N/A	

* * Assess PSEA capacity of project IPs before engaging with them and build their capacity accordingly;

* * Sensitize project staff working on stakeholder engagement (in particular at community level) on how to communicate effectively on SEA (i.e. language and means of communication);

* * Ensuring project beneficiaries/local community know how to submit complaints on SEA issues (i.e. OIG FAO hotline);

* * Make use of inter-agency/joint Community Based Complaint Mechanism and SEA referral pathways (when applicable);

* * Sensitize project staff on the importance of confidentiality when dealing with SEA matters.

* For more information, see the ESS 6 Guidance Note and the SEA section in the GBV assessment conducted by the GBV sub-cluster/sub-sector in the project country if available;

* Stored data, including documents and material related to SEA allegations, should only be accessible to authorized persons and must be stored safely to prevent accidental disclosure. Options for secure data storage include locked filing cabinets; digital storage on a secure server, computer or laptop; and official cloud storage.

[50] Be sure to take into account the use rights of people who may only seasonally be present in a landscape; for example, herders who may have traditional arrangements with farmers. Note that access to land includes use rights, rights-of-way, easements, riparian/irrigation rights, public access, footpaths, gleaning rights, forest and wood product permits, others.

ESS 7.1 Could the project activities lead to voluntary, temporary or permanent, full or partial physical displacement of people in the project area? I.e. people may be living in the project sites and be asked to move.[51]	Follow the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project will only provide policy advice and/or capacity building and will not implement activities on the ground. O **Moderate impact**: Project is or will be fully aware of any people living in the project areas, whether they have formal land rights or not. Any physical displacements would be temporary and compensated for by the project. Any permanent displacement would impact no more than ten households or businesses. O **High impact**: Project can be expected to physically displace more than ten households or businesses, or cannot guarantee that forced evictions will not occur.	Ensure minimal impact and prevent potential economic displacement Make use of alternative sites if any displacement is foreseen in proposed project sites.
ESS 7.2 Has there to the best of your knowledge been prior displacement in anticipation of the project?	If yes, contact the ESM Unit for guidance ESM-unit@fao.org.	O Yes O No O TBD	N/A	N/A	
ESS 7.3 Could any of the project activities be expected to lead, even unintentionally, to the loss of ownership of, use of, or access rights to resources (agricultural or livestock or fish production, forest products, soil, land and water resources, grazing areas, etc.)?* I.e. people	* Examples include: * * Loss of land and access to land or natural resources needed to support livelihoods; * * Loss of jobs and sources of livelihoods; * * Reduced access to markets; * * Dislocation from social networks. * Follow the Voluntary Guidelines on the Responsible	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project will not implement activities on the ground. OR in the unlikely event the project would result in loss of access to resources and/or livelihood opportunities, this would have minimal negative effects on stakeholders and could be quickly and easily mitigated and offset within the project scope. O **Moderate impact**: Project may lead to modest potential losses in terms of access to resources and/or livelihood opportunities and loss of ownership for a small number of persons.	Potential economic displacement in the establishment of value chain activities such as sawmills. Facilitate alternative sites in the case of

[51] Including people without legally recognized claims to the land they are currently living on.

may be using the project sites for their livelihoods and lose access. ***In case this affects Indigenous Peoples, see also ESS 8.**	Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security.			O **High impact**: Project-related economic displacement may lead to significant loss of ownership, use, or access rights to resources and/or lead to wider consequences such as community unrest; disruptions to human mobility including increased risks of involuntary immobility; conflict and security threats; impoverishment and/or food insecurity.	economic displacement.
ESS 8 - Indigenous Peoples **Could the project positively or negatively affect Indigenous Peoples, through activities or policy?**	GUIDANCE NOTE	O Yes O No O TBD	N/A	N/A	The project will be implemented in areas with already mature commercial tree plantations (majorly pines and eucalyptus) due for harvesting and processing, which are NOT situated in the settlement areas of Indigenous People in Uganda. Therefore, there is no risk of their displacement due to project activities whatsoever. These plantations were established by the private sector

					under the previous SPGS project phases II and III, with grant support from the European Union.
ESS 8.1 Could the project be located on or near lands and territories owned or claimed by Indigenous Peoples?	If yes: * Plan for a Free, Prior and Informed Consent (FPIC) Process as this is required; * Include FPIC expertise in design/project team; * Please contact the ESM/PSUI unit as needed.	O Yes O No O TBD	N/A	N/A	The project will be implemented in areas with already mature commercial tree plantations (majorly pines and eucalyptus) due for harvesting and processing, which are NOT situated in the settlement areas of Indigenous People in Uganda. Therefore, there is no risk of their displacement due to project activities whatsoever. These plantations were established by the private sector under the previous SPGS project phases II and III,

					with grant support from the European Union.
ESS 8.2 Could the project potentially negatively affect Indigenous Peoples, through its activities or policy advice – e.g. effects on their human rights, lands, natural resources, territories, and traditional livelihoods?	If moderate or high-risk: * Plan for an FPIC Process as this is required; * Include FPIC expertise in design/project team; * Please contact the ESM/PSUI unit as needed.	O Yes ● No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project would not implement activities on the ground, but only provide policy advice or training. O **Moderate impact**: Project activities could lead to negative impacts on Indigenous Peoples. However, risks are well understood by the project team and implementing partners. O **High impact**: Project may lead to significant negative impacts on Indigenous Peoples.	The project will be implemented in areas with already mature commercial tree plantations (majorly pines and eucalyptus) due for harvesting and processing, which are NOT situated in the settlement areas of Indigenous People in Uganda. Therefore, there is no risk of their displacement due to project activities whatsoever. These plantations were established by the private sector under the previous SPGS project phases II and III, with grant support from the European Union.

ESS 8.3 Could the project use genetic resources or associated knowledge from Indigenous Peoples for research or commercial purposes?	* Refer to the Nagoya Protocol and the Convention on Biological Diversity introduction to access and benefit-sharing; * If you answered the question with "yes": * * Note that IPs must be informed of their rights under national and international law; * * Plan for an FPIC Process as this is required; * * Include FPIC expertise in design/project team; * * Contact PSUI and ITPGRFA as needed.	O Yes O No O TBD	N/A	N/A	The project will not use genetic resources or knowledge from indigenous people for research and commercial purposes.
ESS 8.4 Could the project negatively affect Indigenous Peoples' access to resources upon which their livelihoods depend ("economic displacement")?	* Follow the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security; * Adhere to FAO's Policy on Indigenous and Tribal Peoples.	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Project will not implement activities on the ground. OR in the unlikely event the project would result in loss of access to resources and/or livelihood opportunities, this would have minimal negative effects on stakeholders and could be quickly and easily mitigated and offset within the project scope. O **Moderate impact**: Project could lead to modest potential losses in terms of access to resources and/or livelihood opportunities and loss of ownership for a small number of persons. O **High impact**: Project-related economic displacement could lead to significant loss of ownership of, use of, or access rights to resources and/or lead to wider consequences such as: community unrest; disruptions to human mobility including increased risks of	The project will be implemented in areas with already mature commercial tree plantations (majorly pines and eucalyptus) due for harvesting and processing, which are NOT situated in the settlement areas of Indigenous People in Uganda. Therefore, there is no risk of their

				involuntary immobility; conflict and security threats; impoverishment and/or food insecurity.	displacement due to project activities whatsoever. These plantations were established by the private sector under the previous SPGS project phases II and III, with grant support from the European Union.
ESS 9 – Cultural Heritage: **Could the project positively or negatively affect tangible or intangible cultural heritage, through activities or policy?**[52]	GUIDANCE NOTE	O Yes O No O TBD	N/A	N/A	
ESS 9.1 Could the project through activities or policy advice negatively affect places, objects, values or knowledge and practices of cultural importance to communities?[53]	* For example, the project may affect communities' lands, natural resources, territories, water sources, sites of memory, structures or objects with historical, cultural, artistic, scientific, (oral) traditional or	O Yes O No O TBD	O Unlikely O Likely O Highly likely	O **Low impact**: Negligible or no negative impacts foreseen from the project on cultural heritage. O **Moderate impact**: Any negative impacts would have only limited effect on cultural heritage and could be directly mitigated by the project.	Avoid disturbing any cultural sites identified in the project area. Site-Specific ESMPs to implement the

[52] Intangible cultural heritage refers to values or traditions, practices and knowledge. It includes living expressions inherited from our ancestors and passed on to our descendants, such as oral traditions, performing arts, social practices, rituals, festive events, knowledge and practices concerning nature and the universe or the knowledge and skills to produce traditional crafts.

[53] Note that in case cultural heritage of Indigenous Peoples is affected by the project, ESS 8 requirements also apply (e.g. FPIC)

	religious values and rituals, livelihoods, knowledge, social fabric, traditions, governance systems, cultural expressions, performing arts. "Cultural expressions" are those expressions that result from the creativity of individuals, groups and societies, and that have cultural content; * Screening for this safeguard will be done with full and effective participation of local people. Where a project or programme proposes to use cultural heritage, including knowledge, innovations or practices of local communities for the benefit of the project or for commercial purposes, communities should be informed of their rights under national law, the scope and nature of the proposed use, and the potential consequences. Documented consent should be obtained.			O **High impact**: Project could lead to significant negative impacts in one or multiple aspects of cultural physical and/or cultural heritage. These negative impacts would need to be offset.	"Chance Find Procedure".
ESS 9.2 Could the project lead to excavations, flooding, demolitions, movement of earth, landscape transformation, or alteration to social/ cultural uses or heritage?	Screening for this safeguard will be done with full and effective participation of local people. Their documented consent should be obtained.	O Yes O No O TBD	N/A	N/A	

ESS 9.3 Could the project lead to the use of tangible and/or intangible forms (e.g. collections, areas, practices, traditional knowledge) of cultural heritage for commercial or other purposes?	Screening for this safeguard will be done with full and effective participation of local people. Their documented consent should be obtained.	O Yes O No O TBD	N/A	N/A	

ANNEXES 2. GUIDELINES FOR UNDERTAKING SITE-SPECIFIC ESMPs IN THE UGANDA WOOD BASED VALUE CHAIN PROJECT

During the assessment of the sub-projects under the programme, it is essential that the following requirements be adhered to:

[1] **Only environmental practitioners registered by National Environmental Management Authority (NEMA) of Uganda to undertake Site-Specific ESMPs or ESIAs.**[54]

[2] All sub-projects to submit Project Briefs to NEMA

[3] NEMA to Screen the Sub-Projects

[4] FAO Screening Checklist to be used for Screening Sub-projects and Categorising them

[5] NEMA is the determinant of whether the Sub-Projects shall require ESMP or ESIAs

[6] ESIA/ESMP studies should only commence after scoping and the Terms of Reference are reviewed and agreed with NEMA

[7] ESIA/ESMP data collection for Sub-Projects must ensure extensive stakeholder engagement and consultation

[8] ESIA/ESMP should include a framework for mitigation measures

[9] When completed, the ESIA/ESMP for any sub-project should be submitted to NEMA for review and comments

[10] ESIA/ESMP which meet the requirements and quality, may be approved by NEMA

[11] Sub-projects and their activities must not commence without approval by NEMA

[54] This is a national requirement, which specifies that ESIA/ESMPs shall only be undertaken by practitioners registered by the National Environmental Management Authority (NEMA) of Uganda. Documents received from unregistered practitioners will not be evaluated or processed.

ANNEX 3: FAO LIST OF EXCLUDED ACTIVITIES

FAO will not knowingly support, directly or indirectly, projects involved in activities, production, trade, or use of the products, or substances listed below. Additional exclusions may apply in the context of a specific project.

- Harmful or exploitative forms of child labour.
- Harmful or exploitative forms of forced labour.
- Forced evictions without the provision of and access to appropriate forms of legal and other protection.
- Activities that result in the exploitation of and access to outsiders to the lands and territories of Indigenous Peoples in voluntary isolation and in initial contact.
- Destruction of protected areas or other high biodiversity and High Conservation Value areas
- Construction or financing of dams over 15 m in height.
- Activities that are illegal under host country laws, regulations or ratified international conventions and agreements relating to biodiversity protection or cultural heritage.

- Activities or materials deemed illegal under host country laws or regulations or international conventions and agreements, such as:
    - products that contain any substances that are banned for use or trade under applicable international treaties and agreements, or meet the criteria of carcinogenicity, mutagenicity, or reproductive toxicity as set forth by relevant international agencies; and
    - wildlife or products regulated under the Convention on International Trade in Endangered Species or Wild Fauna and Flora (CITES).

- Cross-border trade in waste and waste products, unless compliant to the Basel Convention and the underlying regulations.
- Trade related to pornography and/or prostitution.
- Production and distribution of racist and discriminatory media.
- Project's activities for which any of the following products is having a primary role:
    - production, use or trade in radioactive materials[55] and unbounded asbestos fibres or asbestos-containing products;
    - blast fishing and large-scale pelagic drift net fishing using nets in excess of 2.5 km in length;
    - production or trade in alcoholic beverages (except beer and wine) and tobacco;
    - production, use, trade or distribution of weapons and munitions; and
    - gambling, casinos or equivalent enterprises.

[55] This does not apply to the purchase of equipment, quality control (measurement) equipment and any similar equipment where the radioactive source is trivial and/or adequately shielded.

ANNEX 4: SITE-SPECIFIC ESMP TEMPLATE FOR SUB-PROJECTS OF THE SUSTAINABLE WOOD BASED VALUE CHAIN IN UGANDA[56]

Environmental and Social Management Plan (ESMP)
Indicative outline
(Max 80 pages)

Note: The Environmental and Social Management Plan (ESMP) is a detailed project-specific plan that operationalizes the principles, requirements, and specific measures, actions, and strategies that will be implemented by the project to manage and mitigate the environmental and social risks and impacts associated with particular activities. The ESMP is ideally prepared during Formulation phase, and always before activities are implemented; it can be built on an existing ESMF, if that was the project's ES risk management instrument of choice while the activities and sites were unknown. Both moderate and high-risk projects are required to develop an ESMP before project activities are implemented.

1. **Executive summary** (optional)
   Provide a brief overview of the project and the key environmental and social considerations. Indicate the project risk category as per the ES risk screening checklist. A summary of key findings from the baseline and risk assessment, objectives, and recommended actions may also be added to this section)

2. **Introduction**
   Describe the project and the activities covered by this particular ESMP, including locations, and implementing partners. Describe the purpose and scope of this ESMF, which should be aligned with the project activities/components. Briefly identify the potential social and environmental impacts of the project – that will be further described in the sections below.

3. **Policy, legal and institutional framework**
   Describe the key legal, regulatory, and institutional provisions related to the project' social and environmental aspects. This section should refer to the international, national/regional/local, and institutional requirements relevant to the specific social and environmental aspects, risks and impacts, and safeguards triggered by the project. You might want to consider requirements from other international organizations, i.e., UNDP, ILO, and/or donors/implementing partners, as applicable.

4. **Environmental and social baseline**
   Describe and analyse the environmental and social context where the project will be implemented. While some broad contextual information is necessary, the analysis should focus on the immediate context of the project site and aspects that relate to the identified impacts in order to be relevant to decisions about project design, operation, or mitigation measures. For general baseline information (regional, national), secondary data and existing assessment might be used. For site specific context and baseline information, primary data collection is strongly recommended. For projects that have conducted an ESIA, a summary of the baseline findings on social and environmental conditions may be used for this section.

   The scope of the environmental and social baseline analysis will vary according to the nature of the project and the issues identified during the screening phase. The analysis might cover a range of

[56] All sub-projects to be undertaken under the project should use the format of the ESMP if they are categorised in the moderate risk category.

physical, biological, socio-economic, and cultural aspects that could be potentially affected by the project. The following is a general guidance of aspects to be included in this section:

4.1. **Physical environment:** topography, climate, soils, rainfall, infrastructure, etc.

4.2. **Biological environment:** flora, fauna, endangered species, sensitive sites, and significant natural sites.

4.3. **Socio-economic and cultural environment:** population dynamics, land use, poverty trends, community structure and capacities, community health (current status and drivers of disease), sources of livelihoods, distribution of income, cultural heritage, goods and services, level of community environmental awareness on issues such as poverty and environment, biodiversity loss and climate change, extent of community dependence on natural resources for livelihoods and access to basic services, such as water and sanitation, health-care facilities, schools, agricultural extension, electricity, transport, and markets.

5. **Risk classification and management**
Indicate the risk categorization as per the FAO screening checklist. The risk categorization is obtained upon completion of the ES screening checklist in FPMIS – add the checklist as an annex to this framework

6. **Describe the potential environmental and social risks and impacts**
Identify and analyse the potential risks and adverse impacts from the project, as well as the opportunities for enhancing its positive impacts. When identifying risks and impacts, consider each of the project's activities. Please also describe how the project will address Sexual Exploitation and Abuse (SEA) related risks. This section should also consider cumulative impacts and cross-cutting issues.

7. **Environmental and social management measures**
Describe the mitigation measures to avoid, minimise, or mitigate the ES risks and impacts identified in the previous sections and in the ESIA. Identify the measures to enhance positive environmental and social outcomes.

8. **Institutional and implementation arrangements, and estimated costs**
Describe the institutional and implementation arrangements, as well as the estimated costs for the implementation of this ES risk management plan. In this section, the project team may choose to provide an overview of roles and responsibilities, and budget allocation; detailed information including timeline, may be added to the ESMP Matrix,

10. provided below – alternatively, the project may choose to provide all information required by sections 7 and 8 in the ESMP Matrix.

11. **Monitoring arrangements**

Describe the monitoring arrangements in place to ensure the implementation of this ESMP. In this section, the project team may choose to provide an overview of the monitoring arrangement, including responsibilities and timelines – alternatively, the project may choose to provide all information required by sections 7 and 8 in the ESMP Matrix,

12.

13. **Stakeholder engagement**
    Briefly describe stakeholder engagement activities conducted, including: (i) identification of key stakeholders and their interests in the project; (ii) stakeholder engagement activities such as consultation and participation, conducted to date, and the key issues, concerns and feedback provided during these engagements; and (iii) how the project plans to incorporate stakeholder feedback and address their concerns, during and post project implementation. Describe how stakeholder engagement will be incorporated as an ongoing project activity and indicate the main communication channels and frequency of engagement for each stakeholder type/group. Alternatively, this section may provide a summary of the key stakeholder engagement findings to date, and indicate a link to the Stakeholder Engagement Plan[57] (SEP) developed for the project.

14. **Grievance Redress Mechanism**
    Describe the project GRM, and how this will be communicated to project stakeholders. Alternatively, provide a link to the Grievance Redress Mechanism[58] (GRM) developed for the project.

15. **Information disclosure**
    Describe when and where project information will be/is publicly disclosed. The paragraph below could be used as guidance. For additional guidance: ESS Guidance Note on ESOP2.

16. Disclosure of programme and project information supports stakeholders' ability to effectively participate in project consultations. FAO strives for project information to be relevant, understandable, accessible, and considered culturally appropriate by stakeholders. Due attention will be dedicated to specific needs in the community groups affected by project implementation. This document will be publicly disclosed on FAO's disclosure portal from DATE as well as through the following channels XXX

Table 7: Environmental and Social Management Plan Matrix

Activities *(Specify locations)*	**Potential environmental and social risks and impacts** *(Briefly describe the potential ES risks identified in line with the FESM)*	**Mitigation Measures** *(Briefly describe the mitigation measures for the identified risk. Indicate whether any specific instruments have been prepared such as Biodiversity Management Plan, Gender Action Plan, LMP, etc. and provide the reference -*	**Implementation Arrangements**[59] *(Responsible parties for implementation of the mitigation measures, and timeline for activities)*	**Monitoring Arrangements**[60] *(Responsibilities, and timeline / frequency of the monitoring activities)*	**Timeline**	**Estimated costs to implement the mitigation measures**

[57] Refer to ESOP 2 at Safeguard: Environmental and social operational pillar (ESOP) (fao.org)

[58] Refer to ESOP 2 at Safeguard: Environmental and social operational pillar (ESOP) (fao.org)

[59] This can be presented in this table or as a separate section. If the latter, indicate the activities and mitigation measures that the arrangements refer to.

[60] This can also be presented in this table or as a separate section. If the latter, indicate the activities and mitigation measures that the arrangements refer to.

		link/document etc.)				

1. Annexes

- **Completed environmental and social screening checklist:** Please attach here a copy of the most updated risk screening checklist of FPMIS.

ANNEX 5: ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA) TEMPLATE[61]

Usually includes the collection of primary data.

Note: This document provides guidance for conducting an environmental and social impact assessment (ESIA), as well as for drafting the terms of reference for a full ESIA. All high-risk projects are required to conduct an independent ESIA before the project is appraised.[1] The ESIA is an in-depth stand-alone assessment that focuses on evaluating the specific environmental and social impacts that are likely to result from the project's implementation. It looks at the project activities, their potential impacts and the social and environmental conditions of the area of implementation, and specifies the approach to manage impacts and mitigation measures.[2]

1. Executive summary

- concise overview of the project and its objectives;
- summary of the potential environmental and social impacts; and
- key findings and recommended actions (including key mitigation measures and management/monitoring plans).

2. Introduction

Provide background information about the project and its purpose, and indicate the scope and objectives if this ESIA. The methodology could also be explained in this section.

3. Project description[3]

Provide a project description, indicating:

- geographic location: it is highly recommended to include maps and to provide site details when the project is implemented in various locations;
- summary of project objectives, expected results/outcomes, outputs and main activities;
- executing entities (i.e. project lead and partners), their roles and responsibilities; and
- implementation arrangements.

[1] For high-risk projects categorized as such due to a particular aspect (e.g. projects involving pesticides), the ESM Unit should be consulted for clarification and support (ESM-Unit@fao.org).

[2] Mitigation measures could be further detailed in the ESMP and the additional management plans (covering aspects such as biodiversity, Indigenous Peoples, labour or gender).

[3] The introduction and project description could be combined into one section.

[61] This is essential just I case if NEMA categorises some of the sub-projects as high risk.

4. Scoping

Undertake a preliminary investigation of the project area, including:

- consultation with affected communities and knowledgeable groups or agencies; and
- identification of the area or area of influence (AoI) affected by the project.

The scoping phase will determine the scope of the ESIA; it will produce a scoping report that will be disclosed and accessible for comments by interested and affected parties.

It is important to undertake the scoping exercise early on in the assessment process to: (i) identify and focus the environmental and social assessment on key issues; and (ii) establish a logical roadmap for the assessment process. The scoping exercise typically informs the drafting of the terms of reference (TOR) for the ESIA.

The scoping exercise will vary depending on the range and complexity of the project's potential social and environmental impacts. Scoping typically builds on the results of the screening, and consists of the following tasks/components:

- initial identification of significant social and environmental issues and potential adverse risks and impacts;
- evaluation of data availability and identification of data gaps for the assessment;
- analysis of national/local project planning requirements, as well as of relevant FAO requirements;
- identification of feasible project alternatives that will be considered in the assessment;
- scoping meetings with stakeholders to establish focus areas and potential issues of concern;
- identification of the types and qualifications of the specialists that will undertake the assessment (assessments should be undertaken by independent experts);[4]
- drafting of a summary scoping report; and
- drafting of the ToR for the ESA.

5. Analysis of the policy and legal framework

Describe the policy, legal and administrative/institutional framework in which the project will be implemented, and identify any laws and regulations that pertain to the environmental and social matters relevant to the project. These include regulations about environmental and/or social safeguard standards triggered by the project, as well as relevant national laws and host country obligations under international law.

Explain the requirements of any co-financing partners, if applicable (e.g. the World Bank's Environmental and Social Framework). Where pertinent, consider legal frameworks for promoting gender equality. Flag any areas where the project might fall short on compliance.

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[4] For highly complex projects with multidimensional potential adverse impacts, or for projects that may be highly contentious among affected stakeholders, the use of independent advisory panels to assist in project preparation and implementation may be required.

6. Environmental and social baseline conditions

Describe and analyse the environmental and social conditions in the area where the project will be implemented. Following a brief general contextual overview, the assessment should focus on the area affected by the project (or its area of influence) and on the aspects related to the environmental and social risks and impacts of the project. Such information should be used to inform decisions about project design, implementation, mitigation measures and monitoring.

The purpose of this section of the ESIA is to provide an overview of the current environmental and social conditions that form the baseline against which project impacts will be predicted and measured during the project's implementation. Secondary data might be used for high-level general information (e.g. censuses, previous studies and analyses); however, primary data at the site/local/ regional level should be collected to support the environmental and social baselines.

The scope of the baseline analysis depends on the nature of the project and on the issues identified during the screening and scoping. The analysis may take into consideration findings from previous stakeholder engagement/consultations. The baseline should cover a range of physical, biological, socioeconomic and cultural aspects, depending on the project. The following are some of the key aspects to be included:

- physical and biological environment: topography, climate, soils, rainfall, infrastructure, flora, fauna, endangered species, sensitive and significant natural sites, biodiversity loss and climate change; and
- sociocultural environment: population dynamics and demographic profile, land use, land tenure, poverty trends and vulnerable groups, community structure and capacities, community health (current status and drivers of disease), sources of livelihoods, income distribution, cultural heritage, goods and services, extent of community dependence on natural resources for livelihoods, and access to basic services (e.g. water and sanitation), healthcare facilities, education, agricultural extension services, electricity, transportation and markets.

7. Environmental and social impact analysis (including an analysis of alternatives)

This step is at the heart of the ESIA; it presents the identification and analysis of potential environmental and social risks and impacts, using the impact assessment methodology that assesses impacts according to their probability (likelihood) and severity (magnitude).

While the ESIA terms of reference already indicate the key impacts to be covered by the assessment (as identified during the screening and/or scoping), it is important to keep in mind that an ESIA is an iterative process during which new and more detailed information may be obtained, and additional significant issues may be identified (either during the baseline analysis or as a result of stakeholder engagement).

During the analysis, direct and indirect impacts must be considered. Indirect impacts include inadvertent knock-on effects or cumulative effects that materialize through interaction with other developments, impacts occurring at the project site or within the project's wider area of influence, and impacts triggered over time.

Project impacts can be analysed using a range of methods, from simple qualitative analysis to detailed quantitative surveys or modelling. The methods chosen to collect and analyse data, as well as the depth of the analysis, should reflect the type and significance of the impacts.

The report should describe the methodological approach used for data collection and analysis, and the rationale for selecting this method. In addition, it should evaluate the quality of the available data and, where applicable, explain key data gaps and uncertainties in predictions.

Participatory research and assessment tools should be used wherever possible to increase stakeholders' understanding of the project, provide opportunities to stakeholders to voice concerns and promote the participation of affected groups in the formulation of mitigation measures.

Understanding the significance of risks is important to prioritize mitigation measures. To evaluate this significance, the likelihood that a given risk event is expected to occur, as well as the magnitude of its expected impacts (or consequence), must be considered. The consequence is the extent to which a risk event might negatively affect environmental or social receptors. To evaluate the consequence, the following elements must be considered:

- sensitivity of the receptor;
- severity of impacts;
- expected duration and scale; and
- whether or not the impact is reversible.

The assessment of the significance of risks must determine whether there are known, acceptable and readily available good practices to address impacts, and whether the executing entities and/or main stakeholders have experience in applying such measures. Risks of SEA must also be assessed.

The purpose of the analysis of alternatives is to identify other options, including not implementing the project, to achieve the project objectives and compare their impacts with the original proposal. This step is required only for high-risk projects where the identified impacts are very significant.
The analysis should compare feasible, less adverse alternative technologies, designs, operations and sites – including the "no project" option – with the proposed project in terms of:

- their effectiveness at achieving the project objectives as well as potential trade-offs;
- their potential environmental and social impacts;
- the feasibility of mitigating these impacts;
- operational requirements and their suitability under local conditions;
- their institutional, training, and monitoring requirements;
- their expected cost-effectiveness; and
- their conformity to existing policies, plans, laws and regulations.

The analysis should recommend a preferred alternative and justify this recommendation.

8. Environmental and social management plan

As indicated earlier, the ESMP should be designed as a stand-alone document. However, it is often presented as one of the final chapters of the ESIA. A template for the ESMP is available separately at the intranet page of the ESM Unit.[5]

[5] This template is available for on FAO's intranet at http://intranet.fao.org/departments/ddn/technical_networks/esrm/resources/ (FAO users only

ANNEX 6: OCCUPATIONAL SAFETY AND HEALTH PLAN: INDICATIVE TABLE OF CONTENTS[62]

[62] To be developed for site-specific sub-projects and activities with significant occupational safety and health hazards and risks.