YÜKSEL PROJE GREEN ENGINEERING

BAKU METRO EXPANSION PROJECT

GREEN LINE

Draft Environmental and Social Action Plan (ESAP)

Prepared for Baku Metropolitan Closed JSC

metro

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
ESS1	**Environmental and Social Assessment and Management**			
1	**Organisational Structure:** a) Baku Metro (BM) to establish an Environmental, Social, Health and Safety (ESHS) team to monitor the construction and operation of the Project, including • One ESHS Manager, • One Environmental Specialist, • One Social Specialist, • One H&S Specialist • Two Community Liaison Officers (CLO) (one male and one female) b) Engineer to establish an ESHS team to monitor the construction of the Project, including • Two Environmental Experts, • Two Social Experts, • One H&S Manager and two H&S Experts, • One HR / Labor Expert. c) Contractor to establish a strong ESHS team with clearly defined roles and responsibilities, and authority including, • One International ESHS Manager, • One Environmental Manager and two Environmental Experts, • One Social Manager and two Social Experts,	a) BM to establish b) Engineer to establish c) Contractor to establish	The organizational structure, including the appointed specialists, must be established within 90 days of Project effectiveness and at least 60 days before issuing the first procurement order. This structure, should be maintained throughout the Project implementation.	• Organizational charts • Expert CVs

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	• One H&S Manager and two H&S Experts, • One HR/ Labour Specialist, • Two Community Liaison Officers - CLO (one male and one female)			
2	**ES requirements in Project Operations Manual (POM):** BM to ensure POM contains the ES requirements, standards, criteria, codes, processes and procedures to be followed, as well as responsibilities and timeline.	• BM to prepare • Engineer to review	Before project effectiveness	POM has satisfactory ES content
3	**Training and Capacity Strengthening:** Based on ES documents of the Project, provide trainings / orientation and awareness to the relevant targeted groups such as Contractor, Sub-contractors, stakeholders, communities and Project Affected Persons (PAPs). Exact nature of training and the target group may be adjusted as per the site condition and need during implementation.	• BM and Contractor to deliver • Engineer to verify	Prior to initiation of project activities and then conducted periodically throughout project implementation.	Training Records
4	**Institutional E&S capacity:** BM to undertake a strategic institutional E&S capacity assessment and strengthening with the support of international environmental and social specialists, providing recommendations on institutional strengthening, staffing needs and qualifications, E&S systems including ESHS management system development in line with ISO 14001 and ISO 45001, corporate level ES policy, establishment of an ES permit register, resource requirements, training, exposure visits, and overall system functionality	• BM	Within 30 days of Project effectiveness	Institutional capacity assessment report
5	**Compliance with No Objection Certificates (NOC) and Permit Conditions:** BM to maintain compliance with, and ensure that contractors comply with, all	• BM to obtain	Throughout project implementation.	NOC and permit compliance reports included in quarterly

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	conditions established in the applicable permits, NOCs, and approvals throughout Project implementation.	• Engineer to verify • Contractor to comply		monitoring reports.
6	**Country Regulatory Requirements** Ensure all necessary regulatory requirements as per Azerbaijan's legislation are fully complied with in a timely manner including permission, NOC, licenses etc., are duly obtained. Please refer to the ESMP Table 9 for further details.	• BM to obtain permissions and licenses • Contractor to comply with permits	Before launching bidding process and start of construction activities, as applicable. Maintained throughout project implementation.	• Official correspondence letters with authorities • Declaration records • Permitting records
7	**Integration of ES considerations into Tender Documents (TDs):** a) BM to ensure that AIIB's E&S requirements, including the ESAP commitments, are fully incorporated into the TDs and contractual obligations for the works contracts. b) BM to ensure that AIIB's E&S requirements, including the ESAP commitments, are incorporated into the TDs and terms of reference (ToR) for the Engineer.	• BM to prepare • External Consultants to support- if required	Prior to tender stages	a) E&S and ESAP requirements integrated into the TDs and works contract b) E&S and ESAP requirements integrated into TDs and ToR for the Engineer.

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8	**Supervision, Monitoring and Reporting:** Engineer to prepare and submit to the Bank regular Progress reports on ESHS status and performance/ compliance, including but not limited to the implementation of the ESAP, RAP, OHSMP, C-ESMP, status of preparation and implementation of E&S management tools / documents required under the ESAP, site observations on contractors performance on implementation of ESHS measures as well as stakeholder engagement activities, functioning of the grievance mechanism, training & capacity building activities etc.	• BM to approve • Engineer to verify • Contractor to report	Quarterly reports prepared and submitted to the Bank on an agreed format not later than 15 days after the end of each quarter. The reporting will be throughout the project implementation.	Timely E&S periodic reports
9	**Engineer's Monitoring:** Engineer will need to undertake the following tasks during construction and commissioning: • Assess the capacity of contractors to manage ESHS risks regularly, • Develop an ESHS monitoring plan and monitor ESHS issues in line with the agreed KPIs through site inspections, document controls, and observations, • Develop records on ESHS inspections undertaken at construction sites, • Provide training to ESHS resources of the Contractor and their subcontractors, if required, • Further details on ESHS monitoring is given in ESMP Table 9.	• Engineer to monitor • Regular monitoring by BM	Throughout project implementation	• Organizational chart and key personnel • Monitoring plan and records • Training records • Noncompliance reports (NCRs) • Complaint records

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10	**Contractor's Management Plans and Reporting:** The Contractor to develop and implement environmental and social management system (ESMS) (that includes ESHS management systems in line with the requirements of ISO 14001 and ISO 45001 standards) and plans (as per Azerbaijan legislation and AIIB ESS requirements) to mitigate E&S impacts and risks. The Contractor will review and update the following plans which are included in the **tender documents** as listed in **ESMP Table 6 and ESMP Table 9** The Contractor **will develop** the following plans in accordance with the performance specifications and minimum standards set out in the Bidding Documents by Baku Metro (e.g., minimum worker camp standards aligned with IFC guidelines, minimum security and GBVH protocols, etc.) as listed in ESMP Table 7 and Table 9 BM and Engineer to review and approve all relevant management plans prior to the commencement of construction at the sites. Contractor to provide monthly monitoring reports to BM and the Engineer on the implementation progress of the relevant requirements.	• Contractor to prepare • BM and Engineer to review and approve	Within 30 days following the commencement of the Contract and, in all cases, prior to commencement of the relevant works Monthly reports prepared and submitted not later than 7 days after the end of each month. The reporting will be throughout project implementation.	• ESMS in place • Approved plans • Timely E&S periodic reports
11	**Incidents and Accident Monitoring and Reporting:** Promptly notify the Bank of all fatality and high potential (Level 4) incident, which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including incidents that could result in fatalities, injuries, gender-based violence, etc. Provide sufficient detail regarding the incident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by Contractor and Engineer, as appropriate.	• BM to notify AIIB • Engineer to verify • Contractor to prepare	Notify AIIB through a flash report within 24 hours after learning of the fatal/ high potential incident.	• Submission of incident Flash Report • Submission of detailed incident report. • Submission of RCA report.

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	Subsequently, prepare a Root-Cause Analysis (RCA) report on the incident including corrective action plan (CAP) to prevent its recurrence.		Detailed incident report no later than 72-hours. RCA report within 7 days of incident.	
12	**Independent Monitoring:** BM to hire a Third-Party Validation (TPV) Consultant for monitoring and evaluation of ES requirements	• BM	Biannual (six-monthly reports including annual and final evaluations) reports throughout the project lifecycle.	• Monitoring and evaluation report
13	**Pollution Prevention and Environmental Monitoring:** Contractor to a) Develop and implement an Air Quality Management Plan (AQMP) as detailed in ESMP Table 9 b) Undertake periodic measurements as detailed in ESMP Table 9. c) Develop mitigation measures to reduce dust generation, noise, vibration and waste d) Conduct soil and groundwater investigations according to CLAMP	• Contractor to implement • BM and Engineer to monitor	During construction	a) Periodic monitoring reports b) Mitigation measures as needed c) Design assessment for protection against petroleum spills and soil & groundwater test results

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14	**Resource Efficiency and Pollution Prevention and Control:** Contractor to adopt and implement a Waste Management Plan (WMP), and SDMP to manage hazardous and non-hazardous wastes as detailed in ESMP	• Contractor to implement • BM and Engineer to monitor	Adopt the WMP prior to the mobilization of contractor. Thereafter implement the WMP throughout project implementation.	• Periodic monitoring reports
15	**Noise Baseline, Modelling and Mitigation:** a) The Contractor will develop and implement Environmental Noise and Vibration Management Plan during the construction phase. Please refer to ESMP Table 9 for further details. b) Noise and vibration monitoring measurements during the construction phase should be undertaken by a licensed third party, especially at locations where large excavation activities (such as stations) will be undertaken c) Additional measures for vibration risks include: • A detailed building structure survey and risk assessment of all project-affected residents along the metro line and around the station • Baseline data on the residents and vulnerable groups that may be affected in the affected/ risky buildings • Continuously monitor vibrations in the identified risky buildings • An effective complaint management process to assess potential damages to the buildings by reputable third-party experts	• Contractor to implement • BM and Engineer to monitor	Before and during construction	a) Environmental noise and vibration management plan b) Noise and vibration measurement reports and other relevant documentation c) Building structure survey and risk assessment report for all project-affected residents along the metro line and around the station, vibration

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	d) BM to monitor regularly the noise and vibration measures undertaken by the Contractor during construction and enforce additional mitigations in case of non-compliance at sites. e) BM to ensure that the following mitigation measures related to noise and vibration for operation phase are implemented by the Contractor during the construction phase for the items detailed in ESMP			monitoring reports, complaints received, third-party reports (if needed) to assess damages to buildings d) BM records and relevant documentation related to monitoring
16	**Contaminated Land Management:** • Contractor to finalise the CLAMP, incorporating the findings of the Y-15 and Y-16 site investigations. Soil screening and testing protocol and take the mitigation measures as detailed in ESMP. • Implement contaminated land management procedures as provided in ESMP	• Contractor to implement • BM and Engineer to monitor	Before and during construction Prior to the commencement of construction	• Finalised CLAMP • Investigation results • Engagement records with MENR • Secured contract(s)
17	***Operation:*** a) BM to obtain all environmental permits for the operation of metro facilities b) BM to conduct necessary maintenance- repair works on boilers and burners and adjust them properly to ensure all parameters for flue gas emissions are within the threshold as per the regulation. c) BM to ensure that operational activities at all facilities will comply with air quality regulations.	• BM	As required by the applicable permit and regulatory renewal cycles	a) Environmental Permits b) Maintenance records c) Communication with authorities

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18	***Operation:*** a) BM should ensure that new temporary waste storage areas will be established according to the Waste Management Regulation provisions. b) BM should ensure that industrial waste management plan is submitted and approved by the authorities c) BM should ensure that all types of wastes are declared in accordance with Waste Management Regulation and are in line with the industrial waste management plan	• BM	Prior to commercial operations / revenue service.	a) New temporary waste storage areas b) Approved industrial waste management plan c) Waste declaration forms
19	***Operation:*** BM to perform an inventory of the transformers, undertake representative sampling in the transformers to analyse for PCB content in transformer oils, and develop a relevant phase-out plan for transformers if PCB is identified.	• BM	Prior to commercial operations / revenue service.	• Inventory of transformers • Oil testing records • Phase-out planning, if necessary, based on testing results
20	**Biodiversity Risks and Impacts:** a) Contractor to adopt and implement mitigation measures to safeguard biodiversity and habitat that are included in ESMP. b) BM to ensure that trees and flora are relocated to other locations and the former biodiversity characteristics are recaptured to conditions before construction activities	• Contractor to implement • BM and Engineer to monitor	Throughout project implementation.	• Measures are implemented at sites
21	**Tree Cutting and Compensatory Plantation:**	• Contractor to implement	• Before commencement of works	a) Tree cutting inventory record and plantation inventory

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	a) Contractor to comply with the required country regulatory requirements related to tree felling and take the mitigation measures for compensatory plantation as detailed ESMP.	• BM and Engineer to monitor	• Throughout project implementation.	as per plantation plan. b) Plantation survival rate monitoring. c) Plantation Reporting Plan
22	**Climate Resilience and Mitigation Measures** a) BM to ensure that climate measures are integrated into design and technical specifications b) BM shall assign overall responsibility for climate risk management to the ESHS Manager within the PIU. The ESHS Manager shall coordinate with the Environmental Specialist, Engineer and Contractor to oversee climate risks, adaptation measures, and compliance with the CRVA. c) BM to ensure that all required climate-related measures are implemented by the Contractor, as detailed in the ESMP. d) Contractor to produce a construction-phase climate risk assessment covering heat and flood schedule risk prior to mobilisation. e) Contractor to address heat and flood schedule risk prior to mobilisation. f) Engineer to verify the implementation of climate-resilient design measures and monitor climate-related performance during construction. g) Contractor to integrate defined measures in OHSP regarding the extreme heat waves and rainfall events into ERP for the construction phase.	• BM as accountable • Engineer to monitor • Contractor to implement	• Throughout design and construction phases.	• Climate measures incorporated in design. • Implementation monitored through periodic reports. • Climate KPIs covering temperature exceedance days, flood events at station entrances, and annual Caspian Sea level tracking

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	h) Contractor to monitor and report Scope 1 and Scope 2 emissions annually; Scope 3 embodied carbon to be reconciled against actual material consumption and reported at construction completion. i) Contractor to priorities lower-emission construction equipment and vehicles, including electric or hybrid equipment, alternative fuel vehicles, and newer machinery compliant, aligning with Azerbaijan's NDC commitments ***Operation:*** • Cooling-plant and heat-rejection equipment to be specified with capacity headroom for elevated outdoor design conditions (+2–3 °C mid-century, up to +4–5 °C end-century above the historical ASHRAE value), with reserved physical, electrical and structural provision for staged augmentation of cooling capacity at equipment-replacement cycles. • The design dry-bulb to be reviewed against an updated, climate-adjusted design condition at each major refurbishment / equipment-replacement cycle, and cooling capacity re-sized accordingly. • Implement pre-cooling during off-peak and overnight hours to reduce morning station temperatures and peak daytime cooling demand. • Procedures for shutting down works, evacuating workers, securing cranes and materials, and managing public safety around construction zones during extreme events. • Implement ttemporary bunds, cofferdams, diversion channels, sump pumps, and backup power to keep shafts and station boxes dry during storms. • Implement operational mitigation measures defined in CRVA and ERP. • BM to monitor and report Scope 1, Scope 2 and avoided emissions annually, integrated into the existing Ecology Passport / ESHS reporting cycle with reflecting contribution to national NDC targets.			

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23	**Gender Action Plan (GAP):** BM to undertake the following tasks: a) To develop and implement a Project-specific gender action plan (GAP). Further details on GAP is given in ESMP. b) BM to ensure gender policy, GAP measures are embedded into its contractor's contracts and monitor effective implementation regularly	• BM to prepare and approve • Contractor to implement • Engineer to verify	• Before commencement of works • Throughout project implementation.	a) GAP document b) HR Policies & procedures of contractors
24	**Gender-Based Violence and Harassment (GBVH):** Prevention of GBVH through Policy development and adoption by BM. Additional steps to include the Policy can be found in ESMP.	• BM to prepare and approve • Contractor to implement • Engineer to verify	• Before commencement of works • Throughout project implementation.	a) GBVH Prevention Policy b) Leaflets, brochures, posters, and digital training products such as awareness raising videos c) Meeting minutes d) Training records and minutes
25	**Stakeholder Engagement:** • Ensure that the Stakeholder Engagement Plan (SEP) for the Project is implemented, documented, and reported to the Banks in line with ESS1 requirements. • Disclose project information in accessible formats and languages • BM and Contractor to conduct consultation and awareness campaigns before and during construction on regular basis and document and report all its stakeholder	• Contractor to implement • BM and Engineer to monitor	• Before commencement of works • Throughout project implementation.	a) Project-specific SEP b) Engagement tools and materials produced c) Records of SEP implementation

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	engagement activities including number of meetings, trainings and complaints, etc.			
26	**Cultural Heritage:** a) Contractor to review, update and implement the Cultural Heritage Management Plan (CHMP) prepared for the Project and ensure that construction activities are carried out in accordance with the procedures and mitigation measures defined in the Plan. b) Ensure coordination with the Ministry of Culture of the Republic of Azerbaijan for design and construction activities located near registered cultural heritage assets and obtain any required approvals prior to works. c) Prior to construction tendering, ensure that a detailed baseline condition survey of the relevant registered cultural heritage asset and of the non-registered structures of potential heritage character is undertaken by a qualified heritage specialist and that the survey findings, together with the vibration and structural monitoring requirements, shall incorporated into the technical specifications of the bidding documents. Each survey shall comprise high-resolution photographic documentation, crack mapping and a structural condition assessment. d) Following contract award and prior to commencement of works in the vicinity of each identified structure, the Contractor shall verify and update the pre-construction condition survey records prepared at tender stage and extend the survey to any structure not previously recorded. Where a structure is identified as being of potential heritage value, works in its vicinity shall not commence until a determination of registration status has been obtained from the Ministry of Culture of the Republic of Azerbaijan and the Institute of Archaeology and Anthropology of ANAS.	• Contractor to implement • BM and Engineer to monitor	• Before bidding • Before commencement of works • Throughout project implementation. • Once architectural designs are sufficiently advanced and throughout the design process	• Periodic monitoring reports • Engagement activity records • Implementation and Training records

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	e) Undertake vibration monitoring at HRM-103 during station excavation and throughout the closest TBM passage, to verify the screening-level predictions and determine whether additional mitigation or a specialist structure-specific assessment is required. f) Once the architectural designs are sufficiently advanced, the Contractor shall undertake a design-stage visual impact assessment and integrate the applicable principles and assessment findings into the updated CHMP g) Implement chance find procedures. Further details on chance find procedure is provided in ESMP.			
27	**Project Grievance Mechanism:** Establish, maintain and publicly disclose a two-tier Project Grievance Redress Mechanism (GRM) as detailed in ESMP. The GRM shall be accessible, transparent, culturally appropriate, and free of charge, and shall allow complainants to raise concerns without fear of retaliation or discrimination. GRM channels (phone, QR code, web form, in-person) must support anonymous submission to enable safe reporting of GBVH complaints. Anonymity of complainants must be guaranteed in the GRM procedures, and contractor focal points must be trained to handle GBVH reports without requiring identification.	• Baku Metro / PIU (overall oversight, reporting to AIIB); Engineer (review, supervision, monitoring); Contractor(s) (implementation)	Adopt GRM before Project effectiveness. Implement GRM throughout project implementation.	• Periodic monitoring reports with dedicated section on GRM functioning. • GRM log and resolution records.
28	**Public Grievance Reporting and Disclosure:** Establish and implement a publicly disclosed grievance reporting mechanism, including an aggregated, privacy-protected grievance register and quarterly disclosure of grievance statistics, consistent with data privacy requirements. Disclosed information shall include, at a minimum:	• Baku Metro / PIU (overall oversight, reporting to AIIB); Engineer (review,	Adopt GRM before Project effectiveness.	• Updated SEP • First public grievance summary report • Quarterly

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	• number of grievances received; • grievance categories; • number resolved and pending; • average resolution time; • and corrective actions implemented where relevant. Grievance performance shall be reviewed internally on a monthly basis and disclosed externally on a quarterly basis through stakeholder engagement updates and/or project information channels.	supervision, monitoring); Contractor(s) (implementation)	Implement GRM throughout project implementation.	grievance statistics disclosures
29	**Occupational Health and Safety – Non-Conformance Report (NCR) procedure:** Develop a common NCR procedure. The NCR tracking list should be classified according to the type of hazards and standardized across reporting types.	• Contractor to implement • BM and Engineer to monitor	Prior to the commencement of works	• NCR reporting procedure • NCR tracking list
30	**Occupational Health and Safety – Housekeeping:** Housekeeping at the construction sites needs to be organized and stored properly, and all unused materials should be removed.	• Contractor to implement • BM and Engineer to monitor	Throughout project implementation	• Visual inspections • Monitoring reports
31	**Occupational Health and Safety –Permit to Work (PTW):** a) The work permit system should be included in the Occupational Health and Safety Plan, b) Job hazard analysis needs to be integrated with the work permit system	• Contractor to implement • BM and Engineer to monitor	Within 3 months following the commencement of the Contract	a) OHS Plan including work permit system b) Work permit system to include job hazard analysis

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	c) Dedicated work permit forms should be prepared for work at height, electrical works and confined space d) LOTO (log out and tag out) procedure and activity should be in place (the electricity supply is shut off from the panel) for the electrical isolation integrated with an electrical work permit e) Appoint a dedicated person for each construction site in the project to coordinate subcontractors and support work permit issuer personnel f) Weekly work permit meetings should be held for platform areas and tunnel line works and should be announced on the information board at the entrance of the construction site		Throughout project implementation	c) Work permit forms for work at height and electrical works d) LOTO procedure e) List of dedicated people appointed at each construction site f) Meeting minutes
32	**Occupational Health and Safety – Lifting Management Plan:** Develop and implement a comprehensive Lifting Management Plan as detailed in ESMP.	• Contractor to implement • BM and Engineer to monitor	Within 3 months following the commencement of the Contract Throughout project implementation	Lifting Management Plan; Appointment records/CV of the certified Lifting Supervisor
33	**Occupational Health and Safety – Infrastructure, Building, and Equipment Design and Safety:** • Prior to entry for into construction tunnels, atmospheric monitoring shall be conducted to measure CH_4, O_2, H_2S, CO, LEL and VOC levels to ensure that conditions are safe for worker entry.	• Contractor to implement • BM and Engineer to monitor	Within 3 months following the commencement of the Contract	• Atmospheric monitoring methodology and records including CH4, O2, H2S, CO, LEL and VOC

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	• Adequate mechanical ventilation systems shall be installed and operated in the tunnels in accordance with applicable engineering ventilation standards and occupational safety requirements. Microclimate with respect to temperature and humidity in tunnels shall be monitored. • A Pre-Demolition Asbestos Survey (PDAS) shall be conducted by a certified asbestos specialist prior to the demolition of existing buildings around Station Y-16. Where asbestos-containing materials (ACMs) are identified, the Contractor shall prepare and implement an Asbestos Management Plan (AMP), including safe removal, handling, transportation and disposal of asbestos waste in accordance with applicable regulations and international good practice. The AMP shall confirm: o worker asbestos-awareness training requirements and records; o competency certification for all personnel involved in ACM removal works; o clearance air monitoring following removal and prior to re-entry; and references to applicable national regulatory requirements governing ACM handling and disposal. • An accredited independent third party shall conduct a structural integrity and safety assessment of existing equipment and structures that have remained unused for approximately ten years, including: o struts and stair towers, and tunnel segments at construction site Y-15; and o mobile cranes and associated foundations at construction sites Y-15 and Y-17		Throughout project implementation	• Tunnel Ventilation Engineering Design / Study • Asbestos Survey Report • ADMP, where ACMs are identified • Independent structural integrity assessment report
34	**Occupational Health and Safety – Emergency Preparedness Response Plan:** a) Include third-party incidents in public, tunnel collapse, and groundwater inflow with more detail within the Emergency Preparedness and Response Plan. Steps to follow during an emergency need to be included. Emergency drills shall be	• Contractor to implement	Before commencement of works;	a) Emergency Preparedness Response Plan.

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	conducted to test the worst-case scenarios. Please also refer to ESMP Table 9 and Section 6. b) List the nearest hospitals to construction sites and specialized hospitals for a chest injury, bone fractures, burns, eye injuries, concussions, and limb loss, which are placed on each construction site and in the emergency response plan. c) Obtain accreditation approval for design capacities of the emergency carriers from the authorized body.	• BM and Engineer to monitor	Maintained throughout project implementation	b) List of hospitals placed at each construction site and included with the Emergency Response Plan c) Accreditation approval for emergency carriers
35	**Occupational Health and Safety – <u>Medical Surveillance</u>:** **Community Health and Safety - Infectious and Communicable Diseases:** a) Contractor to establish and implement a risk-based occupational health surveillance programme covering pre-employment and annual medical examinations, fitness-for-work assessments, and specialised health monitoring for workers undertaking safety-critical tasks or exposed to occupational hazards, including tunnel-related exposures. b) Contractor to develop and implement robust hygiene protocols,	• Contractor to implement • BM and Engineer to monitor	Throughout project implementation.	a) Medical surveillance programme and periodic monitoring record b) Protocols and implementation records
36	**Community Health and Safety – Vibration and Building Integrity:** • Undertake a detailed building structure survey, with particular attention to historical and sensitive structures, and risk assessment of all project-affected residents along the metro alignment and in the vicinity of stations. Building survey shall be implemented as detailed in ESMP Table 9. • Contractor to set up and maintain a deformation monitoring programme as detailed in ESMP.	• Contractor to implement • BM and Engineer to monitor	Before commencement of works Throughout project implementation	• Mitigation measures for residential buildings/houses along the metro line and around stations including survey results and building evacuation and

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	• Collect baseline data on the residents and vulnerable groups that may be affected in the affected/ risky buildings. • Continuously monitor vibrations in the identified risky buildings. • A reputable third-party assessment to analyse any potential/actual claims on damaged buildings during construction. • An effective complaint management process to assess potential damages to the buildings by reputable third-party experts. • If a building is deemed at high risk, Baku Metro must proactively trigger a RAP Addendum to temporarily or permanently relocate residents prior to the commencement of tunnelling beneath their property, in full compliance with ESS 2. Trigger thresholds, monitoring frequency and corrective actions to be defined and applied throughout construction.			resettlement procedure
37	**Community Health and Safety – Emergency Response Plan:** a) Develop and implement a Project Emergency Preparedness and Response Plan (EPRP). Further details to be included in EPRP is given in ESMP Table 9 and ESMP Section 6. b) Additional mitigations (please refer to the ESMP) will be developed and implemented to ensure the safety of children, the elderly and other affected people using the parks for recreational purposes. c) Along with the assessment, it is recommended that in cases where temporary or permanent resettlement is required due to household safety risks, the resettlement process (temporary or permanent) should be managed as per ESS 2 requirements. Therefore, a building evacuation and resettlement procedure	• Contractor to implement • BM and Engineer to monitor	Before commencement of works; Maintained throughout project implementation	a) Communication plan and evacuation work emergency cases b) Measures for Vulnerable Groups c) Building evacuation and resettlement procedure

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	should be developed and linked to the Emergency Response Plan Before commencement of works.			
38	**Community Health and Safety - Traffic Management Plan:** The Contractor shall review and update the Traffic Management Plan (TMP) for the construction phase. Details have been provided in ESMP.	• Contractor to implement • BM and Engineer to monitor	Before commencement of works Throughout project implementation	• Traffic Management Plan
39	**Community Health and Safety - Traffic and Road Safety:** a) BM to ensure that Contractor and subcontractors develop and implement road safety policy, practices, and procedures as detailed in ESMP. b) BM to ensure that Contractor conducts regular risk assessments to address risks related to third-party access to the construction areas and dangers related to driving from the construction site to the excavated material storage areas, c) BM to ensure that Contractor monitors community safety risks and conducts root cause analysis of all incidents including road incidents involving 3rd parties during construction activities. d) BM to ensure that Contractor assesses the drivers' skills for heavy vehicles before hiring or evaluate the skills of existing drivers to ensure that they have the right driving skills and monitor the speed limits of the drivers daily.	• Contractor to implement • BM and Engineer to monitor	Before commencement of works Throughout project implementation	a) Road Safety Policy and Procedures b) Regular risk assessments to address risks related to third-party access c) Monitoring records for community safety risks, root cause analysis reports of all incidents involving 3rd parties d) Assessment of the drivers' skills for the heavy vehicles

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	e) BM to ensure that Contractor develops Traffic Circulation Projects (including traffic surveys, modelling and simulations) for all construction sites and obtains all necessary approvals from the relevant authorities. f) BM to ensure that Contractor implements measures provided in ESMP for safe accessibility			e) Traffic Circulation Projects f) Implementation records
40	**Security Management:** Contractor to prepare a Security Risk Management Plan consistent with the Voluntary Principles on Security and Human Rights. Further details on Security Risk Management Plan have been provided in ESMP.	• Contractor to implement • BM and Engineer to monitor	• Before commencement of works • Throughout project implementation.	• Periodic monitoring report with dedicated section on security management
41	***Operation:*** • Conduct life and fire safety assessments for the integration of existing and planned metro lines, tunnels, and stations by a qualified accredited third-party consulting firm. • Upgrade the Preventive Maintenance Module System (document management system) instead of excel & hard copy maintenance control system for all maintenance for stations and vehicles. • Determine the inventory the station tunnels at risk of flooding groundwater intrusion which immediately responds to drainage of the water covered. Include ground water flood into emergency preparedness and response plans, and to ensure necessary measures (including well-structured staff training) are in place. Integration flood control system sensors need to be included into new signalisation system during the construction project	• BM	Within one year from signing the loan agreement	• Life and Fire Safety Review reports • New Maintenance Module • Updated emergency preparedness and response plan • Top table exercise records • Corrective action records

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42	***Operation:*** a) BM to develop a Key Performance Indicator (KPI) system for • Health and Safety (HS) including total working hours, number of lost time and recordable accidents, near miss, none-conformities, recordable injury frequency and severity rates, • Community Health and Safety including driven kilometres, road traffic accidents, 3rd party involvement during waste transportation, passenger incidents such as security - fight or aggression inside the vehicles and stations, fall from the escalator etc. b) Develop accident & incident investigation and reporting system to avoid recurrences.	• BM	Within one year from signing the loan agreement	• KPI system and related documentation • Accident & Incident investigation reporting
43	***Operation:*** Enhance the existing OHS system, review, and update procedures with detail (including but not limited to): a) Prepare Job Safety Analysis for each high-risk task activity in the risk assessment process b) Conduct risk assessment and implement necessary mitigation measures for midnight shift and working alone c) Review manual handling risk assessment at the maintenance workshop	• BM	Within one year from signing the loan agreement	a) Job Safety Analysis for each high-risk activity b) Risk assessment for midnight shift and working alone and necessary mitigation measures as needed c) Revised manual handling risk assessment

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
44	**Labor Management – HR Policy:** a) Contractor to develop and implement an HR Policy and a Personnel Regulation Procedure/Labour Management Procedure, which defines fundamental employee rights in line with national laws and ESS 1 requirements that include details provided in ESMP. b) Contractor to prepare and disclose a Worker Code of Conduct, including mandatory provisions on Sexual Exponentiation and Abuse / Sexual Harassment (SEA/SH), and ensure it is signed by all workers. The Code of Conduct shall also include provisions on acceptable behaviour in local communities and management of worker–community interactions. c) BM and Engineer to ensure that the Contractor communicates its HR procedures and policies, including the grievance mechanism, to all its workers at the time of hiring, including awareness on labour influx-related risks, community interaction, and GBVH/SEA-SH prevention. d) Contractor to ensure that all sub-contractors adopt the Contractor's HR policy and standards through contractual requirements and regular audits e) Develop employee handbook and inform employees. The handbook should be distributed to the existing workers as well. f) Implement regular training for management and HR personnel on fair disciplinary practices and procedures to ensure consistent and objective application of disciplinary sanctions. Establish a system for employees to exercise their right to defence and conduct periodic reviews of disciplinary decisions to confirm fairness and compliance, thereby fostering an environment where employees feel their rights are protected.	• Contractor to implement • BM and Engineer to monitor	Before and during construction	a) HR Policy, Personnel Regulation Procedure of Main Construction Contractor b) Code of Conduct c) Communication records d) Contract documentation and regular audit reports e) Employee handbook f) Training records

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
45	**Labor Management – Worker Grievance Mechanism:** a) Establish and implement a "worker grievance mechanism" for all direct and sub-contracted employees. Prepare and implement a standalone Workplace Grievance Redress Mechanism Manual prior to civil works mobilisation. The workers' grievance procedure will include details provided in ESMP. b) Prepare and approve a procedure to explicitly protect workers' representatives, including union representatives and labour stewards, from discrimination, dismissal, transfer or any other form of reprisal for raising or facilitating grievances c) Disclose the grievance mechanism to all employees, including the contractors, and a notice (summarizing the approach and providing contact details for staff to whom grievances should be raised) to be displayed at visible locations at the central offices and all fields. d) Appoint a committee to deal with grievances, which will include management, supervisors, and workers' representatives and will include women. e) Ensure that all grievances from all workers, including the contractors' workers' grievances, are recorded in the Grievance Log, and actioned in a reasonable timescale defined in the Grievance Procedure. f) Track and action grievances regularly.	• Contractor to implement • BM and Engineer to monitor	• Immediately after Contractor is selected • Prior to civil works mobilisation. • Throughout project implementation.	a) Grievance procedure b) Notices displayed at visible locations at the central offices and all fields c) List of committees (to deal with grievances members) d) Grievance Log e) Records of grievances and resolutions f) Grievance mechanism
46	**Labor Management – Labor Audit:** Engineer to conduct an internal labour audit (including accommodation camps) every quarter to ensure contractors' compliance with labour law and ESS 1 requirements during construction. Further details are provided in ESMP.	• Engineer or External consultants to monitor • BM to oversee	• Three Months after Contractor is selected	a) Internal audit plan for the main contractor and subcontractors

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
	If the capacity of Engineer's labour expert is not sufficient to conduct labour audit to international standards, then Engineer to assign a competent external consultant accredited by International Standards.		• Throughout project implementation.	b) Internal labor audit team and training report c) Internal audit procedure, Internal audit checklist d) Audit report
47	**Labor Management – Accommodation Camps:** a) BM to ensure that Contractor's accommodation camps align with IFC/EBRD _Workers' accommodation process and standards (http://www.ebrd.com/downloads/about/sustainability/Workers_accomodation.pdf) by developing and implementing a Worker Accommodation Plan (WAP) prior to contractor mobilization b) Content WAP is provided in ESMP. The WAP shall be updated if workforce numbers, nationalities, shift patterns, or construction logistics change materially.	• Contractor to implement • BM and Engineer to monitor	• Before Mobilization • Throughout project implementation.	a) Worker accommodation camps are developed in line with IFC/EBRD - Workers' accommodation standards b) WAP and implementation records
48	**Labor Management – Employee Data:** BM to ensure that Contractor and its subcontractors record and share employee data in line with the legislation as described in ESMP.	• Contractor to implement • BM and Engineer to monitor	• Throughout project implementation.	• Employee Contracts in line with legislation • Share a copy of the signed contract with each worker

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
				• Work hour schedule in line with Labor Code • Time recording system in place
49	**Labor Management – Non-discrimination and equal opportunity:** • Establish a workplace gender equality policy including non-discrimination and equal opportunities requirements in order to outline the intent, priorities and practices for gender equality, and embed this in the HR policy. • Ensure that subcontractors have specific labor policy customized for non-national workers such as provision of all relevant documentation in their native languages (i.e. H&S signs, employment contracts, grievance procedure etc.). • Ensure that all national and non-national construction workers have obtained work permits. • Ensure that non-national construction workers are treated on a non-discriminatory basis and receive equal pay, working conditions, and access to the same social welfare benefits as national workers.	• Contractor to implement • BM and Engineer to monitor	• Throughout project implementation.	• Bi-annual (with ESAP update at the end of the year) Reports to AIIB
50	**Labor Management – Supply Chain:** • Contractor to establish and implement a procurement control system and Supply Chain Monitoring Procedure to assess and monitor subcontractor and supplier performance against applicable legal requirements, client standards and International Labour Organization (ILO) standards, and the AIIB ESEL, including screening of all primary suppliers and subcontractors for ESEL compliance, and to take appropriate corrective actions based on the findings.	• Contractor to implement • BM and Engineer to monitor	• Throughout project implementation.	• Supply chain procedure

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
	• Contractor to create and implement a subcontractor and supplier labour compliance system, including labor screening, binding labour and grievance mechanism clauses in contracts, regular audits, corrective action measures, and accessible worker grievance mechanisms for subcontractor and supply-chain workers and contractual provisions requiring the immediate suspension and, where appropriate, termination of contracts in the event of confirmed ESEL violations, including forced labour or harmful or exploitative child labour.			
51	***Operation:*** **Labor Management – HR Policy:** BM to align its HR policies with AIIB ESF through the following actions: a) Include policies on grievance resolution, non- discrimination and equal opportunity, retrenchment, equal pay for equal work, gender equality, bullying and harassment, including sexual harassment, GBVH, child labor and forced labor, overtime, working hours, work-life balance, wages, benefits, and conditions of work and accommodation, social security of permanent and temporary employees, worker engagement, workers organizations/trade unions. b) Communicate and train all BM employees on the HR procedures and policies, including the Social Responsibility and Ethics Policy c) Develop GBVH focal points reporting and supporting mechanism d) Ensure to BM's HR, social responsibility policy and ethical standards are adopted by contractors. It is recommended to provide a handbook (including explanation of a grievance mechanism) for all workers including subcontracted employees to inform them at the time of hiring.	• BM	Within one year from signing the loan agreement	a) Copy of revised HR policy & HR Procedures b) Training Records c) GBVH focal points information d) Contractor Policy and handbook

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
52	***Operation:*** **Labor Management – Wage Compliance Audit and Remediation:** BM shall commission a formal, independent wage compliance audit covering the period from January 2024 to present. Audit details has been provided in ESMP. Audit findings, remediation records, and the revised internship policy shall be submitted to the PIU and disclosed to the lenders prior to first loan disbursement.	• BM	Within one year from signing the loan agreement	a) Independent wage audit report submitted to PIU; b) payroll and time card records demonstrating minimum wage compliance for all workers; c) documented back-pay; revised internship policy approved and in force; d) overtime payment records demonstrating compliance with Labour Code rates
53	***Operation:*** **Labor Management – Retrenchment:** BM to address the root causes of labour disputes and reduce the likelihood of workers resorting to formal legal proceedings as described in ESMP.	• BM	Within one year from signing the loan agreement	Employment retention procedure Mediation records Grievance identification and tracking system

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
				Settlement agreements signed by relevant parties
54	**Cumulative Impacts:** • BM establish Cumulative Impact Working Group with BCEA, MENR; • quarterly shared monitoring data; • coordinated grievance management with neighbouring projects.	• BM	Within one year from signing the loan agreement	• Working Group • Quarterly grievance statistics disclosures
ESS2	**Land Acquisition and Involuntary Resettlement**			
55	**RAP:** RAP to be finalised and disclosed well before bidding and before any land entry.	• BM	Before bidding and before any land entry.	• RAP in place
56	**RAP Execution and Coordination:** • Establish a RAP Implementation Committee to carry out the entire RAP Implementation and complete on-site one-to-one surveys to identify the individual impacts on temporary and permanent basis. • Update the RAP based on the new information received on site and on desktop (official land acquisition data requested from the local authorities), • Prior to finalisation of the entitlement matrix and determination of compensation amounts, commission an independent Replacement Cost Study (RCS) by a qualified valuation appraiser independent of the Project.	• BM – RAP Implementation Committee	• Continuous until RAP Completion Audit • Prior to finalisation of the entitlement matrix and determination of	• RAP Implementation Procedure • Payment records for compensation payments • Meeting records • Internal and external monitoring reports • Grievance log

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
	• Develop measures for the individual entitlements under livelihood restoration programs • Prepare an Independent Retrospective Acquisition and Resettlement Due Diligence Audit on past land acquisition data to identify the gaps and develop a Corrective Action Plan prior to bidding/load disbursement RAP Implementation Committee shall: • Develop a and RAP Implementation Procedure to ensure all commitments within the RAP are fulfilled and the project is implemented as per these commitments • Ensure a RAP budget is available and ready for disbursement • Ensure the budget is allocated and disbursed per entitlements to re-establish the livelihoods and losses • Ensure completion of land acquisition for the remaining stations and emergency shafts, land delivery to be timely and prevent forced eviction • Verification of valuation to ensure compliance with replacement cost/market price • Ensure timely payments of compensations • Hold regular meetings between BM and RAP Implementation Committee to ensure entitlement are addressed and compensations qualify the losses in a timely manner and in parallel with construction schedule • Monitor the entire RAP Implementation and act pro-actively to prevent any potential adverse impacts		compensation amounts • Retrospective Acquisition and Resettlement Due Diligence Audit prior to bidding/load disbursement	

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
57	**RAP Implementation Procedure:** Develop RAP Implementation Procedure as details described in ESMP.	• BM – RAP Implementation Committee	Within 60 days of Project effectiveness and before bidding	• RAP Implementation Procedure
58	**Land Entry Conditions:** Ensure land entry to take place when all permits through local legislation is complete and all RAP commitments are in place and there is no forced eviction.	• BM – RAP Implementation Committee	Before commencement of works on the affected land parcel	• Land entry protocols or documentation verify all identification, and payment commitments are in place • Grievance log
59	**Internal Monitoring:** Ensure a regular monitoring is arranged to follow the land acquisition progress, resettlement, grievances and budget are followed to mitigate the risks of failure in each, and to make recommendations or actions taken against potential risks	• BM – RAP Implementation Committee	Together with start of RAP implementation	• Internal reports containing: • Land acquisition documentation and payment records • Land entry protocols (if any) or consent of PAPs • Grievance logs
60	**Public disclosure and Guide to Land Acquisition (GLAC):** • The RAP shall be disclosed to PAPs and the communities.	• BM – RAP Implementation Committee	Finalisation of RAP	• Disclosure documentation

No.	Action / Measure	Resources (Responsibility)	Timeframe/Target Date	Performance Indicator/Monitoring Requirement
	• A summary of RAP document containing summary of RAP commitments, entitlements and point of contacts shall be delivered to permanently and temporarily affected PAPs.			• Summary document (GLAC) delivery records • Grievance logs
61	**RAP Monitoring:** • Perform internal and external monitoring as per the RAP, with definite KPIs given by the RAP • Perform a Completion Audit to identify (if any) and close-out the RAP	• BM – RAP Implementation Committee	Following 1 year after RAP implementation starts	• Internal reports • External reports • Completion audit
62	**RAP Budget Management:** Periodically review and update the RAP budget as necessary to ensure all compensation measures are addressed	• BM – RAP Implementation Committee	Quarterly until RAP completion	• Internal reporting in a separate section
63	**Compulsory Acquisition and Legal Eviction Protocols:** If land acquisition cannot be completed through negotiated agreement despite the implementation of all RAP measures, compulsory acquisition and any legal eviction shall only be used as a last resort and in accordance with applicable national legislation and AIIB ESS2 requirements. Before initiating any compulsory acquisition or legal eviction, BM shall notify the AIIB and demonstrate that all RAP commitments have been fulfilled, affected people have been adequately informed, and every reasonable effort has been made to reach a negotiated agreement. Any legal eviction shall be carried out only by the competent authorities and without the use of disproportionate force. Any legal eviction must strictly avoid the use of disproportionate force and adhere to due process.	• BM – RAP Implementation Committee	Notifications to be placed at least 30 days before official eviction procedures initiated	• Information notes detailing the RAP engagements, documentation and grievances log • RAP Internal Monitoring reports