



**Western Balkans Investment Framework
Infrastructure Project Facility
Technical Assistance 6 (IPF6)**

TA 2012054 R0 WBF

WB18-SRB-TRA-01

**Orient/East-Med Corridor (Road R7): Detailed Design and
Tender Documents for the construction of Highway E-80 in
Serbia (SEETO Route 7): Niš (Merošina) to Pločnik (Beloljin),**

Section 1: km 0+477.675 - km 5+670.055

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

ENVIRONMENT CATEGORY A

July 2020



IPF6 Consortium

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ENVIRONMENT CATEGORY A

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The Infrastructure Project Facility (IPF) is a technical assistance instrument of the Western Balkans Investment Framework (WBIF) which is a joint initiative of the European Union, International Financial institutions, bilateral donors and the governments of the Western Balkans which supports socio-economic development and EU accession across the Western Balkans through the provision of finance and technical assistance for strategic infrastructure investments. This technical assistance operation is financed with EU funds

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SUB-PROJECT DATA SUMMARY

ACTION	Sub-project implementation
PROJECT	Detailed Design and Tender Documents for the construction of highway E-80 in Serbia (SEETO Route 7): from Niš (Merošina) to Pločnik (Beloljin), - I phase of construction Section 1 km 0+477.675 - 5+670.055
PROJECT CODE	WB18-SRB-TRA-01
BENEFICIARY	Project promoter – Republic of Serbia, Ministry of Construction, Transport and Infrastructure and “Koridori Srbije doo Beograd” Beneficiary – “Koridori Srbije doo Beograd”
SECTOR	Transport
COUNTRY	Serbia
LEAD IFI	European Investment Bank
TA GRANT VALUE	EUR 4,800,000
Assigned to IPF6	06 September 2018
Non-Objection by CA	29 May 2019
Commencement date	11 June 2019
Duration (months)	22
Due date for completion	28 February 2021 (excluding support to tendering and evaluation procedures)
IPF6 Key Expert responsible	Aristides Karlaftis

LIST OF ABBREVIATIONS

BOQ	Bill of Quantities
CD	Conceptual Design
CEPP	Contractor's Environmental Protection Plan
CFD	Central Feedback Desk
CSC	Contract Supervision Consultant
CWMP	Construction Waste Management Plan
DD	Detailed Design (also referred to as Main Design - MD)
EBRD	European Bank for Reconstruction and Development
EIA	Environmental Impact Assessment
EIB	European Investment Bank
ES	Environmental and Social
ESIA	Environmental and Social Impact Assessment
ESMS	Environmental and Social Management System
ESMP	Environmental and Social Management Plan
EU	European Union
FRY	Federal Republic of Yugoslavia
IESC	Independent Environmental and Social Consultant
IFI	International Financial Institution
IPA	Important Plant Area
IPF	Infrastructure Project Facility
IPF4	Infrastructure Project Facility – Technical Assistance 4
IESC	Independent Environmental and Social Consultant
ILO	International Labour Organisation
KS	Koridori Srbije doo Beograd
LTA	Lenders Technical Advisor
MCTI	Ministry of Construction Transport and Infrastructure
MD	Main Design (also referred to as Detailed Design - DD)
PAP	Project Affected Person
PCC	Particular Conditions of Contract
PD	Preliminary Design
PERS	Public Enterprise Roads of Serbia
PR	Performance Requirement
RS	Republic of Serbia
SEP	Stakeholder Engagement Plan
SER	Serbia
SEETO	South East Europe Transport Observatory
ToR	Terms of Reference
WBIF	Western Balkans Investment Framework

1 General Information

1.1 Project overview

Section Merošina - Beloljin is part of the Niš-Merdare Highway E-80 in Serbia which is of high priority and significance. Highway E-80 is part of the road axis which links Bulgaria with Adriatic Sea via Serbia, Kosovo and Albania. This is Route 7 in SEETO core network, a priority highway according to the national strategy of the Republic of Serbia and the SEETO Core (high priority) Network.

Route 7, being one of the main East-West road corridors through Serbia, not only connects Niš and Pristina, but also represents the main connection with Corridor IV (which mainly crosses Bulgaria and Romania) and with Corridor X via Route 6 (Skopje-Pristina) and Route 2b (Sarajevo-Podgorica-Vlora). The E-80 section from Prosek to the Bulgarian borders has already been built and it is in use.



Figure 1 Route 7 in SEETO Comprehensive road network

According to the ToR, the scope of works comprises the highway section between Merošina interchange and Beloljin interchange. DD should be developed separately for 4 sub-sections.

Full profile of the highway was elaborated in Preliminary Design and the regulation line was defined through the Spatial Development plan of infrastructure corridor. In accordance with that, space for the future construction of both road lanes, carriageways, supporting elements of the road and earthworks on the side (slopes and canals) were occupied.

Design for Construction Permit, through the Terms of Reference, defines the construction in two phases, so that the first phase includes the construction of single carriageway in the form of an intermediate profile that will be in operation until the construction of the second phase. With this in mind, semi motorway profile (right carriageway) is elaborated through the Design for Construction Permit. Following technical parameters and structures along the road will be adjusted to the semi motorway profile.

The terms of reference for the Design for Construction Permit defined 4 separate sections to be

designed, as shown in the table below.

Table 1 Section Description

Section	1	2	3	4
Description	Merošina – Merošina 1	Merošina 1 – Prokuplje East	Prokuplje East – Prokuplje West	Prokuplje West - Beloljin
The beginning of the section	0+477.68	5+670.06	14+300.00	24+500.00
End of section	5+670.06	14+300.00	24+500.00	32+850.00
Length cca (km)	5.19	8.63	10.20	8.35
Terrain characteristics	Flat to hilly	Hilly	Hilly to mountainous	Flat
Design speed (km/h)	100	100	100	100
Road width (m)	11.5	11.5	10.5	11.5

All technical elements of the highway in the Preliminary Design are defined in accordance with the calculated speed of 130 km/h (most of the section) and 100 km/h on the part of the bypass around the town of Prokuplje.

The design and construction in the first phase will keep the already defined geometry of the road, but for safety reasons, the allowed speed will be limited up to 100 km/h and 80 km/h respectively.

1.2 Section 1 km 0+477.68 – km 5+670.06

The route of the future highway starts from the exclusion from the state road IA-1 (highway E-75, exclusion for Merošina and Prokuplje) in the area of the village Balajnac (initial station km: 0 + 000.00), with elevations of about 210 m, and follows the existing state road IV-35 order all the way to the future Merošina interchange at the stationing km: 5 + 513.00 (average elevation cca 256 m).

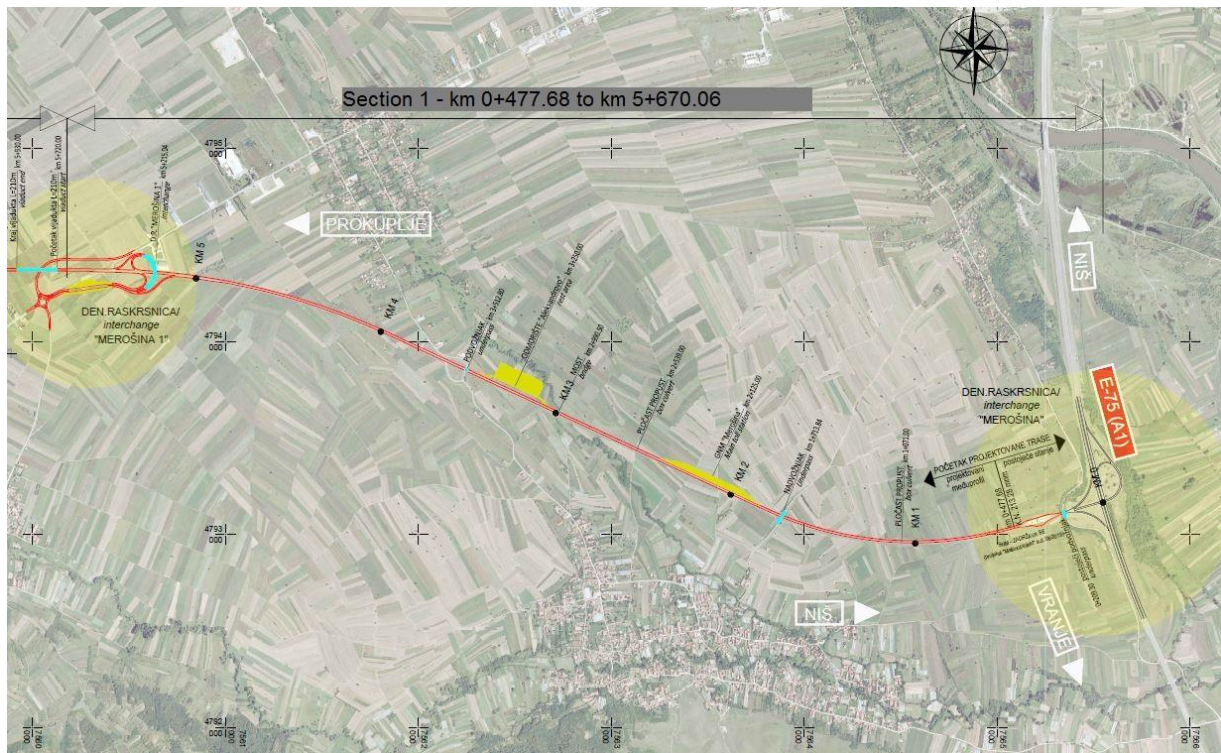


Figure 2 Highway route, Section 1

The elements of the plan and profile of the motorway Section 1 were mostly conditioned by the geometry of the existing two-lane state road IB-35 (Niš - Merošina - Prokuplje - Kuršumlja - Merdare). The preliminary design defined the axis of the highway, for a full motorway profile, so that the right side of the road remains in place of the existing state road, with the necessary extensions to the full width of the planned road. The width of the existing state road is about 7.70 m. By demolishing and then upgrading the existing embankment of the state road to a width of 11.50 m in the first phase of this project the right lane of the highway is formed. A completely new, left lane 11.50 m wide will be designed and built in the second phase, fitting into the subbase of the right lane. Also, the alignment is designed to keep the existing level slopes together with the vertical curves, taking into account the projected transverse slopes of the road and the construction of the future road structure in its full thickness. Existing object on the route of the road at first section will be demolished and at their place will be placed new ones in accordance with the geometry and widths of the new road. The culverts on the existing road and their elevations conditioned the running of the peripheral canals of the new road in order to keep the existing drainage concept and fit the projected drainage system into it.

During 2019, Detailed design of the secondary toll station "Merošina" which is located at the exit from the highway E75 has been developed, i.e. at the very beginning of the E80 route. The consultant took the end of the secondary toll station from the mentioned main design as the starting point of the elaboration of the Design for Construction Permit, and the elevation of the toll plateau as the starting elevation for level design. The fitting into the toll station "Merošina" project, i.e. the beginning of the road which is subject of the Design for Construction Permit is located at station 0 + 477.68.

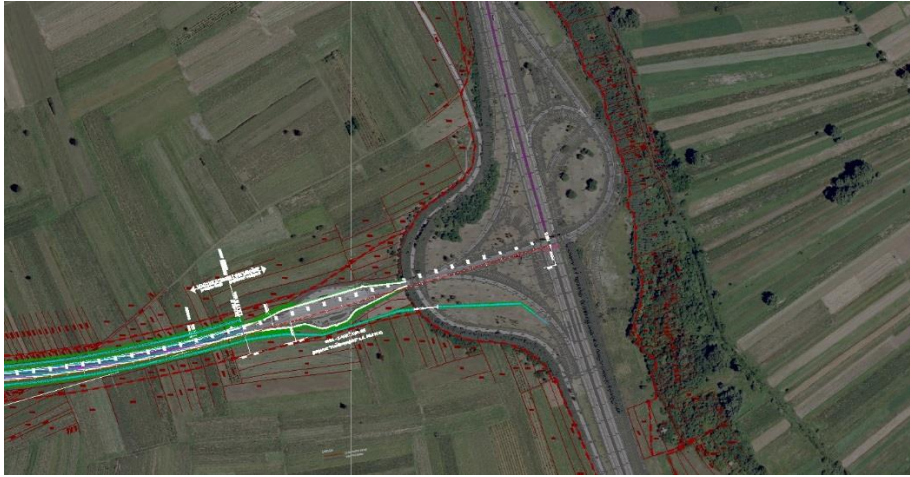


Figure 3 Route Junction Merošina – start of the route

Within interchange "Merošina 1" design connection of the state road IB 35 to the newly designed highway E-80 is defined. This interchange "trumpet" includes two direct ramps and one semi-direct and one indirect ramp. Direct ramps are designed with horizontal radii $R = 40$ m (ramp R-03), or $R = 120$ m (ramp R-04), semi-direct ramp is designed with horizontal radii $R = 100$ (75/90) m, while indirect ramp designed with radius $R = 39$ m.



Figure 4 Junction Merošina 1 – end of the route

1.3 Purpose of this document

This ESMP is prepared for the Detailed Design for the construction of highway E-80 in Serbia (SEETO Route 7): from Niš (Merošina) to Pločnik (Beloljin), I phase of construction, **Section 1 km 0+477.675 - 5+670.055, L=5192m**.

The purpose of the ESMP is to present the negative environmental impacts and management problems during the construction works and operation and the necessary mitigation measures the Contractor must apply to. ESMP is a direct requirement of EBRD PR1, PR3, PR4, PR5, PR6, PR8, PR10 and EIB Environmental and Social Standards. Key components of the Environmental and Social Management Plan are: Environmental Mitigation Plan and Environmental Monitoring Plan.

The aims of this Environmental and Social Monitoring Plan (ESMP) are to:

- Identify the management plans that need to be developed by the Contractor and which will ensure compliance with EBRD requirements and proper management of the contractors;

- Describe the mitigation measures and show how the effectiveness of the mitigation will be monitored;
- Ensure that ESMP will be developed and operated according to EBRD requirements and the EIA Directive¹
- Ensure that the ESMP will comply with relevant Republic of Serbia environmental legislation and other corporate and Lender requirements throughout its construction and operational phases;
- Identify roles and responsibilities; and
- Propose mechanisms for monitoring compliance.

The ESMP is a part of works program and the Contractor shall apply it through qualified and experienced staff that will be responsible for fulfilling the requests connected to the environmental protection from ESMP. The Contractor and his subcontractors will work entirely in compliance with the laws of the Republic of Serbia, EU standards and the requests of the Creditors. **It is the Contractor's obligation to calculate the implementation of environmental mitigation measures in his overall cost.**

The Contractor is obliged to confirm that:

- The ESMP conditions have been included into the bid price;
- The Contractor has a qualified and experienced team (at least environmental expert, social expert and expert for H&S matters) in a team who will be responsible for the environmental compliance requirements of the ESMP;
- The Contractor and its sub-contractors will comply with Republic of Serbia national laws, EU standards and requirements of the Creditors."

This document represents a commitment by the Beneficiary, local municipalities and local government organizations and ministries to environmental and social sustainability and applies to the Project's entire lifecycle.

The potential impacts and associated mitigation measures and management procedures in this ESMP are based on the baseline information and assessments provided in the ESIA Study which had been prepared by IPF4 in 2018.

2 Policy, legal and administrative framework

2.1 National legal framework

2.1.1 *National Environmental Legal and Policy Framework*

The environmental regulations applicable to this project are numerous and diverse. Therefore, only the key requirements associated with the project have been chosen to be presented in this section. However, a full and detailed list of legislation associated with the project will be developed as part of the project management systems for construction and operation.

Serbia has largely transposed the EU regulatory requirements related to environmental impact assessment into national legislation. ESMP as well as its content is not defined within national legislative. But the preparation of plans and technical documentation in the field of the road sector as

¹ Directive 2011/92/EU on the assessment of the effects of certain public and private projects on the environment, as amended by Directive 2014/52/EU.

well as of their Environmental Impact Assessment is regulated by numerous regulations of the Republic of Serbia, which can be classified into two groups.

The first group refers to regulations on the development of planning and technical documentation. The key law for the preparation of planning and technical documentation is the Law on Planning and Construction ("O.G. of the RS" No. 72/09, 81/09-ex., 64/10, 24/11, 121/12, 42/13, 50/13, 98/13, 132/14, 145/14, 83/2018, 31/2019, 37/2019 - other law and 9/2020), which, inter alia, regulates both the scope and the content of spatial, urban plans and technical documentation. Strategic Environmental Impact Assessment is an integral part of different spatial plans. In our case, SEIA was a part of the Spatial plan of the special purpose infrastructure corridor highway E -80, section Niš-Merdare.

The second group of regulations is legal regulation in the field of environmental protection. The preparation of environmental impact assessment of spatial and urban plans is regulated by the Law on Strategic Impact Assessment ("O.G. of the RS", No. 135/04 and 88/10), and preparing of technical documentation by the Law on Environmental Impact Assessment ("O.G. of the RS ", No. 135/04 and 36/09).

The Law on Strategic Impact Assessment ("O.G. of the RS ", No. 135/04 and 88/10) regulates the conditions, manner and procedure for assessing the impact of certain plans and programs, on the environment.

The Law on the Environmental Impact Assessment ("O.G. of the RS ", No. 135/04 and 36/09) regulates:

- The process of Environmental Impact Assessment,
- The content of the Environmental Impact Assessment Study,
- The participation of interested authorities and organizations and of the public,
- Cross-border notification for projects that can have significant impacts on the environment of another state,
- Supervision, and other issues of importance for environmental impact assessment.

Nature conservation is primarily regulated by the: Law on Nature Conservation (Off. Gazette of RS. No. 36/2009, 88/2010 and 91/2010 - correction, 14/2016 and 95/2018 - other law) which is harmonized with the EU Habitats Directive and the Birds Directive. Specific aspects of nature conservation are regulated by various by-laws. The Decree on Ecological Network (Off. Gazette of RS, No. 102/2010) identifies ecological network areas in Serbia and sets the management, financing, monitoring and protection requirements.

Protection of habitats and species is regulated by the:

- Regulation on the criteria for separation of habitat types, habitat types, sensitive, vulnerable, rare, and for the protection of priority habitat types and protection measures for their preservation („Off. Gazette of RS“ No. 35/2010),
- Regulation on cross-border trade and trade in protected species ("Official Gazette of the Republic of Serbia", No. 99/2009, 6/2014)
- Regulation on special technical and technological solutions that enable undisturbed and safe communication of wild animals („Off. Gazette of RS“, No. 72/10).
- Regulation on control of use and trade of wild flora and fauna ("Off. Gazette of RS", No.31/2005, 45/2005-corr., 22/2007, 38/2008, 9/2010, 69/2011, 95/2018 – other law)
- Rulebook on cross-border trade and trade in protected species ("Official Gazette of the Republic of Serbia", No. 99/2009, 6/2014)
- Regulation on the proclamation and protection of strictly protected and protected wild species of plants, animals and fungi („Off. Gazette of RS“, No. 5/2010, 47/2011, 32/2016 and 98/2016), which

contains lists of strictly protected and protected wild species and protection measures. Strictly protected species according Regulation are:

- species extinct in the Republic of Serbia and reintroduced through a reintroduction programme;
- extremely endangered wild species;
- endangered wild species;
- relict species;
- local endemite;
- stenoendemite;
- internationally significant and protected wild species;
- species requiring strict protection for other reasons.

The following wild species are protected species according to the Regulation:

- vulnerable wild species;
- endemic species;
- indicator, key and umbrella species;
- relict species;
- internationally significant and protected wild species;
- species that are not endangered, but can easily be confused with an endangered species, due to appearance.

Standards for **surface water quality, groundwater and sediment** are regulated by the Decree on limit values of polluting substances discharged into surface water, groundwater and sediment and deadlines for compliance (Off. Gazette of RS, No. 50/2012) setting the limit values of polluting substances and defining five classes of the ecological status: high, good, moderate, poor and bad. Limit values of parameters related to general water conditions, oxygen regime, nutrients, salinity, metals, organic matter, and microbiology are defined by the Regulation on parameters of the ecological and chemical status of surface water and parameters of the chemical and quantitative status of groundwater (Off. Gazette of RS, No.74/2011). Limit values for priority and priority hazardous substances are set by the Decree on limit values of priority and priority hazardous substances polluting surface waters and deadlines for compliance (Off. Gazette of RS, No.24/2014).

Standards for contaminated soil and groundwater are stipulated by the Regulation on the program for systematic monitoring of soil quality, indicators for evaluation of soil degradation and methodology for preparation of remediation program (Off. Gazette of RS, No.88/10 and 30/2018 other law).

Environmental noise is regulated by the Law on Environmental Noise (Off. Gazette of RS, No. 36/2009, 88/2010) as the main legislative document. The permitted noise levels are defined by the Decree on environmental noise indicators, limits values, assessment methods of the noise indicators, the nuisance and the harmful effects (Off. Gazette of RS No. 75/2010). This Decree stipulates the noise levels (Table 24), which must not be exceeded. Annex 2 of the Decree states that the defined noise limits are applied to the all-encompassing noise generated by all noise sources at the site. However, it is not stated what the appropriate noise limit is in the case of a new development, where the prevailing noise levels already exceed the stated values.

The main legislative document in Serbia regulating the **waste management** is the Law on Waste Management (Off. Gazette of RS, No. 36/2009, 88/2010, 14/2016 and 95/2018 – other law). The Law is supplemented by 29 by-law documents regulating specific waste management aspects. In 2015 the Law was revised and amended to more precisely transpose certain requirements of the Waste Framework

Directive. Hazardous waste is primarily regulated by the Law on Waste Management (Off. Gazette of RS, No. 36/2009, 88/2010, 14/2016 and 95/2018 – other law) and the Regulation on Categories, Testing and Classification of Waste (Off. Gazette of RS, No 56/2010 and 93/2019).

The Ministry of Environmental protection is in charge of the country's environmental management. Cities and local municipalities are in charge of local environmental planning and issuing of local approvals and permits.

During the preparation of the Project for the construction permit, the Schematic design was made, which was submitted to the unified procedure for issuing the Location Conditions. Location conditions has been published on 10.06.2020., under number 350-02-00073 / 2020-14 by the Ministry of Construction, Transport and Infrastructure. Location conditions relevant for the development of the ESMP has been given by following institutions:

- Water conditions of the Ministry of Agriculture, Forestry and Water Management, Republic Water Directorate, number: 325-05-00392/2020-07 from 30.4.2020.
- Conditions of the Republic Institute for Nature Protection of Serbia, 03 number 020-955/2 from 28.5.2020.
- Conditions no. 5767 from 14.4.2020. issued by the PE for forest management „Srbija šume”
- Conditions of the Institute for the Protection of Cultural Monuments Nis, number 391 / 2-02 dated 22 April 2020. Years

The Ministry of Environmental Protection published information number 011-00-00295 / 2020-03 from 9 June 2020, which explains that it is not necessary to do update of EIA/ESIA, because the legal period of its validity has not expired, also in same information it is said that Chapter 8 - environmental protection measures and Chapter 9 - monitoring prescribed by Study no. 353-02-1541 / 2018-03 from 31.07.2019. remain in force for the first phase of construction - a shortened section (semi-highway) for which a conceptual design has been developed.

All the above-mentioned conditions are attached in Appendix 2.

2.1.2 National Social Legal and Policy Framework

2.1.2.1 Public consultation and information disclosure framework

Serbian legislation guarantees to its citizens the right to information, i.e. that everyone shall have the right to be informed accurately, fully and timely about issues of public importance. These provisions are included in the Constitution of the Republic of Serbia: (Official Gazette of the RS, No. 98/2006), as well as in the Law on Free Access to Information of Public Importance (Official Gazette of the RS, No. 120/04, 54/07, 104/09, 36/2010).

The Law on Planning and Construction ("O.G. of the RS" No. 72/09, 81/09-ex., 64/10, 24/11, 121/12, 42/13, 50/13, 98/13, 132/14, 145/14, 83/2018, 31/2019, 37/2019 - other law and 9/2020) regulates the development and adoption of spatial and urban plans in Serbia, which are all subject to a public disclosure and consultation process.

Serbia ratified the Aarhus Convention in 2009. Provisions of the Aarhus Convention were incorporated into the environmental regulation, including the Law on Environmental Impact Assessment and the Law on Strategic Environmental Impact Assessment.

2.1.2.2 Land acquisition

Land in Serbia is legally categorized as construction land or agricultural land. According to the Law on Planning and Construction ("O.G. of the RS" No. 72/09, 81/09-ex., 64/10, 24/11, 121/12, 42/13, 50/13, 98/13, 132/14, 145/14, 83/2018, 31/2019, 37/2019 - other law and 9/2020) agricultural land can be changed into construction land through the adoption of relevant spatial plans. In the case of traffic infrastructure (railway) development, the Spatial Plan of the Special Purpose Area needs to be adopted

by the relevant state authority. i.e. the Ministry of Construction, Traffic, and Infrastructure.

Land needed for construction of the public (state-funded) projects is typically acquired through expropriation, regulated by the Law on Expropriation (Off. Gazette of RS, No. 53/95, 16/2001, 20/2009, and 55/2013 - decision of the Constitutional Court and 106/2016 - authentic interpretation). The Law enables government institutions to acquire private property for projects that are deemed to be of national and/or local interest, while protecting the interests of all project-affected persons with the legal title (ownership), whose assets are to be expropriated. The Law also enshrines the principle of fair compensation. The public interest is declared by the Government through the adoption of the specific law or decision. The procedure to be followed incorporates stakeholder engagement throughout the process commencing with the proclamation of the public interest until compensation payment.

The additional laws regulating certain aspects of land acquisition and property transaction issues are the following:

- Law on Fundamentals of Property Relations (adopted in 1980, amended 1990, 1996 and 2005);
- Law of Planning and Construction (adopted and corrected in 2009, and amended in 2020);
- Law of Agricultural Land (adopted in 2006, amended in 2018);
- Law on State Survey and Cadastre (adopted in 2009, amended in 2020).

2.1.2.3 Labour and working conditions

Serbia was a member state of the International Labour Organisation (ILO) between 1919 and 1992 and restarted its membership in 2000. The country has ratified 72 ILO International Labour Standards (Conventions), including the eight fundamental Conventions.

Labour and human resource management in Serbia are primarily addressed through the Law on Labour Off. Gazette of RS, No. 24/2005, 61/2005, 54/2009, 32/2013, 75/2014, 13/2017 - decision of the Constitutional Court, 113/2017 and 95/2018 - authentic interpretation). Compliance with labour laws is monitored by the Labour Inspectorate of the Ministry of Labour and Social Policy of the Republic of Serbia.

Other applicable laws include:

- Law on Amicable Resolution of Labour Disputes (Official Gazette of the RS No. 125/04, 104/09 and 50/2018);
- Law on Strikes (Official Gazette of the FRY No. 29/96 and "Official Gazette of RS", no. 101/2005 - second law and 103/2012 - decision of the Constitutional Court);
- Law on Mobbing (Official Gazette of the RS No. 36/10);
- Anti-Discrimination Law (Official Gazette of the RS No. 22/09);
- Law on Preventing Discrimination Against Persons with Disabilities (Official Gazette of the RS No.33/06 and 13/2016);
- Law on Vocational Rehabilitation and Employment of Disabled Persons (Official Gazette of the RS No. 36/2009 and 32/2013);
- Pension and Disability Insurance Law (Official Gazette of the RS No. 34/03, 64/04, 84/04, 85/05, 101/05, 63/06, 05/09, 107/09, 101/10, 93/2012, 62/2013, 108/2013, 75/2014, 142/2014, 73/2018, 46/2019 - decision of the Constitutional Court and 86/2019).

2.1.2.4 Occupational health and safety framework

The Law on Occupational Health and Safety (Off. Gazette of RS, No. 101/2005 91/2015 i 113/2017 –

other law) is the main legislative document regulating Occupational Health and Safety issues in Serbia. The Law was enforced in 2005 and incorporated the principles of the EU Workplace Health and Safety Directive (89/391/EEC).

The Law is based on general principles of prevention and requires: (1) avoiding risks, (2) evaluating the risks, (3) combating the risks at source, (4) adapting the work to the individual, (5) replacing the dangerous by the non-dangerous or the less dangerous, (6) prioritizing collective protective measures (over individual protective measures) and (7) giving appropriate instructions to the workers.

Enforcement of the Law is provided by the implementation of the set of by-laws (regulations and decrees) which stipulate specific requirements related to the general principles defined by the Law.

The Regulation on manner and procedure of risk assessment at workplace and working environment (Off. Gazette of RS, No. 72/2006, 84/2006 - correction 30/2010 and 102/2015) is the main legislative document related to the assessment of health and safety risks at the workplace.

Occupational health and safety are under the responsibility of the Ministry of Labour and Social Policy. Particularly, the Directorate for Occupational Health and Safety is in charge of legislation preparation and the Labour Inspectorate is competent for supervision of the legislation enforcement.

2.2 EBRD requirements (EBRD Environmental and Social Policy)

The EBRD operates under a number of policies, including the Environmental and Social Policy (2014). The EBRD requires that all projects it finances have an environmental and social appraisal that will be appropriate to the nature and scale of the project, commensurate with the level of environmental and social impacts and issues, and with due regard to the mitigation hierarchy.

The EBRD ES Policy states, “The EBRD categorizes each project to determine the nature and level of environmental and social investigations, information disclosure and stakeholder engagement required. This will be commensurate with the nature, location, sensitivity and scale of the project, and the significance of its potential adverse future environmental and social impacts. Past and present environmental and social issues and risks associated with project-related existing facilities will be subject to environmental and social appraisal regardless of the categorization.”

A project is categorized A when it could result in potentially significant adverse future environmental and/or social impacts which, at the time of categorization, cannot readily be identified or assessed, and which, therefore, require a formalized and participatory environmental and social impact assessment process. This project has been Categorised A.

To help clients and/or their projects achieve to environmental and social sustainability, the Bank has defined specific PRs for key areas of environmental and social sustainability as listed below:

PR1. Assessment and Management of Environmental and Social Impacts and Issues

This Performance Requirement outlines the client’s responsibilities in the process of appraising, managing and monitoring environmental and social issues associated with projects proposed for EBRD financing. These include the following:

- identifying and assessing the environmental and social impacts and issues, both adverse and beneficial, associated with the project;
- adopting measures to avoid, or where avoidance is not possible, minimize, mitigate, or offset/compensate for adverse impacts on workers, affected communities, and the environment;
- identifying and, where feasible, adopting opportunities to improve environmental and social performance;
- developing ESMP, ESMS (Environmental and Social Management System) and E&S Policy
- promoting improved environmental and social performance through a dynamic process of

performance monitoring and evaluation.

PR2. Labour and Working Conditions

This PR sets out the client's responsibilities with regards to labour and working conditions, including, among other things, the abolition and elimination of child and forced labour. The provisions of this document are based on the conventions adopted by the International Labour Organisation (ILO) and are very similar to the requirements of the Serbian labour legislation. The main difference relates to the requirement for the Bank's client to ensure that contractors involved in the project meet EBRD standards.

PR3. Resource Efficiency, Pollution Prevention, and Control

This PR requires from the client to identify project-related opportunities for energy, water and resource efficiency improvements and waste minimisation, to adopt the mitigation hierarchy approach to addressing adverse impacts on human health and the environment arising from the resource and to promote the reduction of project-related greenhouse gas emissions.

PR4. Health and Safety

This PR requires the Bank clients to identify and assess community and occupational health and safety risks associated with the project and take appropriate preventive measures. These measures will favour the prevention or avoidance of risks and impacts over minimisation and reduction.

PR5. Land Acquisition, Involuntary Resettlement, and Economic Displacement

This PR outlines requirements to be met for the projects involving involuntary resettlement and economic displacement. Involuntary resettlement refers both to physical displacement (relocation or loss of shelter) and economic displacement (loss of assets or resources, and/or loss of access to assets or resources that leads to loss of income sources or means of livelihood) as a result of project-related land acquisition and/or restrictions on land use.

PR6. Biodiversity Conservation and Sustainable Management of Living Natural Resources

This PR outlines the client's responsibilities with regards to the conservation of biological and landscape diversity in the project area. The client is required to assess the state of biodiversity, identify sensitive areas and habitats and develop appropriate mitigation measures designed to avoid/minimize the impact on flora and fauna. The client needs to adopt the mitigation hierarchy approach, with the aim of achieving no net loss for priority biodiversity features, and where appropriate, especially critical habitats, a net gain of biodiversity.

PR7. Indigenous peoples (not applicable to this project)

PR8. Cultural Heritage

This PR sets out the client's responsibilities with regards to the conservation and protection of cultural heritage, both tangible and intangible (including traditional skills, knowledge, beliefs and/or minor dialects and languages). The presence and potential for the presence of any cultural heritage assets, both tangible and intangible, in the Project area will be addressed in the ESIA.

PR9. Financial intermediaries (not applicable to this project)

PR10. Information Disclosure and Stakeholder Engagement

In particular, the EBRD requires the clients to carry out a comprehensive and systemic identification of stakeholders to identify those parties that are affected or likely to be affected by the project impacts (affected parties) and those groups that may have an interest in the project (other interested parties). Also, EBRD considers stakeholder engagement as a continuous and ongoing process that starts at a very early stage of the project and continues/evolves throughout the entire project lifecycle. The Stakeholder Engagement Plan should be developed and maintained for the Category "A" projects.

2.3 EIB requirements

European Investment Bank is driven by the policy objectives of the European Union and their principles of sustainable development, public participation, and accountability. EIB financing is preconditioned with compliance with its policy for the protection of the environment and socio-economic issues defined in the Environmental and Social Standards.

The Standards outline the importance of managing environmental and social impacts and risks throughout the life of an EIB project. They lay out promoter's responsibilities in the process of assessing, managing and monitoring environmental and social impacts and risks associated with the Project.

When the EIB is co-financing in partnership with other IFIs that have their own environment and social, pursuant to EIB's own assessment adequate implementation of those policies may prove enough to meet the EIB ES Standards.

The EIB Environmental and Social Standards are available on the following link: https://www.eib.org/attachments/strategies/environmental_and_social_practices_handbook_en.pdf

2.4 Relevant institutions

During the construction and operation of highways in the Republic of Serbia, environmental protection is managed by cooperation between the following statutory government institutions.

The Ministry of Environmental protection represented by Ministry's Site Inspectors is the key institution in Republic of Serbia responsible for formulation and implementation of environmental policy matters. The Ministry is responsible for protection against noise and vibration, hazardous and toxic material, air pollution, ionic and non-ionic radiation, nature protection and international co-operation etc.

Within ministry they are internal units which are obliged for specific components of environmental protection. Such as:

- Department for financial management and control
- Environmental Management Department
- Department for Nature Protection and Climate Change
- Department for strategic planning and projects
- Waste and Wastewater Management Department
- Environmental Monitoring and Precautionary Department
- Department for International Cooperation and European Integration

Beside of Ministry of Environmental protection project beneficiary, "Koridori Srbije doo Beograd" will be implementing the Project on behalf of the Republic of Serbia who will be the Borrower to the Loan Agreements signed with the IFIs. "Koridori Srbije doo Beograd" are ultimately responsible for implementation of the EBRD and EIB Environmental and Social Requirements during the pre-construction and construction phase.

"Koridori Srbije doo Beograd" have a well-structured organization implementing IFI supported Projects since 2009. The Company has currently 124 Employees with clearly defined roles within the structure. The Land acquisition and resettlement department, within the legal department, employs more the 15 experts experienced in land acquisition and resettlement processes in line with good practice and IFI requirements, stakeholder engagement and dispute avoidance. Individual responsibilities within the department itself will be assigned separately and included in future information packages. The Legal Department will be responsible for overseeing compliance with E&S commitments and compliance towards the IFIs.

The Promoters of this Project are Republic of Serbia Ministry of Construction, Transport and Infrastructure (MCTI) and as of July 1, 2018 “Koridori Srbije doo Beograd” a government owned company. It is expected that the “Koridori Srbije doo Beograd” will be responsible for fiduciary management, procurement, contracting and monitoring of the civil works while the land acquisition is the responsibility of Public Enterprise “Roads of Serbia” as the beneficiary of the expropriation. PERS will continue to perform the role of Beneficiary to expropriation and administration of the legal process itself as well as process payments of compensation and R&R assistance. Such a division of authorities is in line with acknowledged practices in development of large infrastructure Project. Therefore, whenever reference in this document is being made to the Promoter it refers to KS and other responsible entities or institution will be named separately.

3 Environmental and social baseline

3.1 Environmental baseline

The section crosses one permanent watercourse-Aleksandrovački stream at one location, and occasional watercourse Golema Padina.

No.	Name of watercourse	Station (km)	Permanent watercourse (Yes/No)	Crossing method L/diameter (m)	Piers in riverbed Yes/No	Length of river regulation (crushed stone) (m)
1	Aleksandrovački Stream	2+718.0 - 2+753.4	Y	-	-	37
2	Aleksandrovački Stream	2+998	Y	Bridge, L=12m	N	97
3	Golema Padina Stream (occasional watercourse)	5+836.4	N	Viaduct, L=210m	N	225.16

Climate-related hazards rated with high sensitivity are floods, landslides and soil erosion, all caused by the intense rainfall. Heavy showers may cause soil erosion, landslide or rock fall, increase ground subsidence and endanger embankments. Excess water on the highway may impact the traffic safety. Floods and river currents may damage bridges or other parts of road’s infrastructure. Since the climate change simulations show a likely increase of the heavy precipitation events, both in frequency and intensity, the risk of such threats will be even higher in the future. Another hazard marked as highly sensitive is the increase in extreme temperature during summer. It is almost certain that annual and seasonal mean temperatures will continue to grow by the end of the century, as well as the intensity and frequency of days with high maximum temperatures. This may cause an asphalt melt and rutting, as well as thermal expansion of bridge joints, thus increasing the maintenance costs. High vulnerability is found for extreme precipitation, floods, landslides and soil erosion, both in the present and future climate conditions. For extreme temperatures the vulnerability in the present climate is medium, while in the future climate it is expected to be high. It may be a threat to the surface asphalt layer that has a relatively short lifespan and this issue may be addressed later through the highway maintenance.

There are no significant noise sources, as well as air polluters. Traffic modelling was done during preliminary design and forecasted traffic for the scenario with the investment in 2020 [vehicles/day] – the semi-motorway in operation give traffic density for this road section is 8,592 different vehicles per day. Because of the project setting, a comprehensive air quality baseline was not seemed necessary; however, air quality measurements at locations near the highway route have been carried out during March 2018, a time period where emissions from house heating were present. Five locations were

selected in populated areas where the highway could affect air quality.

The same locations were selected for noise measurements. Quality of the ambient air by determining the concentration of sulphur dioxide, nitrogen dioxide, carbon monoxide, Particulate matter PM10, and black smoke index on the spot along Highway E80, Niš-Pločnik section according to legal and technical regulations in Serbia. The values prescribed by the Regulation on the Conditions for Monitoring and Air Quality Requirements (Official Gazette of RS, No. 11/10 and 75/10, Amend 63/13) are not exceeded at all measuring points.

There are no existing landfills or dumpsites in immediate vicinity of the road. Moreover, issued preconditions from Institute for Nature Conservation of Serbia and from Institute for Protection of Cultural Monuments Niš state that this road section is not inside a protected natural area, nor near cultural property (Appendix 2, Conditions 2 and 4).

The natural Monument is located about 5 km away from the route of the highway. The Natural Monument "Lalinačka Slatina" is a part of the IPA area of "Lalininačke Slatine".

The IPA area of "Lalininačke Slatine" consists of 11 smaller unconnected parts of a total area of 2012.35 ha. The delineation of the different sites of the IPA "Lalininačke Slatine" was based more on the presence of natural/semi-natural vegetation and the assumption of salt soils and less on the actual presence of salt marsh and salt steppe habitats. Such habitats are inhabited by some of the plant species that are typical representatives of grass formations and steppes (*Chrysopogon gryllus*, *Andropogon ischaemum*, *Achillea millefolium*, *Asperula cynanchica*, *Astragalus onobrychis*, *Carduus acanthoides*, *Coronilla varia*, *Dactylis glomerata*, *Eryngium campestre*, *Euphorbia cyparissias*, *Lotus corniculatus*, *Medicago falcate*, *Salvia nemorosa*, *Scabiosa ochroleuca* etc.). Among the units that make up parts of IPA area are wheat fields, abandoned fields, vineyards, orchards, weed communities, row crops and the like. Only in one of the eleven parts of the IPA there is actually a salt marsh.

tunnel

Figure 5 The position of IPA "Lalinacke slatine" in relation to the highway

3.2 Social baseline

When analyzing population density, Serbia is one of the countries in Europe with lower population density at an average of 91 inhabitants per sq. kilometer² (but one of the highest in the region - higher population density have only Slovenia and Albania). Population density of municipality of Merošina reaches 69, 6 inhabitants per sq. kilometer. Municipality of Merošina doesn't have an urban settlement; all settlements in Merošina are considered to be mostly rural and largely unified in its composition. Merošina with its population of 13.968 inhabitants belongs to a group of smaller municipalities, representing 0.19% of overall population. The municipality administration center of Merošina municipality is located in the Merosina village, but it is not the largest settlements - villages Baličevac and Balajnac are the two most populated villages.

Migration and population change issues - views from field survey

During focus group discussions, as key reason for negative population trends emigration of young people to Belgrade, or more often, to one of the high economy standard EU countries, Canada or US was listed. The local Community expressed its fear that this trend will even grow after the highway construction, as a side effect of economy blow that it will cause. It can be noticed that there is a considerably larger number of female immigrants living in Merošina - 60% females comparing to 16% males, Young women are more likely to leave rural areas and go to large university centers for

² Source: National statistical office; for 2016 population data

education, or to get married. In recent years young women also attended school for medical nurses in Prokuplje in order to leave towards the EU and Scandinavian countries.

Migration to municipalities of a different region of active population (10.5%) from Merošina refers to working force mostly employed in municipality of Prokuplje, but also Žitorađa, Blace and Kuršumlja.

There is no high school/vocational college or university in municipality of Merošina, so daily migration of all high school pupils and students is necessary, mostly to city of Niš (44% of all migrations) and some to municipality of Prokuplje (little less than 20%).

Age

Municipality of Merošina has a significantly older population than the national level. The main reason for this has been explained before: emigration of younger people to larger cities (Belgrade, Niš) and to other countries. The difference of ratio of working age population group (age 20 to 64) in total population of more than 6% between municipality of Merošina and the national level seems to be the most alarming statistical data, as well as the ratio of older age group population (65+).

Gender issues - views from the field survey

During women focus group in Merošina we learnt that women in Merošina don't feel there is a gap between women and men in their community. They specified that in Merošina the Municipality President is a woman - Sanja Stajić. But after being asked, they agreed that in the more rural areas of the municipality men are usually property holders of the common property of spouses, that men will represent the household etc. in 80% of the cases.

Ethnicity issues - views from field survey

During focus groups in Merošina a meeting with Roma national organization "Wheel" ("Točak") was held. The knowledge obtained with regard to the Roma community in Merošina is similar to Prokuplje. There are more of Roma inhabitants than officially reported, but many of them are temporary working abroad, Austria and other EU countries. The "Wheel" has around 1000 members, and most of them are unemployed. Main Roma settlements are located in villages of Jugbogdanovac and Biljeg. There is a Roma coordinator appointed by the Ministry of health, of Roma nationality too.

Agricultural production Merošina - views from field survey

Agricultural producers in Merošina emphasised the importance of keeping alternative roads to Niš and Prokuplje open during Highway construction phase. There are no cold storages for fruit in Merošina (despite the large production of sour cherry as the most important product), vegetables are being transported to Niš markets etc. The beekeepers expressed concern regarding atmospheric and noise pollutions, as the honey production established recently new trading routes to Germany, and beekeeping increased production in recent years.

Poverty and social assistance in real terms - views from field survey

The Merošina "Red Cross" organizes a public kitchen in the municipality. Some meals are distributed to elderly users with inadequate vehicles to several villages, and every day 640 daily meals are given out, which means that around 5% of all population of Merošina receives a meal from public kitchen. According to the Red Cross representative, 65% to 70% of users are of Roma nationality. The distribution commences at 9 am and completes by 3pm.

Land use in Merošina

The municipality of Merošina covers a total area of 19,325 hectares, out of which 13,841 ha or 71,6% is considered to be arable land, forests cover 3,310 ha or 17,1%, construction land covers 2,059 ha or 10.7%. The agricultural land on the territory of Merošina municipality occupies 14,700 ha out of which 10,800 ha is being cultivated, or around 71%. Farming crops occupy 7,079 ha or 65,5%, vegetable cultures occupy 1,318 ha or 12.2% (i.e. beans, potatoes), and under forage crops (clover and alfalfa) occupies additional 1,251 ha or 11,5% of arable land. Orchards occupy 1.469 ha or 13,6% and the most

important fruit crop is certainly the "Oblačinska" sour cherry. Vineyards occupy 445 ha or 4,1% and are mainly located in warm and semi hot exposures which favours production of high quality grapes. The share of meadows and pastures in relation to the total agricultural area is 1,904 ha or 12,9% of agricultural land. Pasture parcels are fragmented and scattered throughout the territory. The biggest meadow and pasture complexes are spread over the higher parts of the cadastral municipalities that stretch along the slopes of the mountain Mali Jastrebac and along alluvial plains of river. Agricultural land is 99% privately owned, cultivated by 3441 agricultural households and only 6 companies, which means that an average household cultivates 2,6 ha of land.

4 Summary of Environmental and Social Impacts and Mitigation Measures

4.1 Summary of Environmental Impacts and Mitigation Measures

Parameter	Possible Impact	Mitigation Measures
Air quality	During Construction	
	<p>Spreading of construction material and dust in the air can be caused by:</p> <ol style="list-style-type: none"> 1. earthworks (including land clearing, excavation, levelling, tunnelling), 2. transport and disposal of excavated and surplus filling material and storage of filling and backfill material, 3. movement of construction mechanisation and transport vehicles. 	<p>Cleaning of vehicles before entering public areas</p> <p>Obligatory covering or wetting the material to be transported to avoid its scattering</p> <p>When weather is dry and windy, regularly wetting the surface that could lead to scattering of dust</p> <p>Provide technical validity of machinery, regular (if necessary emergency) technical controls of norms emissions.</p>
	During Operation	
	Air pollution impact from the traffic (since there is no other significant source of pollution in the area).	<p>Mitigation measures are already applied during the design phase, by designing the highway route on proper distance from sensitive receptors.</p> <p>For the full motorway profile phase, monitoring of air pollutants concentration is recommended.</p>
Soil	During Construction	
	Physical loss of land through expropriation, as well as removal of topsoil horizon and its permanent loss.	Complete topsoil material which will be removed during highway construction (Volume 1.1/1. Highway alignment, pos. 1.1.1.2.1) should be used for highway side slopes. It would be the best to embed the humus material without previous storage. If the storage is necessary, it must be provided on regulated dumps and based upon principles of humus material

Parameter	Possible Impact	Mitigation Measures
	Soil pollution and soil degradation/erosion	<p>conservation. Topsoil material is extensive, it can be also used for the rehabilitation of the disposal areas (temporary or permanent).</p> <p>After construction works, fertile soil should be embedded on side slopes of newly built embankment. This way of reuse of excavated soil is useful for fast vegetation development, which prevents erosion and lowers potential maintenance costs.</p> <p>All waste oil, oil and fuel filters have to be collected and recycled or disposed of in secure landfill areas. The drip trays/containments should be used during construction to store hazardous liquid materials, to avoid spillage and pollution.</p> <p>At the closure of the site, all contaminated soil will be excavated, removed and replaced with fresh topsoil.</p> <p>Cleared material is to be piled into manageable sized heaps according to disposal or re-use requirements.</p> <p>Limit the extent of excavation to reduce soil erosion potential. The contractor will be responsible for ensuring that the erosion is contained by soil conservation protection methods.</p> <p>Apply soil conservation protection methodology to susceptible areas to prevent / minimize storm water runoff carrying eroded materials off-site.</p> <p>Avoid excavation and operating machinery in wet ground conditions.</p>
	Moving machinery at and around the site during construction causes compaction, considered as negligible impact	During construction works, construction sites should be marked with fence and nearby soil protected from compaction.
	Soil pollution from oil and derivatives considered as minor significance	All petroleum and its derivatives manipulations during construction works, like machine supply, are necessary to perform on defined place with maximum precautions to avoid spilling. It is the same for oil packaging and

Parameter	Possible Impact	Mitigation Measures
		other oil derivate, which must be collected and taken on controlled contractor made landfills from where should be taken away by authorized utility company;
	During Operation	
	Pollution due to surface water coming from the roadway,	Due to planned drainage system (Volume 3/2. Storm sewer), soil pollution from water flow from the roadway is eliminated, since protection from this type of pollution is foreseen.
	Deposition of emitted gasses (atmospheric deposition, wind deposition, scattering due to vehicle movement),	Define a narrower (10m) and wider zone (100m) of impact of the road on the environment, especially from the aspect of preserving agricultural land and food production of appropriate quality. Predict the zones of influence and the amount of pollutants that reach the soil and water by washing from the road, and on that basis determine the measures and recommendations for land use.
	Spillage of cargo.	The only way for soil rehabilitation is to remove contaminated soil and transport it and store in safe places where endangering of environment will be minimized. Pollution/contamination accident prevention and response
Surface and groundwater	During Construction	
	Impact of contamination from the waters washed from the construction sites- Water from construction machinery, uncontrolled disposal of excavated material, uncontrolled drainage of the sanitary waters in places of accommodation of workers, as well as smaller (local) pollution from the process of food preparation.	Works on construction and landscaping must be performed so as not to disturb the existing underground and surface hydrographic connections and do not affect the qualitative characteristics of groundwater and surface water. Spillage of any hazardous substances near the river must be avoided. The Contractor should be required to use biodegradable lubricants for their machines and biodegradable oils for transmissions, to minimize pollution

Parameter	Possible Impact	Mitigation Measures
		<p>during the works.</p> <p>Maintenance, refuelling and cleaning of construction machines execute at locations that are distant from watercourses and which will be defined before the start of works.</p> <p>Riverbanks in the exploration area should be protected by fences during the construction phase, to prevent negative impact that may be caused by driving and unloading of materials nearby.</p> <p>Driving machines inside rivers, streams, or on their banks, except where this is unavoidable due to the construction of a facility or structure is forbidden. Also discharge solid waste and wastewaters originating from the workers into rivers and streams is forbidden.</p> <p>It is strictly forbidden to wash and discharge any material left in concrete mixers in rivers or any other watercourse.</p> <p>The sites are properly drained. Paved areas, including vehicle parking areas, workshops and fuel storage areas are to drain to an oil and water separator.</p> <p>Fuel storage areas are not located within 20m of a water course.</p> <p>Where fuel in excess of 5,000 litres is stored on site, it will be stored in sealed tanks on a concrete base that is bounded to hold 110% of the tank capacity.</p> <p>The contractor must have trained personnel who are competent in fuel handling procedures and for cleaning up accidental spills.</p> <p>Sanitary waste and grey waters are treated before release into surface water systems, in accordance with the Law on water ("Official Gazette of RS", 101/05).</p>
	During the works, there will be some turbidity of the Aleksandrovački	Excavation and preparation of foundations for the abutments, retaining walls

Parameter	Possible Impact	Mitigation Measures
	Stream, and by erosion during the construction of the foundations and pillars of the new bridges. There are no pillars inside the river flows.	<p>and other objects that are on/near surface water bodies, execute in the period of low water levels (July - September) to minimize negative impacts on rivers and their banks.</p> <p>It is obligation of the contractor to test the quality of the water upstream from the bridge site before the start of construction work on the bridge</p> <p>Setting thresholds suspended particulate powder/ turbidity is required and any overruns will cause stop work</p>
	During Operation	
	Pollution due to surface water coming from the roadway,	<p>According to the planned drainage system with separators for light oil derivatives, soil pollution due to water flow from the roadway is eliminated, since protection from this type of pollution is planned. This also applies to bridges and all associated facilities.</p> <p>There are 6 oil separators at outlets, as follows: 30/300 l/s, at km 0+493.75 and km 3+028.92; 20/200 l/s, at km 2+512.57 and km 2+759.10; 50/500 l/s at km 3+555.68 and one separator without bypass, 80 l/s, at km 5+670.00.</p>
Ecology and nature conservation	During Construction	
	Habitat loss and degradation A number of activities during the construction can result in the damage and loss of habitats: Vegetation clearance, soil removal, rock excavations, borrow pits and quarries modification of landscape.	<p>Construction facilities to be sited on unused land of no particular ecological value, outside areas with high vegetation.</p> <p>Optimisation for maximum use and upgrade of the existing network of roads and avoid construction of new temporary ones to minimize loss and fragmentation of vegetation and natural semi-natural habitats.</p> <p>No construction materials will be taken from the surrounding environment unless approved by the competent authority;</p> <p>Restoration of sites to their baseline condition where possible upon</p>

Parameter	Possible Impact	Mitigation Measures
		<p>completion of construction (retaining as much of the original vegetation as possible for reinstatement); Species selection should be harmonized with the surrounding area and its purpose.</p> <p>Establish a Reinstatement Plan prior any construction work beginning. The reinstatement plan will be approved by the competent authority;</p> <p>Restore as soon as possible after completion of works all surfaces that are in any way degraded with construction and other work;</p> <p>Develop appropriate measures against the spread of invasive species during reinstatement and /or landscaping of terrain. Pay attention that alien and especially invasive species are not used for greening.</p>
	<p>Habitat Fragmentation</p> <p>Linear infrastructures, such as highways, contribute significantly towards the habitat fragmentation. Building of a closed highway will cause fragmentation and separation of habitats. In addition, this may cause the interruption of daily or seasonal movements for some terrestrial animal species (i.e. reptiles and mammals), disturbing the usual behaviour patterns of certain species.</p>	<p>Optimisation for maximum use and upgrade of the existing network of roads and avoid construction of new temporary ones to minimize loss and fragmentation of vegetation and natural semi-natural habitats.</p> <p>Strictly adhere to planned route of the highway and its associated construction corridor. Limit the movement of heavy machinery to existing roads, in particular in the forest areas.</p> <p>At the intersections of the highway and watercourses, where the construction of bridges and culverts is planned, it is necessary to design the spaces under the bridges as ecological crossings (including dry ledge that are accessible during high water levels), and to provide or facilitate communication of fauna along watercourses (amphibians, reptiles, mammals, aquatic organisms). The locations of these passages are on all watercourses on the route of the road: bridge across regulated riverbed of Aleksandrovački Stream, km 2=990,50; plate culverts for evacuation of waters of the occasional stream Golema Padina at chainage 0+076.10 of the direct ramp R00 of the leveled intersection "Merošina 1" and at chainage 0+139.20 deviation towards Niš. Such multifunctional ecological passages / crossings along watercourses should have the following characteristics:</p>

Parameter	Possible Impact	Mitigation Measures
		<ul style="list-style-type: none"> The bed of the watercourse should occupy one part of the width of the ecological crossing. On both sides of the watercourse bed, a space should be left under the bridge structure enable unimpeded passage of small and large animals; Possible embankment of the canal / watercourse inside the crossing should be roughly rough (the optimal solution is horizontal ribs), which will prevent the animals from entering the water and will facilitate their exit from the water; Vegetation in front of the crossing should be physically connected to the natural vegetation of the environment by means of low bushy or herbaceous vegetation; The area in front of the entrance should be covered with the natural type of land of the given locality (avoid concrete, gravel or stone). <p>When performing the highway construction works on the sections which are close to river, it should be predicted the maximum preservation of the vegetation, wild species and their habitats.</p> <p>The profile, construction and length of the planned bridge structures and culverts must meet the needs of ensuring relatively uninterrupted existing and expected communication of faunal elements on both sides of the highway.</p>
	Chance finds procedure	<p>If during the planned works, geological-paleontological or mineralogical-petrological objects are encountered, which are presumed to have the property of a natural good, according to the Law on Nature Protection, the contractor is obliged to inform the Ministry of Environmental Protection within 8 days, i.e. take all measures the natural property would not be damaged until the arrival of an authorized person.</p>
	Degradation of freshwater quality	<p>Wastes as well as any other product containing hazardous chemical</p>

Parameter	Possible Impact	Mitigation Measures
	<p>There are a number of activities during construction that can result in damage to the freshwater ecosystems. These include soil and rock excavations, borrow pits and quarries, the construction of culverts, bridges and viaducts and increased turbidity during construction activities within the water streams. Impacts are related to both deterioration of water quality (accidental spills of fuel or hazardous wastes are another possible threat)</p>	<p>substances (i.e. fuel) will not be discharged in the surface waters and will not be stored in the proximity of freshwater features.</p> <p>Excavated materials will not be dumped into freshwater features, nor will they be stored in their proximity, to avoid additional increase of the turbidity levels.</p> <p>Maintenance, refuelling and cleaning of construction machines must be scheduled in locations distant from watercourses and which will be defined before the start of works.</p> <p>Avoid driving machines inside rivers, streams, or on their banks, except where this is unavoidable due to the construction of a facility or structure.</p> <p>When performing regulatory works on watercourses, anticipate the use of stone and other natural materials, and avoid concreting the banks and riverbeds of watercourses as much as possible (implement the so-called natural regulation of watercourses). It is necessary to maximally preserve the bed of watercourses, but also the shores with existing vegetation that is the breeding ground of fish, or habitat suitable for their natural reproduction, and also represent enclaves of indigenous, coastal vegetation that must be preserved.</p>
	<p>Loss of flora</p> <p>Flora species will be directly affected from the road construction through vegetation removal.</p> <p>Accidental loss of fauna</p> <p>Direct mortality may affect small mammals and reptiles (e.g. tortoise) and amphibian individuals by vegetation clearance, construction activities along the road or traffic on the access routes and machinery movement.</p> <p>Species disturbance</p>	<p>Works on the construction of the highway E-80 within the planned section must be performed on the cadastral parcels listed in the Conceptual solution.</p> <p>Delimitation of areas to be cleared before the beginning of the construction activities, in order to limit as much as possible, the surface of vegetation to be cleared.</p> <p>Limit the traffic of heavy machinery to existing main roads (including forest ones) to the extent that is possible;</p> <p>Speed of vehicles should be limited, in order to limit emission of noise and dust in non-paved accessed roads and in order to limit the risk of accidents</p>

Parameter	Possible Impact	Mitigation Measures
	Construction activities can directly and indirectly cause disturbance to fauna species, mostly due to the presence and activity of the machinery.	<p>with fauna.</p> <p>Aim for gradual vegetation clearance in order to retain passage for species as long as possible across the corridor</p> <p>Avoid dawn-dusk and night-time works, when activity of nocturnal animals such as carnivore species and bats is increased;</p> <p>Conduct a pre-construction inspection of the areas to be cleared in order to manually transfer and remove observed tortoises to nearby locations. This is expected to reduce direct mortality.</p> <p>In order to avoid any disturbance to species during the breeding season and subsequent breeding failure, vegetation clearance works should start if possible before the breeding season (spring).</p> <p>In the unlikely case that nests of species of conservational interest (e.g. <i>Ciconia ciconia</i>) should be located, their relocation could be investigated, under the special conditions of the Institute for Nature Conservation of Serbia;</p> <p>Wastes created during construction will be managed under an Environmental Management Plan, to limit the disturbance to fauna as a result of presence of wastes and spills.</p>
	Light - Sources of artificial light can be jeopardizing factors, especially for nocturnal species and especially –bats, because they function as "light traps", and also increase stress acting on the species in the vicinity of the motorway.	<p>When planning installation of lighting in the corridor around the highway, Merošina interchange (Vol. 4/2, Lighting interchanges), applied appropriate technical solutions (focus light sources "down", minimum illumination without using the "decorative" light sources).When lighting bridges, apply solutions that will enable good visibility on bridges, and at the same time reduce it in the area below them.</p> <p>On the highway is advisable to use non shadowing screen for protection against the dispersion of light.</p>

Parameter	Possible Impact	Mitigation Measures
	During Operation	
	Habitat loss and degradation During operation along the highway corridor forest or tall vegetation will be replaced with vegetation of mainly grass species. Thus, habitat conditions for many animal species (especially reptiles, birds and mammals) will be substantially altered.	Develop and implement during the operation phase a Monitoring Plan of terrestrial flora and fauna in order to timely recognise negative impacts and trends related to the highway operation and define additional and appropriate mitigation measures. Pay attention that alien and especially invasive species are not used for the maintenance of corridor.
	Habitat fragmentation Linear infrastructures, such as highway projects, contribute significantly towards the habitat fragmentation. Building of a fenced highway will cause fragmentation and separation of habitats. In addition, this may cause the interruption of daily or seasonal movements for some terrestrial animal species (i.e. reptiles and mammals), disturbing the usual behaviour patterns of certain species.	All sites and surfaces affected by the construction works should be reinstated with the same type of vegetation. Regularly maintain in a good and functional status the fauna crossing points constructed. Consider changes to these passages based on the results of the Monitoring Plan.
	"Barrier effect" created by linear infrastructures can affect the dispersion and movement capacity of fauna (fish, amphibians, reptiles and mammals). This affects indirectly their capacity for searching food, shelter or other individuals of their same species during the breeding season. These factors are linked with the species population dynamics.	Develop and implement during the operation phase a Monitoring Plan of terrestrial flora and fauna in order to timely recognise negative impacts and trends related to the highway operation and define additional and appropriate mitigation measures (e.g. additional or different fauna crossing points).. Maintain the constructed fauna crossing points (i.e. culverts) clear from obstacles (debris, vegetation) and functional. This will increase the permeability of the motorway and will reduce the barrier effect.
	Species loss, disturbance and displacement During the operation phase of the highway some species such as rodents and reptiles are attracted by the new habitats and	Implement Noise mitigation measures Construct and maintain an impenetrable and resistant fence along the highway will prevent access of animals (esp. medium and large mammals)

Parameter	Possible Impact	Mitigation Measures
	<p>environmental conditions created after the road construction.</p> <p>This as the domino effect may favour the secondary increased presence of carnivore mammals which prey on these small mammals and reptiles.</p> <p>Impacts include mainly road mortality.</p> <p>Another negative impact stems from the use of salt during winter months that greatly attracts individuals of different bird species (mostly songbirds) in the immediate area of the highway route, significantly increasing the risk of collision accidents and road mortality</p>	<p>to the highway and will reduce the possibility of collisions and road mortality.</p> <p>Predict barriers for birds in corridors, especially for some game birds (Grey Partridge <i>Perdix perdix</i>) and for nocturnal birds of prey. These barriers will mitigate the risk of collision since normally these species are attracted to roads.</p> <p>Avoid the creation of habitats by the road that would attract fauna and lead to increased road mortality. Respect the physiognomic characteristics of natural vegetation landscapes;</p> <p>Plan for the timely removal of excess salt after winter in order to reduce the risk of collision accidents and road mortality.</p> <p>Develop and implement a Monitoring Plan as part of the ESMP that will also monitor road mortality.</p>
	<p>Freshwater ecology</p>	<p>Develop and implement a Monitoring Plan as part of the ESMP also for freshwater ecology (especially fish, amphibians and overall aqua-ecosystem – invertebrate species composition, production etc.) in order to track possible impacts and define eventual additional mitigation measures to mitigate and reduce the harmful effects.</p> <p>Monitoring of water quality is recommended as well.</p> <p>Develop and implement an Accident Response Plan to determine the optimal location and type of emergency response equipment and the required capacities for handling liquid spills. Spill Response Kits should be available, and personnel will be trained in their use.</p>
Excavated material and waste	During Construction	
	<p>The proposed construction works will generate a significant volume of non-hazardous and inert waste whose inadequate management could result in the major adverse environmental impact.</p>	<p>Construction Waste Management Plan (CWMP) will be prepared and maintained by the Contractor of works. The Plan will identify the specific types and quantities of waste likely to arise during the construction process,</p>

Parameter	Possible Impact	Mitigation Measures
		<p>including: excavated materials, construction, demolition and excavation waste;</p> <p>Provide temporary or permanent locations (existing regulated utility facilities/landfills) for disposal of service rubble and other waste material in any state, and municipal waste generated during the highway construction. Restrict storage / disposal in river area, as well as other watercourses of a temporary nature, as well as on agricultural land;</p> <p>It is strictly obligation of the contractor to ensure all necessary permits for temporary or permanent disposal of surplus material.</p> <p>During the construction works, along the whole alignment it should be maintained the maximum level of communal hygiene. Define locations for impermeable solid containers, which must be regularly emptied under the conditions of the competent utility service. All other waste should be deposit strictly following procedure prescribed within the Law on waste.</p> <p>The majority of excavated material that will be generated will be reused, if suitable, either as engineering fill material or in the environmental mitigation earthworks of the project;</p> <p>Exact position of landfills will be determined in later phases, by examining locations "in situ".</p> <p>In case new borrow pits are determined they should be subject to review for environmental impacts before use. IPA "Lalinačke Slatine", Aleksandrovački Stream, fertile, arable and similar areas should not be used as a landfill location. Locations that will be determined as temporary landfills by the construction site organization project must be outside agricultural zones.</p>
	No impact during Operation	
Landscape and	During Construction	

Parameter	Possible Impact	Mitigation Measures
visual impact	Temporary impacts could damage the landscape, disrupting the identity of the area (the image of the landscape and visual continuity).	<p>After completion of the work, the obligation of the contractor is to bring the site to the state before the work started.</p> <p>Organize the site and setting up facilities concentrated mainly in places where planned bridges along the route are.</p> <p>Temporary location for storing the necessary construction and other material and equipment is needed to be located outside the space with tall vegetation, and limited only to the duration of the works execution.</p> <p>The size of contractor's facilities are limited to absolute minimum to reduce unnecessary clearing of vegetation. The contractor's facilities are to be contained within an adequate security fence.</p> <p>All open cuts should be planted right after finishing to prevent soil erosion. This should include as less degradation and fragmentation, how the landscape would not lose its character.</p> <p>Upon the completion of all works, it is necessary to remove the machinery, construction materials, containers, spare parts and other equipment, as soon as possible.</p> <p>After the completion of all works, it is required to cultivate the ground at all vulnerable areas by using the appropriate flora and species that are biologically stable under the given climatic conditions, resistant to adverse impacts (exhaust gases) and compatible with the surrounding area and purpose.</p>
	During Operation	
	The highway has made a big visual change in environment	To establish plant cover on all affected places (Volume 9.1 Landscape design), using indigenous species with a similar combination, to harmonize with the surrounding area to arrange embankment horticulturally prevent erosion

Parameter	Possible Impact	Mitigation Measures
		<p>Plan the raising of a continuous edge green belt outside forest zones, greening of intersections, dividing islands, especially in settlements, which would enable visual protection of contact zones and aesthetic design of the space. For landscaping, use those species that have a greater ability to absorb harmful exhaust gases, fast growth and aesthetic value. Indigenous dendroflora is recommended.</p> <p>The use of species that have been identified as invasive and / or allergenic is not recommended.</p> <p>The green belt of the highway should be planned so that it does not interfere with the visibility of the road and does not endanger traffic safety. Planned landscaping of the highway corridor should take place in accordance with the landscape characteristics of the area. Form and maintain a continuous belt of protective greenery (tree row in combination with shrubs) of species resistant to air pollution, without edible fruits, not to attract animals, with a pronounced function of protection from wind and noise;</p>
Noise	During Construction	
	<p>There will be noise generated from the concrete batch plants and vehicle movements.</p> <p>Where construction noise levels are anticipated to be above 55dB LAeq,T during the day, significant noise impacts are expected to be registered. Such impacts are classified as moderate to high. Where construction noise levels are below 55dB LAeq,T during the day,</p>	<p>Noise and vibration affected residential or business receptors will be timely informed of the construction activity through appropriate communication channels;</p> <p>All staff will be briefed on the requirement to minimise nuisance from construction activities;</p> <p>Where appropriate, haul routes for construction material will avoid additional</p>

Parameter	Possible Impact	Mitigation Measures
	insignificant noise impacts are expected, classified as low	<p>nuisance in residential areas or at sensitive sites;</p> <p>The respective construction works on the road alignment should be executed only during the daylight because of the potential impact of noise from construction equipment and vehicles.</p> <p>Best Practicable Means will be used during construction work;</p> <p>Where appropriate, silenced / enclosed construction equipment / machinery will be utilised;</p> <p>All plants, vehicles and machinery used during construction will be regularly maintained and turned-off when not in use;</p>
	During Operation	
	In the first phase of highway operation, traffic volumes are expected significantly below thresholds. Impact from traffic noise, even in populated areas are considered of negligible significance.	No measures
	Populated area receptors are private houses. There is no sensitive receptors as schools and hospitals in the vicinity.	In case noise level to exceed the legal limit, noise insulation of windows will be offered for the affected receptors.
Climate change impact	During Operation	
	Extreme temperatures	Enhanced maintenance
	Extreme precipitation, floods, landslides, soil erosion	<p>The impact of climate changes (increased value of maximum daily precipitation) is considered in the hydraulic calculation of the drainage system.</p> <p>Alignment is positioned in a way that has a minimum influence on existing watercourse network. Every watercourse has its bed regulated according to</p>

Parameter	Possible Impact	Mitigation Measures
		<p>the position of alignment and new bridges (Volume 3/1. Training works).</p> <p>For every regulation of a riverbed hydraulic calculations were made according to the hydrology study inputs.</p> <p>The position of major structures, bridges and piers is chosen in a way to avoid riverbeds and other watercourses.</p>

4.2 Summary of Social Impacts and Proposed Mitigation Measures

Social measures		
Cultural heritage	During Construction	
	No systematic prospecting of immovable cultural property has been carried out in the subject area.	<p>"Koridori Srbije doo Beograd" (KS) is obliged to provide all the conditions and enable smooth and constant monitoring of works, during the entire duration of the earthworks, by the archaeological team - archaeological supervision;</p> <p>Chance finds procedure:</p> <p>If during the performance of the works the contractor encounters at archaeological and/or historical sites or archaeological objects or objects from the past, he shall immediately suspend the works and notify the competent Institute for the Protection of Cultural Monuments from Niš without delay, and take measures to the finding does not destroy and not damage and is preserved in place and in the position in which it is discovered, as well as to provide conditions for protective archaeological research;</p> <p>The investor of the facility is obliged to provide funds for research, protection, keeping, publishing and exhibiting goods that are discovered during the construction of the investment facility, until the transfer of the goods to the authorized institution.</p>
	No impact during Operation	
Community health, safety and security (in compliance with requirements of EBRD PR 4)	During Construction	
	<p>Road traffic disruption and safety</p> <p>Potential traffic safety risks from increased traffic and the presence of heavy vehicles on roads, degraded roads by increased heavy vehicles traffic.</p>	<p>A Construction Traffic Management Plan should be developed and implemented. The plan should be prepared in cooperation with the relevant local traffic authorities, especially where transport is moving through or near settlements or areas with vulnerable road users.</p> <p>During consultation meetings and stakeholder engagement with the school and pre-school facilities agreement was reached to conduct awareness campaigns targeting children especially. Information leaflets shall be prepared to be used as a tool complementing the awareness campaign for children through presentations and short movies. The best practice</p>

		<p>teaches us that such awareness campaigns should be conducted in several cycles and especially after school breaks when children return to their daily chorus and travel patterns.</p>
	<p>Potential increased transmission risks of communicable diseases and temporary pressure on local health and sanitation infrastructure</p> <p>Presence of temporary workers in the local area-potential COVID-19 infection</p>	<p>Implementation of CD and HIV/AIDS education program;</p> <p>Information campaigns on STDs among the workers and local community; Special education program for the Roma population and women.</p> <p>Education about the transmission of diseases;</p> <p>Provision of condoms. designated as contractor responsibility;</p> <p>Monitoring of local population health data, in particular for Transmissible diseases.</p> <p>Mitigation COVID-19 measures for workers:</p> <ul style="list-style-type: none"> • Notify your supervisor and stay home if you have symptoms. • If you are sick, you should not return to work until the criteria to discontinue home isolation are met, in consultation with healthcare providers, your employer, and state and local health departments. • Notify your supervisor if you are well but have a sick family member at home with COVID-19. • Limit close contact with others by maintaining a distance of at least 2 meters, when possible. <ul style="list-style-type: none"> ○ Limit the number of workers in small workspace areas such as job site elevators, trailers and vehicles, and spaces under construction if possible. • Wear cloth face coverings in public settings where other social distancing measures are difficult to maintain, especially in areas where there is significant community-based transmission of COVID-19. • Clean and disinfect frequently touched surfaces such as shared tools, machines, vehicles and other equipment, handrails, ladders, doorknobs, and portable toilets. Clean and disinfect frequently touched surfaces periodically throughout the shift but

		<p>also:</p> <ul style="list-style-type: none"> ○ At the beginning and end of every shift ○ After anyone uses your vehicle, tools, or workstation ● Limit tool sharing if possible. ● Practice proper hand hygiene.
	<p>Safety risks due to unauthorised access to construction compounds and work sites</p> <p>Impacts from self-created communication routes by community in case of temporary disturbed communication routes</p> <p>Site trespass and injury</p>	<p>Appropriate security features will be implemented, including fencing, sign posting and potentially security personnel.</p> <p>Keep alternative routes at all times. Fence site boundaries and present route of alternatives</p> <p>Awareness campaigns for the community with emphasis to most vulnerable road users (children, elderly, pedestrian and cyclists).</p> <p>Reduce speed limit.</p> <p>Programme of stakeholder engagement and consultation to educate local communities of the risks of trespassing onto sites, the meaning of signs and the dangers of playing on or near equipment or entering fenced areas.</p> <p>Adequate signs to be put up around work fronts and construction sites advising people of the risks associated with trespassing. All signs should be in Serbian or in diagram form to ensure those with low levels of literacy understand the signs.</p> <p>Fence construction site with visible not easily removable fence.</p> <p>Clear demarcation of the construction site. Place visible and understandable signs to site limits.</p> <p>Raise awareness of community and workers.</p> <p>Educate workers not to allow even incidental or on-off trespasses</p> <p>Place warning signs of prohibited trespassing and legal remedies in opposite conduct.</p>
	Impacts to community security, particularly covering interaction	Inform community about the presence of security forces safeguarding the equipment and

	<p>between security forces retained security to safeguard the operations</p>	<p>construction site of Contractor.</p> <p>Let the community understand their role and responsibility.</p> <p>Liaison with the Local law enforcement to agree on regular meetings, communication channels and to agree on emergency response in case needed.</p> <p>Train the employees of the Security personnel to adhere to protocols and code of conduct at all times with emphasis to carrying and use of weapon if any</p>
<p>During Operation</p>		
	<p>General operational safety of the highway</p> <p>Operational safety of the highway could affect passengers by the threat of injury or potential loss of life due to vehicle collisions, or vehicle overturns or other operational causes.</p>	<p>The set of precautionary measures should be implemented, including</p> <ul style="list-style-type: none"> • road operational safety procedures, • road safety audit • regular inspection, and • maintenance of the highway and • implementation of a safety management program equivalent to internationally recognised (EU) highway safety programs
	<p>Level crossings safety</p> <p>The proposed project envisions only grade separated road crossings (underpasses and overpasses) thus eliminating the safety risks</p>	
	<p>Transport of dangerous goods</p> <p>Considering the character and purpose of the planned road, during the period of exploitation, the transport of chemical poisonous, flammable, explosive and other dangerous or harmful substances can be expected. Transport of dangerous goods represents a potential environmental risk in the event of accidents, through leakage, safety valve releases, in</p>	<p>The set of preventive measures will be proposed, including:</p> <ul style="list-style-type: none"> • the proper screening acceptance procedure, • development of the Emergency Preparedness and Response Plan (including Spillage Response Plan), • timing of transport,

	pressurised and general service tank vehicles, or other hazardous material containers.	<ul style="list-style-type: none"> limiting speeds to minimise the risks, etc.
Labour and working conditions	During Construction	
	<p>Worker's rights, rules and obligations</p> <p>Employment standards</p> <p>Accommodation for workers</p>	<p>Comply, at a minimum, with national labour, social security and occupational health and safety laws, with requirements of EBRD PR 2 and the fundamental principles and standards embodied in the ILO conventions</p> <p>Comply, at a minimum, with national labour, social security and occupational health and safety laws, and the fundamental principles and standards embodied in the ILO conventions</p> <p>On and off site adequate accommodation in line with requirements of EBRD PR 2, ILO Conventions</p>
Occupational health and safety (in compliance with requirements of EBRD PR 4)	During Construction and during Operation (maintenance works)	
	<p>(1) work at heights, (2) slips and falls, (3) moving machinery, (4) struck by objects, (5) dust and asbestos fibres dust, (6) confined spaces and excavations, (7) biological hazards (poisonous snakes).</p>	<p>The contractors will employ workers that need to be trained continuously by H&S team, have an appropriate awareness of the hazards of working at construction sites and are trained to use and use the appropriate equipment to undertake their tasks in a safe manner.</p> <p>All workers associated with the project, and in particular the site management, will need to be familiar with appropriate safety measures for this type of construction works, starting with undertaking appropriate hazard and risk assessments for all activities. This should be followed by appropriate training, that personnel undertaking hazardous tasks are certified to do so and implementation of specific international requirements for working at height and working in enclosed spaces.</p> <p>Adequate, timely and regularly updated training and briefings for workers on safety precautions and their responsibility for their safety and the safety of others;</p> <p>Require the workers to use the provided safety equipment;</p> <p>Report and record any accidents, incidents and/or breach of relevant legislation arising from the project;</p>

Local Overview and community support (in compliance with requirements of EBRD PR 10)	During Pre-Construction	
	<p>Expectations of the Project to commence.</p> <p>Expectations of benefits.</p> <p>Local business and entrepreneur rely on the Project and calculate the future effect into their business schedules in terms of connectivity and reduced travel time.</p> <p>Expectation of employment opportunities.</p> <p>Potential legacy issues.</p> <p>Rumour induced conflicts and inadequacy of information.</p> <p>Marginalization of Merošina.</p>	<p>Manage expectations and avoid an express assurance on which expectation is to be based.</p> <p>Implement Transparency</p> <p>Make sure understanding of the timeline of the Project is clear.</p> <p>Make sure the business decisions are not Project dependent to avoid liability of implementing entity, contractor or National Government</p> <p>Compensation at full replacement cost including transaction costs/ taxes or Replacement land and additional assistance before displacement or imposition of access restrictions of businesses which are wholly or partially located in in the Right of Way</p> <p>Make sure the employment strategy is disclosed in a transparent manner early in the Project.</p> <p>Ensure the Contractor holds contractual obligation to prepare a transparent Employment Plan and ways of communicating the plan to the local communities</p> <p>Understand the social Context.</p> <p>Identify any legacy issues from another Project or activity or as a result of political context already at the pre-bid meeting stage</p> <p>Make trustworthy information sources known to local community.</p> <p>Prove value of communication channels and formal forums for information exchange.</p>
	During Construction	
	<p>Continued Expectation of benefits related to the Project</p> <p>Legacy issues</p> <p>Loss of support and reputation risk</p> <p>Loss of support and project risk</p>	<p>Manage expectations and avoid an express assurance on which expectation is to be based.</p> <p>Implement Transparency</p> <p>Identify in an early stage any potential issues from the past which could amplify any negative impact</p> <p>Adhere to the commitment to the Project. Keep the community a Partner in development</p>

		Respect all provision of the safeguard tools. Adhere to any obligation set out therein,
Gender	During Pre-Construction	
	<p>Disruption of travel patterns</p> <p>Impacts to safety of children</p> <p>Uncertainty about Project commencement and timelines</p> <p>Assessment of local women pool of experts</p>	<p>Prior to commencement of civil works disclose and discuss tentative timetable of disruption of transport.</p> <p>Alternative routes should always be considered</p> <p>Announce the strategy for road safety and regularly update the events.</p> <p>Child safety awareness and training program in schools</p> <p>Clear and timely dissemination of Project dynamics</p> <p>Early assessment of available workforce and skills amongst women for all positions needed</p>
	During Construction	
	<p>Temporary direct and indirect employment opportunities</p> <p>Risk from violence and traffic safety risks from influx of workers</p> <p>Degradation of local infrastructure</p> <p>Accessibility of health care</p> <p>Accessibility of education for children</p> <p>Walking and cycling path intersection</p> <p>Increase of transport costs</p> <p>Disruption of routes and schedules of public transport</p>	<p>During assessment of available experts and workers in the local pool identify the positions suitable for women and those equally suitable for both sexes in order to identify possible available workforce. The employment Plan could set a quota of women to be hired under the Project</p> <p>With the local law enforcement agree on increased measures of prevention of violence especially gender based, and conduct road and traffic safety awareness campaigns</p> <p>Adhere to the restriction of movement of constriction vehicles and equipment through the local roads. Construct access roads for transportation of material and equipment.</p> <p>Contractually oblige the Contractor to bring to pre-construction stage and reconstruct any local infrastructure degraded in quality during construction works.</p> <p>Ensure uninterrupted access to health care facilities by responsible management of traffic and disruption of routes only in close consultations with the communities</p> <p>Traffic management plan to take into account daily transportation timetable of children especially during the school year, September to December and February to June. This is to be done in coordination with the schools and transport provider</p>

		<p>Consult with women predominantly walking or cycling to attend to daily work and household chorus.</p> <p>Broadly consult with community. Assess the impact of increased costs on livelihood</p> <p>Provide adequate service routes and schedules of disruption commensurate to community dynamics</p>
Infrastructure and utilities and public amenities	During Pre-Construction	
	<p>Material and soil investigation</p> <p>Inspection and assessment of condition and absorption capacity of local roads</p> <p>Setting out</p>	<p>The presence of these utilities shall be assessed by the Construction Contractor by means of a survey prior to construction works</p> <p>The presence of these utilities shall be assessed by the Construction Contractor by means of a survey prior to construction works</p> <p>survey to identify the utilities along the alignment, located under and above ground such as water supply, sewerage, cable network, telephone and power supply</p>
	During Construction	
	<p>Temporary loss of, or access to, infrastructure or services;</p> <p>Disruption of mobile providers or TV network , internet services due to collision with uncharted utilities</p> <p>Change in demand for services restaurants, laundry</p> <p>Change in water supply with possible shortage of water</p> <p>Disruption of electricity supply</p>	<p>Inform local communities of program and sequence of works.</p> <p>Traffic Management plan</p> <p>Infrastructure and Utilities Management Plan;</p> <p>Emergency Response plan in respect to supply of water and electricity.</p> <p>Conduct a reconnaissance survey to identify possible location of uncharted utility and liaison with the Service providers to identify the location of uncharted utilities</p> <p>Promote equal distribution of increased demand for services thus equally sharing the benefits</p> <p>Undertake water supply monitoring</p> <p>Liaison with water utility company regularly to design response plans and alternative water supply and prevent disruption in supply.</p>

		<p>Exchange of information on water supply and monitoring results</p> <p>Undertake electricity supply monitoring. Liaison with Electricity supply company regularly to design response plans and alternative electricity supply to the most vulnerable users (hospitals) and prevent disruption in supply.</p> <p>Exchange of information on electricity supply and monitoring results</p>
Tourism	During Pre-Construction	
	<p>Expectation for economic benefits from accommodation of potential labour influx</p> <p>Disruption of hunting season and impact to sport of recreational hunting</p>	<p>Include the Hotel management during assessment of absorption capacity of influx workers</p> <p>Clearly delineate the construction site from the hunting area</p>
	During Operation	
	<p>Changes from income and economic benefits from tourism</p> <p>Improved Access to tourist sites in the area</p>	<p>Promote tourist destinations</p> <p>Maintain new infrastructure</p>
Land Acquisition and Resettlement (in compliance with requirements of EBRD PR 4)	During Pre-Construction	
	<p>Loss of Land</p> <p>Loss of commercial structures</p> <p>Loss of livelihood</p> <p>Loss of crops (annual, perennial)</p> <p>Damage to properties during construction</p>	<p>Compensation at full replacement cost including transaction costs/ taxes or Replacement land and additional assistance before displacement or imposition of access restrictions.</p> <p>Data on economic and socioeconomic conditions of displaced persons must always be sex disaggregated and include gender analysis specifically related to resettlement impacts and risks</p> <p>Compensation to establishing commercial activities elsewhere;</p> <p>(ii) lost net income during the period of transition; and (iii) the costs of the transfer and reinstallation of the plant, machinery or other equipment, as applicable. Provide additional targeted assistance include gender analysis specifically related to resettlement impacts and</p>

		<p>risks</p> <p>Provide transitional allowance. Data on economic and sociocultural conditions of displaced persons must always be sex disaggregated</p> <p>Restore the livelihoods and standards of living of displaced persons to pre-project levels, through measures that can be enterprise based, wage-based and/or enterprise based, so as to facilitate sustainable improvements to their socio-economic status</p> <p>Compensate for loss at replacement cost</p> <p>Any damage inflicted shall be assessed and valued and compensated at replacement cost or replacement of asset if in cash compensation is not suitable</p>
	During Operation	
	Unforeseeable circumstances resulting in additional loss of land and assets attached to it and resettlement.	<p>Promote tourist destinations</p> <p>Maintain new infrastructure</p>
Temporary worker influx and population change	During Construction	
	<p>Influx of workforce</p> <p>Influx of followers, spontaneous job seekers</p> <p>Pressure on local public services</p> <p>Impacts on community dynamics existing social conflicts may intensify</p> <p>Increased risk of communicable diseases specially amongst the vulnerable and burden on local health services</p> <p>Increased pressure on accommodations and rents and induced price hikes affecting the receptor</p> <p>Increased number of traffic accidents</p> <p>Gender based violence/ Fraternization</p>	<p>Avoid or reduce influx by tapping into the local pool of workforce.</p> <p>Screening of capacity of locally available pool of workforce.</p> <p>Assess and manage labour influx.</p> <p>Incorporate social mitigation measures into the civil works contract (Through the PCC)</p> <p>Ensure supervision engineer's responsibilities regarding oversight of, and reporting on, labour influx and workers' camps (if any)</p> <p>Contractor to hire workers through recruitment offices and avoid hiring "at the gate" to discourage spontaneous influx of job seekers,</p> <p>Local government to address this additional influx of the "followers" to ensure that no illegal and unsafe settlements develop</p> <p>Liaison with local services to keep track of changes in capacity of local services in respect to</p>

	Social tension and violence	<p>anticipated influx.</p> <p>Contingency plans for temporary rise in demand for utilities and Public service provision.</p> <p>Liaison with civil society and local Law enforcement organizations to create integrative action plans;</p> <p>provision of upfront information on potentially impacts on local communities</p> <p>Measures to reduce incentives for mixing with local community</p> <p>Implementation of CD and HIV/AIDS education program;</p> <p>Information campaigns on STDs among the workers and local community; Special education program for the Roma population</p> <p>Education about the transmission of diseases;</p> <p>Provision of condoms. (designated as contractor responsibility);</p> <p>Monitoring of local population health data, in particular for transmissible diseases.</p> <p>The in depth workforce assessment to include accommodation assessment</p> <p>Awareness training on health and safety during construction and due to increased traffic</p> <p>Distribute a road safety leaflet</p> <p>Preparation and implementation of a traffic management plan to be approved by supervision engineer;</p> <p>Organization of commute from camp to project to reduce traffic;</p> <p>Road safety training and defensive driving training for staff;</p> <p>Sanctions for reckless driving</p> <p>Local government engagement with contractor and communities to identify accident hotspots and</p> <p>Formulation of solutions.</p> <p>Mandatory and repeated training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women informing</p>
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		<p>workers about national laws that make sexual harassment and gender based violence a punishable offence which is prosecuted; introducing a Worker Code of Conduct as part of the employment contract,</p> <p>Reinforcing local enforcement capacity to maintain public order after the influx, ensuring that. Complaints about gender-based violence to be taken seriously by local law enforcement, which may be supported by deploying female officers to the project area. Preventive training with workers to demonstrate the presence of government authority in the project area.</p>
Education and skills	During Construction	
	<p>Development of skills</p> <p>On-the-job training and learning</p> <p>Opportunities for sub-contractors smaller companies to gain references</p> <p>Temporary employment and on-the-job training of vulnerable groups</p>	<p>Promote during employment training programs to upgrade existing skills or add a new capacity enhancement during the construction works.</p> <p>Conduct on-going training during construction works.</p> <p>During assessment of available workforce in the local pool announce the tentative services, works subject to possible sub-contracting so small companies can cooperate in order to maximize the opportunity</p> <p>The Contractor shall explicitly include Roma community leaders in the advertisement effort for job openings and reflect this in his Employment Plan in collaboration with the Roma Association from Merošina. Prior to that Roma community should be included during the in depth assessment of available local pool of workers</p>
Employment and Economy	During Construction	
	<p>Changes in tax income</p> <p>Changes in customs, duties and levies income</p> <p>Changes in direct employment</p> <p>Changes in indirect employment</p> <p>Changes in procurement</p> <p>Long-term benefits of capacity enhancement (on-the-job</p>	<p>Timely payment of all taxes,</p> <p>Tax payment awareness campaign</p> <p>Tax inspections</p> <p>Timely payment of custom duties, and levies by the Contractor.</p> <p>Maximize local employment, as defined in the Employment Plan</p> <p>Adhere to any Labour Management Plan and human resources policies that seek to</p>

	<p>training opportunities)</p> <p>Opportunity for local suppliers and sub-contractors</p> <p>Opportunities for women</p>	<p>establish fair, transparent and Equal opportunity employment.</p> <p>Identify opportunities to increase women's and Roma employment</p> <p>Maximize local indirect employment opportunities by sourcing local services and goods</p> <p>Identify and target specific skills gaps.</p> <p>Provides employees with hands-on learning.</p> <p>Focus on how well the employee is performing the required job skills in relation to specified performance standards and train to elevate the quality of performance</p> <p>Advance information on tendering opportunities will be provided to local businesses through trade and industry chambers and local business organisations. Transparent and competitive engagement policies</p> <p>The Project will identify female employment opportunities where possible and advertise them accordingly digging into the available pool of experts and workforce</p>
	During Operation	
	<p>Changes in income from tolling</p> <p>Changes in direct employment</p> <p>Income for taxes from development of new facilities along the Highway</p>	<p>Introduce tolling and e-tolling as soon as practicable</p> <p>Maximize local employment, establish fair, transparent opportunities and identify opportunities to increase women's employment</p>
Health Services	During Construction	
	<p>Increased number of vehicles in the area and traffic might lead to a higher number of road accidents and injuries.</p>	<p>Maintain current capacity of medical staff</p>
Access to Education	During Construction	
	<p>Disruption of weekdays communication routes for school and</p>	<p>Prepare a traffic management plan.</p>

	pre-school attendance in remote school facilities	<p>Exchange with school representatives timetable of all transportation routes for both Municipalities.</p> <p>To the extent feasible harmonize disruption compete stand still of traffic with school timetable</p>
Agriculture, beekeeping and farming	During Construction	
	<p>Disturbance to beekeeping</p> <p>Disturbance to animal grazing</p> <p>Impact on quality of fruit production</p> <p>Loss of agricultural land</p> <p>Loss of fruit bearing trees and vineyards</p> <p>Loss of income due to loss of land, fruit bearing trees and vineyards</p>	<p>Agreements with beekeepers on where to relocate beehives if necessary.</p> <p>Assistance with the transportation and relocation of beehives if needed.</p> <p>Implement RPF and RAP and compensate any loss</p> <p>Contractual clauses to ensure that contractors consult with local farmers to establish the appropriate number and location of animal Crossings.</p> <p>Implement RPF and RAP and compensate any loss socio-economic baseline assessment on people affected by the project, including impacts related to land acquisition and restrictions on land use</p> <p>Detailed inventory of assets</p> <p>Valuation and compensation at replacement cost.</p> <p>Implement RPF and RAP and compensate any loss</p> <p>Detailed inventory of assets</p> <p>Valuation and compensation at replacement cost</p> <p>socio-economic baseline assessment on people affected by the project, including impacts related to land acquisition and restrictions on land use during preparation of RAP</p>
Vulnerability	During Construction	
	<p>Disruption of free meal delivering routes</p> <p>Disruption of transport of haemodialysis patients</p>	<p>Familiarize with the daily schedule of free meals in liaison with the Red Cross</p> <p>Familiarize with the daily schedule of free meals in liaison with the medical facilities</p>

Livelihood	During Construction	
	Loss of livelihood	Ensure livelihood restoration

5 Environmental and Social Monitoring

5.1 Environmental Monitoring

Through the ESMP, the Contractor will establish Environmental and Social Monitoring Programme of Project impacts during construction phase and operational phase.

Prior to commencement of any works, it is necessary to carry out baseline monitoring of environmental parameters and update baseline data for noise, air quality, water and groundwater, and soil quality on those points which are defined as sampling locations in the ES Monitoring Programme. ESMP will define basic parameters which will be monitored in order to determine whether the identified mitigation measures are being implemented successfully. Following ESMP, the Contractor will develop a detailed monitoring program with specified targets for each indicator, which will be tailored to the requirements of each road sub-section and the elements of The Contractor's Environmental and Social Management System (ESMS) and site-specific ESMP. Each Contractor will develop a written monitoring program that will be evaluated by the Project stakeholders, including national statutory agencies.

Based on ESIA and other available documentation and data, and in accordance with the identified impact significance, relevant monitoring locations will be determined and presented in the ESMP respectively.

5.1.1 Monitoring of environmental parameters

Parameter	Construction phase	Operational phase
Air	<p>Regular monitoring to be envisaged for those locations where there are residential buildings located closer than 400 m, as well as in the areas where construction works will take place in close proximity of large agricultural land.</p> <p>In the case of a complaint from local residents, additional monitoring of the effects will be undertaken.</p> <p>Limit Values for air are in accordance with Serbian Legislation, Regulation on monitoring conditions and air quality requirements (Off. Gazette of RS No 11/2010, 75/2010 and 63/2013).</p>	<p>In the first phase of monitoring which will last at least 5 years, it is necessary to carry out periodic monitoring of the air quality (1 month in a season), because in order to establish trends of air pollution it is necessary for measurement data to be obtained for at least five consecutive years.</p> <p>Only in the case where the results of periodic measurement indicate the necessity for further monitoring of air quality would it be necessary to carry out permanent monitoring of air quality, viz. enacting the second phase of monitoring.</p>
Water	<p>Monitoring of water during the phase of construction of the highway includes determining the effects on the quality of water while construction works are being carried out in the vicinity of waterways or water collectors.</p> <p>For surface water, the program includes the following parameters: pH, concentration of dissolved oxygen in the water, waste materials, murkiness, concentration of organic compounds and mineral oil.</p> <p>Water protection measures and monitoring are based on Decree on limit values of emissions of pollutants in waters and deadlines for reaching them (Off. Gazette of RS No 67/2011, 48/2012 and 1/2016),</p> <p>The taking of samples will be done on surface waterway locations upstream and downstream from the construction site. The monitoring program is administered in such a way that it can be used to establish which construction works affect the quality of surface waterways. Samples must be taken before the commencement of works, and</p>	<p>The monitoring program for surface waters during the operation includes monitoring of the following parameters: pH, concentration of dissolved oxygen in the water, waste materials, murkiness, concentration of organic compounds and mineral oil, then temperature, colour and odour.</p> <p>Domestic legal regulations which relate to the method of controlling the quantity and quality of wastewater (effluent) before it is released into a recipient cannot be applied to the control of the quality of cleaned atmospheric wastewater. Depending on the climatic factors, scope and structure of traffic, the composition of effluent varies during one hydrological year. Monitor of the effect of operation of the future highway on the quality of water of the recipient will be considered through emissions standards.</p> <p>Measuring the quality of water of the recipients is aimed at understanding the effects of runoff wastewater on the quality of water in the recipient.</p> <p>The monitoring plan for underground waters will be done in accordance with the basic characteristics of construction of the subject section of the</p>

Parameter	Construction phase	Operational phase
	<p>during works execution. Sampling will be done in monthly intervals. In the situation when the measurement results and analysis indicate an increase of negative effects, it is necessary to determine the cause of the deteriorating condition and undertake the necessary mitigation measures. Until the cause of the deteriorating condition is determined, only works which do not have an influence on pollution of surface waters may be carried out.</p> <p>All measurements begin one month before the beginning of preparatory works. The parameters which are the subject of monitoring are divided into the groups geological-hydrological, physical-chemical and chemical. Measurement of the basic and indicative parameters of underground waters will be done at least four times a year with an interval of at least two months. Measurements of the chemical and physical-chemical parameters are done quarterly. The days when samples are taken will depend on the level of underground water, precipitation and other geological and hydrological relations.</p>	<p>highway.</p> <p>The testing program encompasses the parameters which can be used to evaluate the current condition of the quality of underground water and the degree to which it is polluted with polluting substances from the subject section. The testing program will include the following measurements:</p> <ul style="list-style-type: none"> • Terrain measurements: temperature of air and water, pH, electrical conductivity, oxidation/reduction potential, • Basic parameters: colour, dissolved materials, total organic carbon, nitrogen, nitrates, sulphates, chlorides, chemical and biological consumption of oxygen, • Indicative parameters: microelements, phenols, mineral oil, polycyclic aromatic hydrocarbons, aromatic hydrocarbons, pesticides.
Noise	<p>The permitted noise levels are defined by the Decree on environmental noise indicators, limits values, assessment methods of the noise indicators, the nuisance and the harmful effects (Off. Gazette of RS No. 75/2010). Rulebook on the content and methods of making strategic noise maps and the manner of their presentation (Off. Gazette of RS No 80/2010) and Law on Environmental Noise (Off. Gazette of RS, No. 36/2009, 88/2010) Noise measuring equipment will be used to establish a background or baseline and then during construction to establish increases in level and hence compliance to the standards. It is recognized that the best approach to noise control during construction works is require the use of equipment which conforms to noise standards, and then monitor the issue on an ongoing basis, including reacting to any nuisance</p>	<p>During operation, noise must be controlled with the goal of controlling the effectiveness of envisaged noise protection measures.</p> <p>Measurement of the level of noise must be carried out in intervals of five years and in cases of complaints from adjacent inhabitants.</p> <p>Residential object areas and additional locations which have been identified as the locations of the most endangered structures will be considered when defining monitoring locations.</p>

Parameter	Construction phase	Operational phase
	<p>complaints by local residences or businesses.</p> <p>During construction the level of noise increases due to the transport of loads by heavy freight vehicles (removal and delivery of materials) and the use of the construction machinery. These sources of noise are of a temporary character and last until the completion of construction works.</p> <p>During the phase when works are being carried out, the level of noise must be controlled when necessary, meaning upon the occasion of a complaint being filed for an excess level of noise while works are being carried out.</p> <p>Within the framework of monitoring noise during the carrying out of works, the following is required:</p> <ul style="list-style-type: none"> • measurement of the zero point, • measurement of the highest levels (peaks) of noise during construction, • if during the course of works the limits of allowed levels of noise are significantly exceeded, in agreement with the owner of the structure, necessary mitigation measures are undertaken. <p>The Contractor is responsible for all consequences which arise from excess levels of noise during the phase of construction.</p>	
Soil	<p>Relevant parameters for soil impact assessment are: pH, concentration of heavy metals, oils and organic substances. Soils near roads having a high frequency of traffic, as in this case, will be tested for hazardous substances, such as typical heavy metals and lead which may have accumulated from vehicle exhausts which still use leaded petrol which is still freely available in the region.</p>	<p>Monitoring of soil during the operation of the highway, monitoring the effects of operation of the future Highway, on the quality of soil, must be carried out at the edge of the "buffer zone" of highway.</p> <p>The Contractor will ensure a preliminary testing ("zero monitoring") of soil pollutants according to the Monitoring Plan of this ESMP document.</p> <p>Following the preliminary testing a plan for further testing is created. For</p>

Parameter	Construction phase	Operational phase
	<p>The program for monitoring soil during the construction phase includes parameters which are authoritative for determining the level of endangerment of the same.</p> <p>There is a wide spectrum of pollutants which have been categorized into the following two groups: heavy metals and greases and oils (remains of fuel, lubricants and motor oil, antifreeze, hydraulic fluid, etc).</p> <p>Samples must be taken before the commencement of works, at the time when humus is being removed and when excavation or the building of embankments of earth material is being carried out. In addition to this, sampling must be undertaken outside the Monitoring Programme schedule in a case of environmental accident (e.g. oil spill).</p> <p>In the situation when the measurement results and analysis indicate an increase of negative effects, it is necessary to determine the cause of the deteriorating condition and undertake the necessary mitigation measures. Until the cause of the deteriorating condition is determined, only works which do not have an influence on pollution of soil may be carried out.</p>	<p>this purpose, the place of sampling is defined first. The number of samples depends on the preliminary testing and is related to the structure being tested.</p> <p>Parallel to the control of the quality of soil, the quality of underground water must also be monitored. The quality of underground water requires the monitoring of pollutants which are present in the soil and for the purpose of determining the effects of soil pollution on the pollution of underground water.</p>

5.2 Social Monitoring

In order to enable the monitoring of the Project's impact on the affected communities during the pre-construction, construction and operation phase, the magnitude of the impact and the effectiveness of the proposed mitigation measures, baseline information are collected. Therefore, the following baseline studies are conducted:

- Socio-economic baseline (sources of income, alternative sources of income (pension, welfare), agricultural production, dependant family members (old and/or disabled), etc.)
- Socio-demographic baseline (age, education, employment, housing, land ownership, size of households, etc.)
- Baseline conditions of the private assets (fences, structures, agricultural infrastructure, etc.)
- Baseline conditions of the public assets (roads, water, wastewater and energy networks, etc.)

Socio-economic and socio-demographic surveys will be repeated at the end of the land acquisition process (prior to the commencement of the construction phase) for a mid-term review of Project impacts and at the end of the construction phase for an end of term impacts evaluation.

Baseline conditions of private and public assets in the Project affected area will serve as ground for determining if there is any Project-inflicted damage on them and ensuring that the damage will be adequately compensated and/or remediated.

Project specific Stakeholder Engagement Plan has been developed as part of Preliminary Design. Its implementation is jointly the responsibility of "Koridori Srbije doo Beograd" and the Contractor. All stakeholder activities (public announcements, public and individual meetings, surveys, official correspondence, etc.) will be recorded and included in Contractor's reports to "Koridori Srbije doo Beograd" and annual external reports on the E&S performance of the Project.

Resettlement Framework has also been developed and it includes requirements for monitoring with designated responsibilities and defined key performance indicators.

Project impacts on the affected people and communities and the effectiveness of mitigation measures will be monitored through the grievance mechanism. All grievances will be recorded in the Grievance Log Register, which will allow their categorization and tracking. Contractor's monthly reports will contain the number of new grievances received, their summary and update on the previously unresolved ones. This will enable to assess the efficiency of the grievance mechanism and update it accordingly and to introduce new measures to mitigate the Project impacts that caused the submission of grievances.

In advance of the work commencing the Contractor is obliged to provide KS and local environmental authorities with name and contact details of community liaison officers who are appointed to work with local communities. This information should be also printed in large scale and placed on visible place at the entrance of construction site.

A Grievance Mechanism will be implemented to ensure that all complaints from local communities are dealt with appropriately, with corrective actions being implemented, and the complainant being informed of the outcome. It will be applied to all complaints from affected parties. A grievance form is attached in Appendix and hard copies will be made available at community centres.

Examples of Social Monitoring Matrix is provided in Appendix 1 of this report.

6 Contractor's Site Specific Environmental and Social Management Plans

6.1 List of Environmental Management Plans to be developed

Considering all the identified impacts, it becomes essential for the Contractor to prepare and later conscientiously implement the ESMP throughout the duration of the project to ensure compliance with legislative and Lender requirements. The emphasis of the ESMP shall be on the following:

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
Waste and Wastewater Management Plan	<p>Contractor to prepare and ensure implementation;</p> <p>Supervision Engineer/ IESC/LTA to approve;</p> <p>"Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA</p>	Prior to the commencement of construction works	<p>Plan will, as a minimum, include information regarding national and local legal requirements related to:</p> <ul style="list-style-type: none"> • waste management, • types of waste which will be generated during the Project execution, • waste management hierarchy (prevention, reducing, reuse, recycling and disposal), • waste management operations, • waste segregation procedures, • on site temporary waste storage, • site rules of waste collection and storage, • transportation of waste, • recycling and disposal of waste materials (All construction waste materials including drums, lumber, sand and gravel, cement bags etc. are to be suitably disposed of. If these cannot be recovered for scrap value these materials should be taken to an approved landfill sites for safe disposal.) Contractor's

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			<p>Environmental Protection Plan CEPP should cover all aspects of waste management, including implementation of practice standards such as reduce, re-use and recycle. The Waste Management Plan will, as a minimum, include details of temporary waste storage, waste transfer and pre-treatment prior to final disposal or recycling. Licensed/approved facilities for solid and liquid waste disposal must be used and a duty of care and chain of custody for all waste leaving the site will be followed. As part of the plan Contractors will be expected to produce waste handling forms for chain of custody, which will be used to control waste leaving site. Thus, the waste controller will keep a copy of the form and the driver will always carry a copy and will ensure that the load is signed for at the final disposal site. All records will be kept by the Contractor for audit purposes and to demonstrate that the project is complying with best practice and applicable legislation.),</p> <ul style="list-style-type: none"> • Guides on management of waste based on type (communal, construction, etc.), • management of wastewater resulting from construction activities (stone works, concrete production, etc.) and sanitary wastewater, • list of identified ES impacts, • list of mitigation measures and corrective actions, • defined responsibilities for the implementation (Contractor's to provide Plan to the Subcontractors and his own staff and undertake ongoing monitoring and

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			<p>review of waste management activities across the Project sites and facilities including Subcontractor's, Subcontractor's responsibilities, number of nominated personnel and contact details,</p> <ul style="list-style-type: none"> • waste management services providers, • training programme, • monitoring programme, • reporting <p>Plan include provision of sanitary facilities and an appropriate system for the collection and disposal of wastewater in order to prevent pollution of watercourses, in case of possible existence of camp for workers</p>
Hazardous materials and Hazardous waste Management Plan	<p>Contractor to prepare and ensure implementation;</p> <p>Supervision Engineer/ IESC/LTA to approve;</p> <p>"Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA</p>	Prior to the commencement of construction works	<p>Plan will, as a minimum, include information regarding Lenders, international, national and local legal requirements related to:</p> <ul style="list-style-type: none"> • management of hazardous substances and waste management (Hazardous waste will be stored and removed from the construction site on demobilization, in accordance with the Law on Waste management ("Official Gazette of RS", 36/09 88/2010, 14/2016 and 95/2018 – other law)) • types of hazardous substances which will be used, • types of hazardous waste which will be generated during the Project execution, • types of hazardous waste which will be generated during the Project execution, • waste management operations, • waste segregation procedures, • on site temporary hazardous substances and waste

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			<p>storage,</p> <ul style="list-style-type: none"> • site rules of hazardous waste collection and storage, • transportation of hazardous substances and waste from the site to the storage facilities, temporary storage of oil and fuel and other hazardous substances <p>organisation and requirements,</p> <ul style="list-style-type: none"> • list of identified potential ES impacts, • list of pollution prevention mitigation measures and corrective actions, • defined responsibilities for the implementation (Contractor's to provide Plan to the Subcontractors and his own staff and undertake ongoing monitoring and review of hazardous waste management activities across the Project sites and facilities including Subcontractor's, Subcontractor's responsibilities, number of nominated personnel and contact details, waste management services providers), • defined the accident response requirements and trainings • training programme, • monitoring programme, • reporting.
Watercourse Management Plan	<p>Contractor to prepare and ensure implementation;</p> <p>Supervision Engineer/ IESC/LTA to approve;</p> <p>"Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA</p>	Prior to the commencement of construction works	<p>Plan will, as a minimum, include information regarding Lenders, international, national and local legal requirements related to:</p> <ul style="list-style-type: none"> • protection of the water bodies; • procedures and plans for safeguarding aquatic habitats and fish during in-river work and will complement the highway construction Method Statements.

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			<ul style="list-style-type: none"> • method statements of all works which will take place in the vicinity and inside bed of the • watercourses including river regulation and bank stabilisation works; • list of identified potential ES impacts; • list of mitigation measures and corrective actions; • defined roles and responsibilities; • training programme; • monitoring programme; • reporting.
Water Supply Management Plan	Contractor Supervising Engineer Local water company		<ul style="list-style-type: none"> • Undertake water supply monitoring • Liaison with water utility company regularly to design response plans and alternative water supply and prevent disruption in supply.
Mechanism and organizational structure management plan			Plan will include details of the means by which local people and other project affected persons (PAP) can raise grievances arising from the highway construction activities and how these will be addressed (e.g., through dialogues, consultations, etc.) (see Appendix 4 for the Project grievance mechanism).
Traffic Management Plan	Contractor to prepare and ensure implementation; Supervision Engineer/ IESC/LTA to approve;	Prior to the commencement of construction works	<ul style="list-style-type: none"> • Take into account alternative for the 5 km section; Keep alternative routes at all times. Fence site boundaries and present route of alternatives, • Organization of commute from camp to project to

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
	"Koridori Srbije doo Beograd" /Local Government to monitor implementation through appointed Supervision Engineer / IESC/LTA		<p>reduce traffic;</p> <ul style="list-style-type: none"> • Road safety training and defensive driving training for staff; • Sanctions for reckless driving; • Take into account daily transportation timetable of children especially during the school year; • Local government engagement with contractor and communities to identify accident hotspots and formulation of solutions; • conduct road and traffic safety awareness campaigns
Camp Management Plan ³	<p>Contractor to prepare and ensure implementation;</p> <p>Supervision Engineer/ IESC/LTA to approve;</p> <p>"Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA</p>	Prior to the commencement of construction works	<p>Plan will, as a minimum, include information regarding Lenders, international, national and local legal requirements related to:</p> <ul style="list-style-type: none"> • licenses, approvals, consents and other related documentation • camp location layouts with detailed disposition of all objects, defined water and power supply network, waste and wastewater management • Layout of the work camp and details of the proposed measures to address adverse environmental impacts resulting from its installation. Description and layout of equipment maintenance areas and lubricant and fuel storage facilities including distance from water

³ In case of possible existence

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			<p>sources/bodies;</p> <ul style="list-style-type: none"> • defined roles and responsibilities • training programme • monitoring programme • Reporting. • The CEPP should contain procedures for establishing and operating construction camps in order to safeguard nearby communities and environmental resources. <p>In case of requirement for workers accommodation on site, the facilities will be designed in line with EBRD/IFC Guidance Note for workers accommodation</p>
Borrow pits and Deposit Sites Management Plan	<p>Contractor to prepare and ensure implementation;</p> <p>Supervision Engineer/ IESC/LTA to approve;</p> <p>"Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA</p>	Prior to the commencement of construction works	<p>Plan will, as a minimum, include information regarding Lenders, international, national and local legal requirements related to:</p> <ul style="list-style-type: none"> • borrowing material (a plan indicating the location of the proposed material extraction site) and temporary and permanent deposition of surplus material including requirements regarding licenses, approvals, consents and other related documentation; • list of identified ES impacts; • list of mitigation measures and corrective actions; • transportation material management; • defined roles and responsibilities; • defined reparation measures to be implemented for the areas of borrow-pits and access roads after the project

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			<p>is finished;</p> <ul style="list-style-type: none"> • training programme; • monitoring programme; • reporting.
Cultural heritage Management Plan	<p>Contractor to prepare and ensure implementation;</p> <p>Supervision Engineer/ IESC/LTA to approve;</p> <p>"Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA</p>	Prior to the commencement of construction works	<p>Plan will, as a minimum, include information regarding Lenders, international, national and local legal requirements related to:</p> <ul style="list-style-type: none"> • protection of cultural heritage and archaeological sites, • Project specific Chance Find procedure, • defined roles and responsibilities, • training programme, • monitoring programme, • reporting.
Labour Management Plan	<p>Contractor to prepare and ensure implementation;</p> <p>Supervision Engineer/ IESC/LTA to approve;</p> <p>"Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA</p>	Prior to the commencement of construction works	<p>Plan will, as a minimum, include information regarding Lenders (with requirements of EBRD PR 2), international, national and local legal requirements related to:</p> <ul style="list-style-type: none"> • working relationships, • child and forced labour, • non-discrimination and equal opportunity, • workers organisations, • wages, benefits and conditions of work, • retrenchment,

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			<ul style="list-style-type: none"> • workers accommodation, • grievance mechanism, • requirement that these provisions are incorporated in contractual agreements with contractors, subcontractors and suppliers, in order to ensure good labour and working conditions for all employees (full time, part time, temporary, seasonal or migrant workers) and non-employee workers, • defined roles and responsibilities, • training programme for fire safety, working at height procedure, • monitoring programme, • reporting <p>The plan will contain the requirement that these provisions are incorporated in contractual agreements with contractors, subcontractors and suppliers, in order to ensure good labour and working conditions for all employees (full time, part time, temporary, seasonal or migrant workers) and non-employee workers.</p> <p>The Plan will define the number of workers that will be engaged for the Project, as well as the measures to be implemented to incite local recruitment, including but not limited to, an analysis of the scale of available local workforce and supplier potential, based on which it will be determined the scope of resources will be sourced locally.</p>
Land Acquisition and	PE Roads of Serbia / Consultant to	Pre-Construction Phase	PE Roads of Serbia as the entity responsible for land acquisition shall provide the following information and

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
Resettlement Action Plan	develop and ensure implementation;		<p>data relevant for the survey:</p> <ul style="list-style-type: none"> • Inventory of PAPs and land affected by land acquisition, per cadastral municipality and the following details: Cadastral municipality, personal details Name and Surname, number of land plot total area, area affected by land acquisition, details of co-owners (if any) and details of structures and any other assets attached to the land. • Inventory of PAPs with affected structures inclusive of details. • Valuation / assessment for each parcel and asset. • Inventory of PAPs who submitted requests to surrender orphan (in accordance with Article 10 of the Law on expropriation) including details of the outcome. <p>Data obtained during the survey shall be adequately copied into excel tables and charts with frequencies presented adequately.</p>
Oil and fuel storage management plan	<p>Contractor to prepare and ensure implementation;</p> <p>Supervision Engineer/ IESC/LTA to approve;</p> <p>"Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA</p>	Pre-Construction Phase	<p>Plan will include all procedures for storage, transportation and usage of oils and fuels, refuelling of plant and machinery and procedures for minimizing the risk of ground and water contamination. All oils and fuels will be required to be stored within secondary containment of 110 % capacity and all spillages shall be cleaned up immediately. Re-fuelling vehicles will carry Spill Kits to enable spillages to be cleaned up as soon as possible. All categories of spillage will be reported in accordance with the Plan to be developed by The Contractor. Toolbox Talks</p>

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			would be expected to be delivered on an ongoing basis as „continued training“ and following any significant incident.
Soil Management Plan	Contractor to prepare and ensure implementation; Supervision Engineer/ IESC/LTA to approve; "Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA	Pre-Construction Phase	Plan will include description steps to be taken to minimize the effect of erosion, measures to reduce topsoil depletion, transport roads and landfills
Dust management plan	Contractor to prepare and ensure implementation; Supervision Engineer/ IESC/LTA to approve; "Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA	Pre-Construction Phase	Plan will include schedule for water spraying on access road and in nearby settlements along the project road, as well as list of equipment to be used; this applies to all of construction sites and haul roads. During highway construction, when dust may be generated, the Contractor will monitor the worksite conditions and apply dust control measures, which include reducing construction traffic movements and spraying water on exposed areas.
Noise Management Plan	Contractor to prepare and ensure implementation; Supervision Engineer/ IESC/LTA to approve; "Koridori Srbije doo Beograd" to monitor implementation through appointed Supervision Engineer / IESC/LTA	Pre-Construction Phase	Plan will include measures which will ensure that noise does not affect the adjacent communities, in accordance with the Law on noise protection ("Official Gazette of RS", 36/09). While it is unlikely that noise will be an issue due to the large distances between the activities and the communities the Contractor will confine all work to daylight hours (07:00hrs – 19:00hrs) should the community find that any night-time operations become a nuisance.

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
Emergency response plan	Contractor, "Koridori Srbije doo Beograd"	Pre-Construction Phase	Plan will contain procedures for emergency response in the event of accidents or major incidents, in order to safeguard people, property and environmental resources. Details of the spill response equipment to be provided on site are to be specified.
Recultivation Plan	Contractor, "Koridori Srbije doo Beograd"	Post Construction Phase	<ul style="list-style-type: none"> • Clearance and rehabilitation of construction sites and removal of contractor's facilities: It is the Contractor's responsibility to address site clean-up. This includes the removal of all waste materials, machinery and any contaminated soil. • The contractor will develop a plan for closure and rehabilitation for the borrow pits and deposit sites. • The contractor will develop a plan for handover, sale or removal of all plant, vehicles and machinery to ensure that no unserviceable items are left on the construction site, in accordance with the Law on Waste management ("Official Gazette of RS", 36/09). • All construction sites and work areas will be rehabilitated so that these can be returned as close as possible to their previous uses. This includes the stabilization and landscaping of all of the construction sites. No waste will be left on site after the work is completed, in accordance with the Law on environmental protection ("Official Gazette of RS", 135/04, 36/09, 72/09). Should the Contractor fail to remove the waste, the "Koridori Srbije doo Beograd" is entitled to withhold payment and arrange the clean-up and deduct the cost of the clean-up and administrative

Name of the Management Plan	Responsibility for preparation, approval and implementation	Deadline for preparation	What will it contain?
			charges from the final payment.
Community grievance mechanisms	<p>Central Feedback Desk (CFD) at the level of "Koridori Srbije doo Beograd"</p> <p>During the Construction Phase the Contractor shall assign the role of a Grievance officer to complement the existing grievance mechanism. The CFD and the Contractors grievance officer shall liaison closely and publish reports on grievance jointly semi-annually following the procedure and tools, and covering the range of stakeholders</p>		<p>The CFD shall be responsible for receiving and responding to grievances and comments of the following two groups:</p> <ul style="list-style-type: none"> • A person directly affected by the project including the impact due to land acquisition, resettlement and rehabilitation measures, • Residents interested in and/or affected by the project living in the affected municipalities. <p>The mechanism adopted for raising, redress, timeframes, communication with grievant, anonymous grievances, administration communication and reporting will accordingly apply to Contractor grievance mechanism.</p> <ul style="list-style-type: none"> • The Contractor Grievance officer will monthly report to CFD about number of grievances received, categories of grievances, time taken for resolution of grievances, percentage of resolved grievances etc • The Contractor Grievance officer will inform grievant about the possibility to raise grievance before Project CFD if not satisfied with the decision of the Officer. If that grievance is then raised before CFD, CFD will issue its final decision covering the range of stakeholders as designed in the SEP.

6.2 Roles and responsibilities

The broad role of each party involved in the Project in relation to the ESMP is identified below.

- EBRD and EIB: Financing but not directly developing the Project. Responsibility is therefore passed to the Project Owner, although reports will be required to be submitted to the EBRD on the status of the ESAP, resolution of grievances and EHSS performance of the project.
- Contract Supervision Consultant (CSC): Overall responsibility for planning, implementation, monitoring and enforcement of activities associated with this ESMP and environmental, social, health and safety performance. Ensuring that all parties understand, implement and comply with the measures identified during construction and operation.
- The designer, responsible for implementing the design control process, to ensure the measures identified in the ESMP are implemented during the development of the detailed design.
- Contractor: Responsible for the implementation of appropriate mitigation measures identified in the ESMP during the construction phase to minimise the environmental and social impacts that may occur during construction and to record all public complaints via a well-defined complaint logging procedure and take the necessary action to manage the issues. All contractors and subcontractors shall comply with and apply the ESMP as applicable to the tasks they are instructed to complete.

7 Implementation

7.1 Training, Awareness and Competence

Environmental training sessions will be organized in accordance with the Training Procedure.

The Training Procedure will be developed by the Contractor and approved by the Engineer with, notification to “Koridori Srbije doo Beograd” prior to start of construction.

Initial training program to be prepared and approved before the commencement of works. Other yearly programs will be prepared and approved before the previous expires.

7.1.1 Induction Training and Employee Handbook

All Project personnel and visitors will receive the Induction training before entering the Project sites and facilities. The Project personnel and visitors to be informed about general Environmental and Social issues of the Project and possible risks of the Project activities. Presentation on the important points of the ESMS, methodology of the works and mandatory precautions to be organized.

The Induction Training includes the following subjects:

- Environmental Policy,
- Social Policy,
- H&S Policy
- Project objectives,
- Project standards,
- Environmental risks and impacts of the Project activities,
- Social risks and impacts of the Project activities,
- ES instructions of the Project sites and facilities,

- Emergency Response Plan.

After the Induction training, the Project personnel receives an Employee Handbook that contains the employee's training, identity information, emergency telephone numbers and some ES instructions. All Project personnel must carry their Employee Handbook with them if they are present on the Project sites and facilities, to be able to use it when necessary and to show it whenever they are asked for.

All visitors at the Project sites and facilities will receive the brochures with general principles of the Project's ES Management.

7.1.2 *Determining Training Program and Frequency*

The Contractor prepares training programs and organizes training sessions in accordance with the Training Procedure.

These will include:

- Training needs of the Project personnel are determined and listed,
- Initial training program will be prepared and approved before the commencement of the construction works,
- A yearly training program is prepared to meet the determined needs, the training program will be prepared and approved prior to expiration of the previous one,
- The training is recorded in the Training Participant Form. Records of all training conducted are maintained and available for inspections and audits or upon request.

As the training needs are defined, the training programs are developed and constantly updated to address changes in the Project Standards.

7.1.3 *'Toolbox Talk' training*

Site managers (Site engineer, foremen, etc.) to provide explanation on the ES issues and control methods on the daily activities on the Site through 'Toolbox Talk' training.

'Toolbox Talk' trainings to be organized once per week, and more often if necessary; these training sessions are recorded and stored as Training Records by the ES Manager.

For specific situations, when necessary, external training expert will be invited for technical support related to specific trainings.

Specific training program should be developed and implemented on H&S, based on construction activities and level of risk evaluated.

7.2 Stakeholder engagement, Consultation and Communication

7.2.1 *Public consultation during ESIA phase*

Public consultation meeting during ESIA phase was held in the Municipality of Merošina. This Municipality administratively cover the broader area of impact assessed in the wider corridor context.

7.2.1.1 Public consultation meeting in Municipality of Merošina



Figure 6 Pictures from public consultation meeting in Merošina (Source CesCowi 2016)

This meeting was performed to provide information about the Project, the main ESIA Phase the future actions, discuss impacts and mitigation measures and answer any questions the participants might have. Special attention was given to understanding the concerns of the person directly affected by the Project.

In general, the community members who attended are strongly supporting the Project. They further communicated to the Team that the support is evident, but a spot of scepticism is present since infrastructure projects in this part of Serbia have only been planned but not often brought to execution. They reported expectations that the Project will bring development opportunities, employment, service provider level increase, and even contribute to promotion of the two tourist destination namely Lake Oblacina and Lake Krajково. Some reference was made to some previous project failing to commence or complete which has been strongly advocated by a few stakeholders.

The issues have been discussed are: Land acquisition: Will the expropriation be conducted for the whole width of the alignment (both carriageways) given that their understanding was that construction shall be in phases and the first phase shall consider construction of one carriageway; Harmonization of local plans; Local and alternative roads and impacts relating to infrastructure. Point was raised suggesting the existing roads should be upgraded rather than demolished in order allow existing communication channels; Employment: Given the overall economic situation in Serbia in general many stakeholders were interested in employment opportunities for individuals but for the different sectors as well; Loss of assets: Many stakeholders were interested in the process that will be followed during land acquisition, including the fair compensation prior to commencement of works. This was a key concern especially in relation to landowners and farmers with land-based livelihoods. This was of particular concern. This is related to the high level of profitable agricultural productivity in this area, especially cultivation of fruit (cherries) and wines. Therefore, the community was concerned about restriction to use of land and level of compensation; Width of Highway: Stakeholders have taken interest in the width of the highway to assess the area of impact from land acquisition to and potential restriction of any future construction within the protective belt around the highway; Route selection: Representatives of the Company "ERGOMADE" were present and requested details about routing at the location of a specific land plot which was acquired by the company for purposes of erecting a new factory (6.500 sq.)

The picture below represents a Stakeholder issue map for the area of impact covering the Municipality of Merosina.

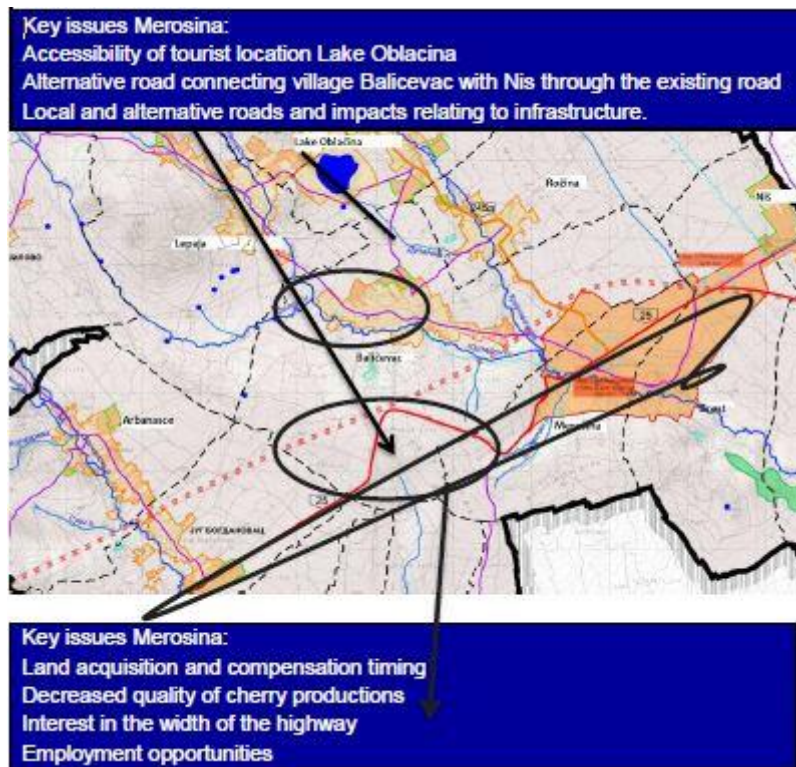


Figure 7 Stakeholder issue map Merosina

7.2.1.2 Focus group discussions in Merošina

In order to facilitate and capture the concerns and views of those stakeholders mapped as potentially most impacted discussions in focus groups were held. Stakeholders have been directly contacted and invited by individual invitations 10 days prior to the planned event date held on January 24, 2016. The Municipality assisted in organizing the discussions, providing contacts, inviting the targeted individuals, provided the venue and refreshments during the meeting.

Since the National Employment offices from Prokuplje and Merosina could not attend a separate meeting was scheduled and conducted on February 1, and 2, 2017. The purpose of this meeting was to assess the local pool of workforce.

7.2.1.3 Evaluation Method and Results

An assessment of effectiveness and achievement of broad community support cannot rely solely on the interpretation of internal stakeholders. The process and the outcome must be taken into review. The method used for both public consultation meetings was a combination of orally and participatory approach. At the end of the meetings attendees were asked three questions to rate the quality of meeting.

1. Has the meeting been organized in a way to facilitate your attendance?
2. Were you able to ask the questions that you wanted?
3. Were you satisfied with the answers provided? Was the information provided clear and sufficient?

Figure 8 Evaluation of meetings and picture of evaluation poster

7.2.2 Public consultations during ESMP phase

As required by the EBRD's Environmental and Social Policy, a public consultation will be held during the preparation of the Environmental and Social Management Plan. ESMP and other project related information will be made public and available to the local community.

The "Koridori Srbije doo Beograd" company Office	No. 21, Kralja Petra Street, Belgrade
Local community centers	Municipality Merošina, no. 17 Cara Lazara street 18252 Merošina
Website – "Koridori Srbije doo Beograd"	http://www.koridorisrbije.rs

Consultations with beneficiaries will be carried out during the execution phase, and environmental and social records, as well as grievances received during consultations, field visits, informal discussions, formal reports, etc., will be monitored, recorded and stored at the Project office in the company "Koridori Srbije doo Beograd"

Prior to work commencement, "Koridori Srbije doo Beograd" will provide public information through:

- Newspaper articles in one national and one of the local media,
- Posters on the main bulletin board in all local communities of potentially vulnerable communities,
- Radio traffic announcements,
- Providing contact with a competent person appointed to work with local communities.

An appeal mechanism will be implemented to adequately respond to grievance from local communities, corrective action will be taken and the grievances informed of the outcome. This applies to all stakeholder grievances. The grievance form is in Annex 4 and will be available in writing at local community centers.

Prior to construction, during ESMP phase, there is a need for:

- Consultations around construction plans and schedule;
- Land acquisition planning and implementation;
- Consultation about health and safety and
- Consultation linked to COVID 19.

Mandatory restrictions and social distancing measures associated with Covid-19 rule out some traditional consultation approaches in the short term. Projects at a stage of active engagement with stakeholders therefore need to develop alternate plans, taking account of mandatory, national Covid-19 restrictions and social distancing. Some of alternate information disclosure and stakeholder engagement measures in light of Covid-19 restrictions; project leaflets, information postcards; email campaigns; text-based messaging; traditional media: newspaper, radio, television; community notice boards; social media (Facebook, Instagram); radio call-in shows; telephone engagement.

Government restrictions on social distancing and gatherings: Covid-19-related restrictions on public assembly differ throughout the economies. Engagement approaches therefore need to be tailored to comply with local restrictions and flexible as those restrictions are modified.

Report of Public consultation during ESMP phase will be given within Appendix 3.

7.3 Inspection, monitoring and auditing

All controls and inspections within the Project ESMS will be carried out according to the Performance Measurement and Monitoring Procedure to be developed by the Contractor prior to the construction in line with the Framework ESMP.

The Performance Measurements and Monitoring are carried out with the appropriate check lists and follow-up lists. The corrective measures are followed up by the Contractor's ES Manager, Engineers and Corridors of Serbia's Environmental Engineer(s) and Social Expert(s).

7.3.1 Inspections

The Contractor and Subcontractors perform daily and weekly inspections on the Project sites and faculties.

7.3.2 Internal Audit

The Project's ESMS will be reviewed by the internal ES Auditors according to the Internal Audit Procedure which will be developed by the Contractor, not less than twice a year. In case Internal Audit findings reveal inconsistencies, necessary corrective actions will be undertaken in accordance with the Corrective and Preventive Actions Procedure. Development of the Corrective and Preventive Actions Procedure is responsibility of the Contractor.

7.3.3 External Audit

The Project's ESMS is reviewed/audited by the external auditor (Lenders Technical Consultant), at least every year.

7.4 Reporting

Prior to commencement of construction works, the Engineer determines respective reporting forms and distributes these among the Contractor and Subcontractors respectively, with notification to "Koridori Srbije doo Beograd".

The reporting forms will be reviewed at least semi-annually during the performance measurement.

7.4.1 Monthly Reports

Every month the Contractor compiles Subcontractors' weekly ES performance reports and prepares a monthly ES performance report. This report is submitted to "Koridori Srbije doo Beograd" and Engineer for the review and approval.

Monthly ES performance reports are reviewed and adopted at monthly ES Management meetings.

The Contractor's Monthly Report will provide as a minimum information about noted environmental, social and H&S issues, available documentation regarding Contractor's and Subcontractor's nominated personnel for ES Management, relevant communications/correspondence, ES actions undertaken during the subject month, Non-Compliance reports, grievance log/records, monitoring results, borrow pits and deposit sites status, obtained/available permits and consents, contracts with licensed companies (e.g. management of hazardous waste, monitoring, etc.), records of generated and disposed waste, waste transfer documents, training and 'toolbox talks' register and site photographs.

7.4.2 Weekly Reports

The Subcontractors prepare weekly ES performance reports according to the forms approved in advance by the Engineer, with notification to "Koridori Srbije doo Beograd". Weekly reports are submitted to the Contractor at weekly meetings or other previously agreed manner and finally, submitted and approved by Engineer, with notification to "Koridori Srbije doo Beograd".

7.4.3 Annual and Semi-Annual Reports

At the middle and at the end of each year, the Contractor prepares semi-annual and annual ES Report. This report will summaries all actions and activities regarding environmental and social management undertaken during annual project course. Annual Report will be submitted to the Engineer and "Koridori Srbije doo Beograd" in previously agreed manner.

7.4.4 Project Construction Completion Report

Upon completion of the construction, the Contractor will prepare the Construction Completion ES Activity Report. This report is submitted to Engineer and "Koridori Srbije doo Beograd" for review and approval.

7.5 Accidents, Incidents, Non-Conformances, Corrective, Preventive Action and Accident Investigation

7.5.1 Recording and Logging

All incidents (including accidents, spills, work-related illnesses, damages, near misses etc.) will be immediately reported to the to the "Koridori Srbije doo Beograd" (either via the Supervision Engineer or supported by IESC or LTA) through the Accident, Incident, Non-conformance Form to be developed as part the Accident-Incident-Non- Conformance Reporting Procedure.

If any kind of accident or endangerment of environment happens, reporting will be immediate. Contractor is obliged to inform the project manager and local authorities about accidents immediately after it happened. In case that project manager is not responding on a call, the Contractor is obliged to inform KS about accident (phone number +381xxxxxx or via E-mail on following address: xxxx@xxxxx).

7.5.2 Accident Investigation

For any serious incident (including injury resulting in more than 2 days' time loss, more than € 1,000 resulting damage, spills over 5 litres) the Contractor will inform "Koridori Srbije doo Beograd" either via the Supervision Engineer or supported by IESC or LTA) within 24h via Accident, Incident, Non-conformance Form.

In addition to this, the Contractor will provide detailed written Accident Report which will include as a minimum:

Initial Accident Report (within 3 days of the incident):

- A brief description of the accident;
- Persons and companies involved;
- Details of the accident;
- Photos/Videos.

Complete Accident Report (within maximum of 2 weeks):

- Investigation activities;
- Analyses and results (Root cause);
- Advices and Corrective and Preventive Actions (with implementation timeline);
- Lessons Learned;
- Photos/Videos
- Training of the personnel

The "Koridori Srbije doo Beograd" (either via the Supervision Engineer or supported by IESC or LTA) will be responsible to review and approve these reports and monitor implementation of any corrective and preventive actions identified.

Appendix 1

Environmental Mitigation Plan

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
Pre-Construction	Technical Documentation				
	Technical documentation in conflict with ESMP	The Designer is obliged to make design documentation in line with ESMP	Designer	"Koridori Srbije doo Beograd"	
	Following the environmental protection procedure	Conditions from the Institute for Nature Protection of Serbia and Institute for Protection of Cultural Monuments Nis are obtained to avoid environmental risks	"Koridori Srbije doo Beograd" and Designer Consultant	"Koridori Srbije doo Beograd"	
	Construction site location and organisation will be approved by "Koridori Srbije doo Beograd" and selected so as to:	<ul style="list-style-type: none">• be outside of the river banks of watercourses in the vicinity• have no impact on the environment and the local community (noise, dust, vibrations etc.)• be outside the high vegetation area• minimise the size of the facilities to minimise the unnecessary removal of vegetation• have the sanitary wastewater discharged into waterproof tanks or treated before the water is discharged into the surface water system, in accordance with the Law on Water (RS Official Gazette No 101/05)• properly drain the locations. Paved areas, including parking areas, workshops and fuel storages must be drained toward an oil-water separator• whenever possible, limit the area to be cleared and avoid	Contractor	"Koridori Srbije doo Beograd"	

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
		topsoil degradation <ul style="list-style-type: none"> the material removed will be collected, disposed and/ or re-used as needed prevent soil erosion on site contractor is responsible for implementing the measures for erosion protection contractor shall limit the scope of the excavations to mitigate soil erosion contractor shall implement soil conservation method in sensitive areas to prevent or minimize the storm water runoff, which causes material erosion Contractor is to avoid excavation and machine operations in damp site conditions. 			
	Selection of the location for temporary settlement construction, in the vicinity of or within an existing settlement; Influence on public health and sociological circumstances	<ul style="list-style-type: none"> minimum distance must be kept (buffer zone) between the site and the nearest populated area influence of the local conditions must be accounted for (wind) to avoid or minimise harmful effects contractor's ESMP defines health and safety and environmental measures Independent water and electricity supply, in addition to a medical service station on site must be planned for. 	Contractor	"Koridori Srbije doo Beograd"	
	Road safety issues associated with pedestrian crossing	Plan for safe and adequate pedestrian crossing facilities that can be in most cases over passages equipped with ramps and structures that allow the use of wheelchairs, pushcarts, bicycles and prams.	Designer-Consultant	Technical control "Koridori Srbije doo Beograd"	
	Stakeholder engagement	Details of the proposed road route, access points and safety features will be disclosed at the location of the planned works. Feedback from local stakeholders will be sought and recorded.	"Koridori Srbije doo Beograd" and Designer	Technical control "Koridori Srbije doo Beograd"	

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
		Evidence of how feedback has been considered will be recorded in the technical documentation	Consultant		
During Construction	Management plans				
	<ul style="list-style-type: none">• Contractor shall prepare the implementation of the Plans described in the ESMP, to ensure that the legislation and Creditor’s requirements have been met:• Waste and Wastewater Management Plan• Hazardous materials and Hazardous waste Management Plan• Watercourse Management Plan• Water Supply Management Plan• Mechanism and organizational structure management plan• Traffic Management Plan• Camp Management Plan⁴• Borrow pits and Deposit Sites Management Plan• Cultural heritage Management Plan• Labour Management Plan• Economic Displacement and Resettlement Action Plan• Biodiversity Action Plan• Oil and fuel storage management plan• Soil Management Plan• Dust management plan	Contractor	“Koridori Srbije doo Beograd”		

⁴ In case of possible existence

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
	<ul style="list-style-type: none">• In-river works management plan• Noise Management Plan• Emergency response plan• Recultivation Plan• Community grievance mechanisms				
	Site Induction				
	All workers and visitors to the site shall be given a health and safety induction and instructed on the need to use PPE.		Contractor	"Koridori Srbije doo Beograd"	
	Material Supply				
	asphalt plant: dust, fumes, health and safety of workers, ecosystem disturbance	<ul style="list-style-type: none">• use the existing asphalt plants;• requirement for official approval or valid operating license	asphalt plant	asphalt plant	
	quarry: dust, health and safety of workers, ecosystem disturbance	<ul style="list-style-type: none">• use the existing quarries;• requirement for official approval or valid operating license	quarry	quarry	
	sand and gravel borrow pits: riverbed disturbance, quality of water, ecosystem disturbance	<ul style="list-style-type: none">• use the existing borrow pits or buy material from licensed separation facilities;• requirement for official approval or valid operating license	contractor or gravel and sand separation facility	contractor or gravel and sand separation facility	

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
	asphalt: dust, fumes	<ul style="list-style-type: none"> all trucks need to be covered contractor's machinery to be carefully selected 	truck operator	truck operator	
	stone: dust	wet truck load	truck operator	truck operator	
	sand and gravel: dust	wet truck load	truck operator	truck operator	
	management of traffic noise, exhaust fumes and road congestion	<ul style="list-style-type: none"> haul material at off-peak traffic hours (9-14h) use alternative roads to avoid main roads proper road signs and markings of the site, to minimise chances of a wrong turn 	transport manager truck operator	transport manager truck operator	
	Possibility of encountering an archaeological site	if an archaeological site is encountered, contractor shall immediately suspend the works and inform IPCM and "Koridori Srbije doo Beograd" .	contractor	contractor's supervision	
	Construction Site				
	negative impact of noise on the workers and local community	<ul style="list-style-type: none"> limit the activities to daylight working hours use equipment with noise mufflers, licensed and approved in accordance with the EU standards use noise barriers for the works that produce noise for more than one day on the same location. locate noise-making equipment as far away as possible from residential buildings and other noise sensitive receptors. 	contractor	contractor's supervision	
	dust	<ul style="list-style-type: none"> spray the problematic areas on site with water cover the material stored and limit vehicle speed 	contractor	contractor's supervision	

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
		<ul style="list-style-type: none"> implement the Dust Management Plan: measures for avoiding dust emission, including hoarding, spraying the problematic areas, accesses, material and stockpiles during the loading and unloading activities, covering the trucks that carry dusty material, washing the trucks etc. 			
	vibrations	<ul style="list-style-type: none"> limit activities to daylight working hours if there is material damage to the local houses, buildings and infrastructure (access roads included) caused by the works, the damage will be compensated for and will have to be rectified locate the equipment for earth works as far away as possible from vibration-sensitive receptors 	contractor	contractor's supervision	
	traffic disruption during construction activities	Traffic Management Plan with appropriate measures for traffic diversions that can be easily noted and followed, including traffic police assistance - Traffic Management Plan will define a speed limit for the construction vehicles and organise traffic in such a way that populated areas are avoided as much as possible - during the works, maximum use of the existing road network. Avoid the construction of new temporary roads, which would increase the habitat fragmentation - inform the local community about the works planned	contractor	contractor's supervision	
	Potential impact on flora	Consider all the relevant measures during construction works regarding protection of trees along the road, in order to avoid any damages.			
	Potential impact on water	Appropriate drainage of the site must be provided. Locations used for car parking, workshops and fuel storages must be drained toward the oil-water separator; Sanitary wastewater and polluted water must be discharged into waterproof pits or treated before the water is discharged into the surface water flow system,	contractor	contractor's supervision	

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
	reduced access to roadside activities	provide an alternative access to roadside activities at all times	contractor	contractor's supervision	
	safety of vehicles when / where there are no construction activities	lighting and well-defined safety signs and protection measures	contractor	contractor's supervision	
	soil and water pollution from improper material storage, management and use	<ul style="list-style-type: none"> organise and cover material storage areas isolate the concrete, asphalt and other from the watercourse by using sealed formwork or covers isolate the areas for washing the concrete or asphalt trucks and other equipment from the watercourse by choosing areas for washing which are not freely drained directly or indirectly into the watercourse organize the site so as to minimize the risk of generating sediments and accumulating wastewater, which could cause pollution of the surrounding soil and water Soil Management Plan to provide controlled removal, storage and re-use of topsoil use local controlled measures to prevent sediment flowing into surface water and drainage channels. Some of the measures include physical obstacles such as fences, mulch barriers, geotextile, rocks, sediment basins. to prevent sediment flowing into surface water, slope of the soil and protection from wind erosion must also be considered, by installing fences, covers etc. any deposits of excess soil, stone etc. may only be temporary, until the works have been completed. After that, excess soil, stone and other waste material must be removed and complete rehabilitation of all areas degraded by the works must be done. 	contractor	contractor's supervision	

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
	soil and water pollution from improper waste material disposal	<ul style="list-style-type: none"> dispose waste material at a location protected from washing out, on a marked location, if not on site, then on an authorised landfill (It is very important recommendation that the authorized landfill is sanitary and in accordance with the European standards and regulations of the Republic of Serbia) dispose waste in accordance with best international practice (IFC, EHS – general guidelines). apply additional measures for storing hazardous waste (secondary containment, limiting the access, providing PPE etc.) to prevent negative effects on the workers, local community or environment nominate a person responsible for waste collection and storage (hazardous and non-hazardous) 	contractor	contractor's supervision	
	potential contamination of soil and water from improper maintenance and fuelling of equipment	apply the best engineering practice in handling and safe storage of lubricants, fuel and solvents, ensure proper loading of fuel and equipment maintenance, collect all waste and dispose it on authorised recycling locations	contractor	contractor's supervision	
	soil and water pollution from improper waste material disposal	transport the waste in marked vehicles designed for waste transport, to minimise the risk of releasing hazardous and non-hazardous substances - train the drivers in handling and disposal of the load they transport and transport documents describing the nature of the load (waste) and its degree of hazard	contractor	contractor's supervision	
	safety of workers	<ul style="list-style-type: none"> provide workers with safety instructions and PPE provide a safe alternative traffic flow 	contractor	contractor's supervision	
	areas temporarily	<ul style="list-style-type: none"> undertake re-vegetation with native species and monitor the effects (avoid invasive species those that cause allergic 	contractor	contractor's	

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
	occupied	reactions) <ul style="list-style-type: none"> where initial plantings were not successful, carry out re-planting 		supervision	
Operation	Maintenance				
	negative impact of noise on local residents and workers	<ul style="list-style-type: none"> limit activities to daylight working hours, or as agreed with the authorities use the equipment with noise mufflers installed 	maintenance contractor	maintenance contractor's supervision	
	potential air, water and soil pollution: dust, exhaust fumes, spilt fuel, oil and lubricants	<ul style="list-style-type: none"> apply the best engineering practice in handling and safe storage of lubricants, fuel and oil ensure proper loading of fuel and maintenance of equipment collect and dispose all waste in accordance with the Law on Waste Disposal properly organise and cover the areas for material storage isolate concrete and asphalt works from the watercourse by using sealed formwork isolate the area for washing trucks for the transport of concrete and asphalt and all other equipment from the watercourse, by choosing the area for washing where the water is not freely drained directly or indirectly into the rivers dispose the waste material to suitable locations protected from washing out 	maintenance contractor	maintenance contractor's supervision	
	vibrations	limit activities to daylight working hours, or as agreed with the authorities	maintenance contractor	maintenance contractor's supervision	

Phase	Issue	Mitigating measure	Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Supervision	
	safety of workers	<ul style="list-style-type: none"> provide workers with safety instructions and PPE organise safe traffic bypass 	maintenance contractor	maintenance contractor's supervision	
	increased vehicle speed	install speed limit signs	maintenance contractor	maintenance contractor's supervision	
	erosion, rockfall, hazardous situation	install suitable warning signs (rockfall, landslide, wet or slippery conditions, dangerous curve, animal crossing, slow traffic zone), reflective markings indicating steep slopes or convex mirrors in curves where there is a lack of visibility, warning signs on locations considered appropriate in line with good engineering practice or as agreed with the authorities	maintenance contractor	maintenance contractor's supervision	

Environmental Monitoring Plan

Phase, item	WHAT is the parameter to be monitored?	WHERE Monitoring location details	HOW Type of monitoring equipment	WHEN Frequency of sampling /measurements	WHY the parameter will be monitored?	Institutional responsibility
Pre- Construction stage and Construction stage	Surface water quality	All streams along the route, in the construction areas, before and after construction work zone	Visual	Before building bridges and regulating the riverbed daily after heavy rainfall and weekly thereafter	Due to sediment loads	Contractor Supervisor
Construction stage	Soil erosion and sediment control	All construction sites and access roads Areas prone to erosion Disturbed areas	Visual or by erosion control devices, where required	Daily After major rainfalls	Erosion status/ soil stability	Contractor Supervisor
Construction stage	Disposal of excavated material (spoil) and top soil stockpiles	Spoil disposal areas and top soil stock piles	Visual and good community engagement mechanisms along with a grievance process	Daily	Stability / erosion issues	Contractor Supervisor
Pre- Construction stage	Soil quality	On every 4 km of highway route. In zones of 3, 10 and 100 m far from the	soil quality testing equipment and laboratory analyzes	Once prior to construction	Particle size distribution, soil reaction, calcium carbonate content,	Contractor Supervisor

Phase, item	WHAT is the parameter to be monitored?	WHERE Monitoring location details	HOW Type of monitoring equipment	WHEN Frequency of sampling /measurements	WHY the parameter will be monitored?	Institutional responsibility
		highway route, on its left and right side.			organic matter content, EC (due to use of salt on roads), soil compaction	
Construction stage	Groundwater	Dewatering areas (if any)	Monitoring equipment	Weekly	Groundwater level in dewatering wells to be monitored until the natural regime is re-established	Contractor Supervisor
Construction stage	Noise and vibration level	In the zone of affected receptors in Merošina	measuring equipment Good community engagement mechanisms along with a grievance mechanism	During construction works during which the prescribed noise and vibration levels are exceeded (construction of tunnels, installation of piles...)	In order to introduce measures to protect the population (movable panels for noise protection) in case of exceeding the prescribed levels	Supervisor
Construction stage	Air quality	Maintenance locations for construction vehicles, plants and machinery, access roads, especially when adjacent to human and	air quality measuring equipment Good community engagement mechanisms along with a grievance mechanism	Daily	Fugitive dust, fine particulate matter (PM2.5, PM10) and exhaust emissions	Contractor Supervisor

Phase, item	WHAT is the parameter to be monitored?	WHERE Monitoring location details	HOW Type of monitoring equipment	WHEN Frequency of sampling /measurements	WHY the parameter will be monitored?	Institutional responsibility
		ecological receptors				
	Terrestrial habitats and species	Along the route	Visually. - On site surveys - Biological research	- Prior the vegetation clearance - Monthly	Percentage of completion of required measures, including: passages, barriers, surveys for tortoises and nests. Percentage of implementation of mitigation measures, such as delimitation of clearance area, use of existing road network, fencing for protection of river banks and other habitats, timing of works Percentage of existing and new roads used for the Project to assess additional fragmentation Pre / During / Post Construction Survey	Contractor Supervisor
	Restoration of natural vegetation	At areas of natural and semi-natural habitats, especially riverine habitats	Photographs to compare before and after restoration situation at crossings	Before clearing of vegetation and after completion of restoration. Breeding bird season to be avoided for vegetation removal	For the purpose of habitat restoration upon completion of works	

Phase, item	WHAT is the parameter to be monitored?	WHERE Monitoring location details	HOW Type of monitoring equipment	WHEN Frequency of sampling /measurements	WHY the parameter will be monitored?	Institutional responsibility
	Water quality	At the river crossings	water quality determining devices	During crossing works One month after completion of works	To check whether the quality of water has returned to its original condition after construction	
	Cultural Heritage	Along the route	Previous archaeological research	During entire duration of earthworks	To determine the possible existence of archaeological material	Institute for Cultural Heritage Protection of Nis
	Landscape	Construction sites and ancillary areas	Visually Requirements for planting and sowing in nature	Periodically, upon completion of construction at the section	Progress of new landscape works through construction	Contractor Supervisor
Operation phase						
	Soil quality	same as in the case of sampling during the construction phase	soil quality testing equipment + laboratory analyzes	Once in spring and once in autumn		PE "Roads of Serbia"
	Surface water	Affected surface water body	Collect using pumps, buckets and tanks. For bigger watercourses use floating barriers and skimmers and absorption aids	Only in the event of accident		PE "Roads of Serbia"

Phase, item	WHAT is the parameter to be monitored?	WHERE Monitoring location details	HOW Type of monitoring equipment	WHEN Frequency of sampling /measurements	WHY the parameter will be monitored?	Institutional responsibility
	Erosion	Slopes of cuttings, embankments, other areas prone to erosion	Visual	Twice per year		PE "Roads of Serbia"
	Wastewater quality from separators of light petroleum products	at the outlet of the separator	water quality measuring equipment	Four times per year	quality check before entering the recipient	PE "Roads of Serbia"
	Noise level	In the zone of affected receptors in Merošina	measuring equipment \	During construction works during which the prescribed noise and vibration levels are exceeded (construction of tunnels, installation of piles...)	In order to introduce measures to protect the population (movable panels for noise protection) in case of exceeding the prescribed levels	PE "Roads of Serbia"
	Air quality	Maintenance	air quality measuring equipment	Once a year	In order to strengthen the implementation of population protection measures in case of exceeding the prescribed lev	PE "Roads of Serbia"
	Estimation of the use of fauna crossings / passages based on traces. Transition condition (vegetation at the entrances,	Animal crossings, bio-corridors under bridges.	Visually	Twice a year except in the winter season.	If crossings are not used, alternative locations or measures should be considered.	PE "Roads of Serbia"

Phase, item	WHAT is the parameter to be monitored?	WHERE Monitoring location details	HOW Type of monitoring equipment	WHEN Frequency of sampling /measurements	WHY the parameter will be monitored?	Institutional responsibility
	water level, presence of obstacles).					
	Status of newly formed habitats Presence of autochthonous species in the renewed zones	Zones where vegetation restoration will be done	Visually	Every 6 months during the first 5 years of exploitation.	Depending on the progress, additional planting may be needed	PE "Roads of Serbia"
	Fauna mortality on the road by species or group of species so that all areas of the "hot spot" can be identified	At selected intervals along the road	Visual	Quarterly for at least two years of operation.	If hotspots of road death are detected, changes in the position of passages and / or environmental corridors should be considered.	PE "Roads of Serbia"
	Presence and relative abundance of bird species (including EU protected species as well as species designated by the Institute for Nature Conservation). Presence and relative abundance of mammals and herpetofauna (species Annex II EU 92/43 / EEC, as well as species designated by the Institute for Nature Protection).	In selected locations of suitable habitat along the road, depending on the group of species / species	Engage professional organizations. For game species, cooperation with local hunting associations is important because they have data on weather occurrences	once a year	Based on the results of the research compared to the baseline study, identify and prescribe measures to mitigate the residual effect on the highway (if any)	PE "Roads of Serbia"

Phase, item	WHAT is the parameter to be monitored?	WHERE Monitoring location details	HOW Type of monitoring equipment	WHEN Frequency of sampling /measurements	WHY the parameter will be monitored?	Institutional responsibility
	Changes in trends and spatial distribution of game (roe deer, wild boar, partridge and quail).					
	Fish populations (species presence and relative abundance) Turbidity Phytobenthos Macroinvertebrate populations (abundance and diversity) Aquatic vegetation	At the crossings of watercourses	manual network visually biological and biochemical analyzes hand net (dimensions 25x25 cm, eyelet diameter 500 µm) visually	Quarterly for the first 2 years of operation	check whether there is an impact	PE "Roads of Serbia"
	The condition of the vegetative cover The condition of rehabilitated zones and threatening processes (eg floods, erosion, etc.) that may affect the success of the rehabilitation	Slopes of cuts and embankments, tunnel portals, watercourses and shores under bridges; bridge supports, etc	Visually	Once a year in the spring	to see if renewal is needed	PE "Roads of Serbia"

Social Mitigation Plan

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Preconstruction phase			
Local Overview and community support (in compliance with requirements of EBRD PR 10)			
Expectation of benefits related to the Project	Manage expectations and avoid an express assurance on which expectation is to be based. Implement Transparency	Promoter Local Government	Stakeholder Engagement Plan
Impact to business planning of local business	Make sure understanding of the timeline of the Project is clear. Make sure the business decisions are not Project dependent to avoid liability of implementing entity, contractor or National Government Compensation at full replacement cost including transaction costs/ taxes or Replacement land and additional assistance before displacement or imposition of access restrictions of businesses which are wholly or partially located in in the Right of Way	Promoter Local Government	Stakeholder Engagement Plan Individual meetings with business Resettlement Action Plan
Expectations of Employment opportunities	Make sure the employment strategy is disclosed in a transparent manner early in the Project. Ensure the Contractor holds contractual obligation to prepare a transparent Employment Plan and ways of communicating the plan to the local communities	Promoter Contractor Local Government Local Employment offices	Stakeholder Engagement Plan Employment Plan
Legacy issues	Understand the social Context. Identify any legacy issues from another Project or activity or as a result of political context already at the pre-bid meeting stage	Promoter Contractor	Stakeholder Engagement Plan Key informants interview
Rumour induced conflicts and inadequacy of information.	Make trustworthy information sources known to local community. Prove value of communication channels and formal forums for information exchange.	Promoter Local Government	Stakeholder Engagement Plan

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
		Contractor	
Gender			
Disruption of travel patterns	Prior to commencement of civil works disclose and discuss tentative timetable of disruption of transport. Alternative routes should always be considered	Contractor Supervising Engineer	Stakeholder Engagement Plan Announcement through local medias and posters
Impacts to safety of children	Announce the strategy for road safety and regularly update the events. Child safety awareness and training program in schools	Contractor Local Law enforcement	Stakeholder Engagement Plan Road safety Plan Awareness campaigns Community Health and Safety Management Plan Road safety training
Uncertainty about Project commencement and timelines	Clear and timely dissemination of Project dynamics	Contractor	Stakeholder engagement plan Focus groups discussion
Assessment of local women pool of experts	Early assessment of available workforce and skills amongst women for all positions needed	Contractor Local Employment office Promoter	Stakeholder engagement plan Assessment of local pool report
Infrastructure and utilities			
Material and soil investigation	The presence of these utilities shall be assessed by the Construction Contractor by means of a survey prior to construction works	Contractor	Survey Emergency response plan
Inspection and assessment of condition and absorption capacity of local roads	The presence of these utilities shall be assessed by the Construction Contractor by means of a survey prior to construction works	Contractor	Survey Emergency response plan
Setting out	survey to identify the utilities along the alignment, located under and above ground such as water supply, sewerage, cable network, telephone and power supply	Contractor	Survey Emergency response plan

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Tourism			
Expectation for economic benefits from accommodation of potential labour influx	Include the Hotel management during assessment of absorption capacity of influx workers	Contractor Local Government	Stakeholder Engagement Plan Close coordination between the Local government and Promoter
Disruption of hunting season and impact to sport of recreational hunting	Clearly delineate the construction site from the hunting area	Contractor	Stakeholder Engagement Plan
Cultural heritage			
No systematic prospecting of immovable cultural property has been carried out in the subject area.	“Koridori Srbije doo Beograd” (KS) is obliged to provide all the conditions and enable smooth and constant monitoring of works, during the entire duration of the earthworks, by the archaeological team - archaeological supervision;	Promoter	Chance finds procedure
	Chance finds procedure: If during the performance of the works the contractor encounters at archaeological and/or historical sites or archaeological objects or objects from the past, he shall immediately suspend the works and notify the competent Institute for the Protection of Cultural Monuments from Niš without delay, and take measures to the finding does not destroy and not damage and is preserved in place and in the position in which it is discovered, as well as to provide conditions for protective archaeological research;	Contractor	
		Institute for the Protection of Cultural Monuments from Niš	
Land acquisition and Resettlement (in compliance with requirements of EBRD PR 5)			
Loss of Land	Compensation at full replacement cost including transaction costs/ taxes or Replacement land and additional assistance before displacement or imposition of access restrictions. Data on economic and socioeconomic conditions of displaced persons must always be sex disaggregated and include gender analysis specifically related to resettlement impacts and risks	Promoter	SEP Gender-inclusive consultation, information disclosure, and grievance mechanisms RPF RAP Socio-economic survey Asset survey and full inventory of PAPs
Loss of commercial structures	Compensation to establishing commercial activities elsewhere; (ii) lost net income during the period of transition; and (iii) the costs of the transfer and reinstallation of the plant, machinery or other equipment, as applicable.	Promoter	SEP RPF

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
	<p>Provide additional targeted assistance include gender analysis specifically related to resettlement impacts and risks</p> <p>Provide transitional allowance. Data on economic and sociocultural conditions of displaced persons must always be sex disaggregated</p>		<p>RAP</p> <p>Socio-economic survey</p> <p>gender-inclusive</p> <p>consultation, information disclosure, and grievance mechanisms</p>
Loss of livelihood	Restore the livelihoods and standards of living of displaced persons to pre-project levels, through measures that can be enterprise based, wage-based and/or enterprise based, so as to facilitate sustainable improvements to their socio-economic status	Promoter	<p>RPF</p> <p>SEP</p> <p>RAP</p> <p>Socio-economic survey</p> <p>gender-inclusive</p> <p>consultation, information disclosure, and grievance mechanisms</p>
Loss of crops (annual, perennial)	Compensate for loss at replacement cost	Promoter	<p>RPF</p> <p>RAP</p> <p>Socio-economic survey</p> <p>gender-inclusive</p> <p>consultation, information disclosure, and grievance mechanisms</p>
Damage to properties during construction	Any damage inflicted shall be assessed and valuated and compensated at replacement cost or replacement of asset if in cash compensation is not suitable	<p>Contractor</p> <p>Supervising Engineer</p>	<p>Insurance Policy</p> <p>Grievance mechanism</p> <p>National judicial mechanism</p>

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Construction phase			
Local overview and community support (in compliance with requirements of EBRD PR 10)			
Continued Expectation of benefits related to the Project	Manage expectations and avoid an express assurance on which expectation is to be based. Implement Transparency	Contractor Promoter	Stakeholder Engagement Plan
Legacy issues	Identify in an early stage any potential issues from the past which could amplify any negative impact	Contractor	Stakeholder engagement plan
Loss of support and reputation risk	Adhere to the commitment to the Project. Keep the community a Partner in development	Contractor	Stakeholder Engagement Plan
Loss of support and project risk	Respect all provision of the safeguard tools. Adhere to any obligation set out therein,	Contractor	Stakeholder Engagement Plan
Temporary worker influx and population change			
Influx of workforce	Avoid or reduce influx by tapping into the local pool of workforce. Screening of capacity of locally available pool of workforce. Assess and manage labour influx. Incorporate social mitigation measures into the civil works contract (Through the PCC) Ensure supervision engineer's responsibilities regarding oversight of, and reporting on, labour influx and workers' camps (if any)	Contractor Promoter Local Government Supervision Engineer	Stakeholder Engagement Plan. ESMP Bidding documents. Initial screening on whether the project will require influx. ToR for procurement of supervision Engineer
Influx of followers, spontaneous job seekers	Contractor to hire workers through recruitment offices and avoid hiring "at the gate" to discourage spontaneous influx of job seekers, Local government to address this additional influx of the "followers" to ensure that no illegal and unsafe settlements develop	Contractor Supervision Engineer	ESMP Employment Plan

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Pressure on local public services	Liaison with local services to keep track of changes in capacity of local services in respect to anticipated influx. Contingency plans for temporary rise in demand for utilities and Public service provision.	Local Government	ESMP
Impacts on community dynamics existing social conflicts may intensify	Liaison with civil society and local Law enforcement organizations to create integrative action plans; provision of upfront information on potentially impacts on local communities Measures to reduce incentives for mixing with local community	Contractor Local Law enforcement	ESMP Awareness raising program amongst workers Preventive measures of increased awareness
Increased risk of communicable diseases specially amongst the vulnerable and burden on local health services	Implementation of CD and HIV/AIDS education program; Information campaigns on STDs among the workers and local community; Special education program for the Roma population Education about the transmission of diseases; Provision of condoms. (designated as contractor responsibility); Monitoring of local population health data, in particular for Transmissible diseases.	Contractor Local health service provider	ESMP Health and Safety Plan
Increased pressure on accommodations and rents and induced price hikes affecting the receptor	The in depth workforce assessment to include accommodation assessment	Promoter	Stakeholder Engagement Plan
Increased number of traffic accidents	Awareness training on health and safety during construction and due to increased traffic	Contractor	Community road safety awareness program

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
	<p>Distribute a road safety leaflet</p> <p>Preparation and implementation of a traffic management plan to be approved by supervision engineer;</p> <p>Organization of commute from camp to project to reduce traffic;</p> <p>Road safety training and defensive driving training for staff;</p> <p>Sanctions for reckless driving</p> <p>Local government engagement with contractor and communities to identify accident hotspots and Formulation of solutions.</p>	Local government and respective institutions	<p>Traffic management Plan</p> <p>Road safety leaflets</p> <p>Community Health and Safety Management Plan</p>
<u>Gender based violence/ Fraternization</u>	Mandatory and repeated training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women informing workers about national laws that make sexual harassment and gender based violence a punishable offence which is prosecuted; introducing a Worker Code of Conduct as part of the employment contract,	Contractor Supervising Engineer	Labour Contracts mandatory clauses Gender based violence prevention program
Social tension and violence	Reinforcing local enforcement capacity to maintain public order after the influx, ensuring that. Complaints about gender-based violence to be taken seriously by local law enforcement, which may be supported by deploying female officers to the project area. Preventive training with workers to demonstrate the presence of government authority in the project area.	Contractor Local Law enforcement Local Government	Violence and tension prevention program
Gender			
Temporary direct and indirect employment opportunities	During assessment of available experts and workers in the local pool identify the positions suitable for women and those equally suitable for both sexes in order to identify possible available workforce. The employment Plan could set a quota of women to be hired under the Project	Contractor Promoter	Stakeholder Engagement Plan Employment Plan Assessment Report

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Risk from violence and traffic safety risks from influx of workers	With the local law enforcement agree on increased measures of prevention of violence especially gender based, and conduct road and traffic safety awareness campaigns	Contractor Local law enforcements offices	Stakeholder engagement Plan Traffic Management plans
Degradation of local infrastructure	Adhere to the restriction of movement of construction vehicles and equipment through the local roads. Construct access roads for transportation of material and equipment. Contractually oblige the Contractor to bring to pre-construction stage and reconstruct any local infrastructure degraded in quality during construction works.	Contractor Supervising Engineer for monitoring	Contract for Construction works
Accessibility of health care	Ensure uninterrupted access to health care facilities by responsible management of traffic and disruption of routes only in close consultations with the communities	Contractor Supervising Engineer	Traffic Management Plan Stakeholder engagement Plan ESMP
Accessibility of education for children	Traffic management plan to take into account daily transportation timetable of children especially during the school year, September to December and February to June. This is to be done in coordination with the schools and transport provider	Contractor Supervising Engineer	Traffic Management Plan Stakeholder Engagement Plan ESMP
Walking and cycling path intersection	Consult with women predominantly walking or cycling to attend to daily work and household chores.	Contractor Supervising Engineer	Traffic Management Plan
Increase of transport costs	Broadly consult with community. Assess the impact of increased costs on livelihood	Local Government MCTI	Policy of subsidies or exemption from tolling
Disruption of routes and schedules of public transport	Provide adequate service routes and schedules of disruption commensurate to community dynamics	Contractor Supervising Engineer	Traffic Management Plan Stakeholder Engagement Plan
Education and skills			
Development of skills	Promote during employment training programs to upgrade existing skills or add a	Contractor	Employment Plan.

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
	new		Stakeholder Engagement Plan
On-the-job training and learning	Capacity enhancement during the construction works. Conduct on-going training during construction works.	Contractor	Employment Plan Labour Contracts
Opportunities for sub-contractors smaller companies to gain references	During assessment of available workforce in the local pool announce the tentative services, works subject to possible sub-contracting so small companies can cooperate in order to maximize the opportunity	Contractor Local Government	Employment plan Stakeholder Engagement Plan
Temporary employment and on-the-job training of vulnerable groups	The Contractor shall explicitly include Roma community leaders in the advertisement effort for job openings and reflect this in his Employment Plan in collaboration with the Roma Association from Merošina. Prior to that Roma community should be included during the in depth assessment of available local pool of workers	Contractor Local Government Promoter	Employment Plan Stakeholder Engagement Plan
Employment and Economy			
Changes in tax income	Timely payment of all taxes, Tax payment awareness campaign Tax inspections	Contractor Tax Administration Office	National legislation Contract for construction works
Changes in customs, duties and levies income	Timely payment of custom duties, and levies by the Contractor.	Contractor Tax administration office Custom offices	National legislation
Changes in direct employment	Maximize local employment, as defined in the Employment Plan Adhere to any Labour Management Plan and human resources policies that seek to establish fair, transparent and Equal opportunity employment. Identify opportunities to increase women's and Roma employment	Contractor Promoter	Labour Management Plan Grievance Procedure Employment Plan Stakeholder Engagement Plan

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Changes in indirect employment	Maximize local indirect employment opportunities by sourcing local services and goods	Contractor Promoter	Local procurement plan
Changes in procurement	Maximize local indirect employment opportunities by sourcing local services and goods	Contractor Promoter	Local Procurement Plan
Long-term benefits of capacity enhancement (on-the-job training opportunities)	Identify and target specific skills gaps. Provides employees with hands-on learning. Focus on how well the employee is performing the required job skills in relation to specified performance standards and train to elevate the quality of performance	Contractor Supervision Consultant	HR Policies On the job training Program
Opportunity for local suppliers and sub-contractors	Advance information on tendering opportunities will be provided to local businesses through trade and industry chambers and local business organisations. Transparent and competitive engagement policies	Contractor Industry chamber	Local Procurement plan SEP
Opportunities for women	The Project will identify female employment opportunities where possible and advertise them accordingly digging into the available pool of experts and workforce	Contractor Promoter	Employment Plan Contract for construction works SEP
Cultural heritage			
No systematic prospecting of immovable cultural property has been carried out in the subject area.	"Koridori Srbije doo Beograd" (KS) is obliged to provide all the conditions and enable smooth and constant monitoring of works, during the entire duration of the earthworks, by the archaeological team - archaeological supervision;	Promoter	Chance finds procedure
	Chance finds procedure: If during the performance of the works the contractor encounters at archaeological and/or historical sites or archaeological objects or objects from the past, he shall immediately suspend the works and notify the competent Institute for the Protection of Cultural Monuments from Niš without delay, and take measures to the finding does not destroy and not damage and is preserved in place and in the position in which it is discovered, as well as to provide conditions for protective archaeological research;	Contractor	
		Institute for the Protection of Cultural Monuments from Niš	
Infrastructure and utilities and public amenities			
Temporary loss of, or access to, infrastructure or services;	Inform local communities of program and sequence of works.	Contractor	SEP

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
	Traffic Management plan Infrastructure and Utilities Management Plan; Emergency Response plan in respect to supply of water and electricity.	Supervising Engineer	Traffic management plan Utilities management plan Emergency response plan
Disruption of mobile providers or TV network , internet services due to collision with uncharted utilities	Conduct a reconnaissance survey to identify possible location of uncharted utility and liaison with the Service providers to identify the location of uncharted utilities	Contractor	SEP Utilities Management Plan
Change in demand for services restaurants, laundry	Promote equal distribution of increased demand for services thus equally sharing the benefits	Contractor Local Government	SEP Local procurement plan
Change in water supply with possible shortage of water	Undertake water supply monitoring Liaison with water utility company regularly to design response plans and alternative water supply and prevent disruption in supply. Exchange of information on water supply and monitoring results	Contractor Supervising Engineer Local water company	Water supply management plan Assessment meetings with water companies Monitoring reports
Disruption of electricity supply	Undertake electricity supply monitoring. Liaison with Electricity supply company regularly to design response plans and alternative electricity supply to the most vulnerable users (hospitals) and prevent disruption in supply. Exchange of information on electricity supply and monitoring results	Contractor Supervision Engineer	SEP ESMP Emergency response Plan
Labour and working conditions			
Worker's rights, rules and obligations	Comply, at a minimum, with national labour, social security and occupational health and safety laws, with requirements of EBRD PR 2 and the fundamental principles and standards embodied in the ILO conventions	Contractor	Human Resources Management System Employment contracts National laws ILO conventions

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Employment standards	comply, at a minimum, with national labour, social security and occupational health and safety laws, and the fundamental principles and standards embodied in the ILO conventions	Contractor Supervision consultant	Human Resources Management System Employment Plan National laws ILO conventions
Accommodation for workers	On and off site adequate accommodation in line with requirements of EBRD PR 2, ILO Conventions	Contractor	Human resource management plan Employment Plan National laws ILO conventions
Occupational health and safety	Adequate, timely and regularly updated training and briefings for workers on safety precautions and their responsibility for their safety and the safety of others; require the workers to use the provided safety equipment; report and record any accidents, incidents and/or breach of relevant legislation arising from the project;	Contractor	Human resource management plan H&S Management Plan Employment Plan National laws ILO conventions
Community health and safety risk			
Potential traffic safety risks from increased traffic and the presence of heavy vehicles on roads, degraded roads by increased heavy vehicles traffic.	Prepare a traffic management plan. Awareness campaigns for the community with emphasis to most vulnerable road users (children, elderly, pedestrian and cyclists). Reduce speed limit. Programme of stakeholder engagement and consultation to educate local communities of the risks of trespassing onto sites, the meaning of signs, the dangers of playing on or near equipment or entering fenced areas.	Contractor Supervising Engineer	Stakeholder Engagement Plan ESMP Traffic Management Plan Site Specific Implementation Plan

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
	Adequate signs to be put up around work fronts and construction sites advising people of the risks associated with trespassing. All signs should be in Serbian or in diagram form to ensure those with low levels of literacy understand the signs.		Community Health and Safety Management Plan
Site trespass and injury	<p>Fence construction site with visible not easily removable fence.</p> <p>Clear demarcation of the construction site. Place visible and understandable signs to site limits.</p> <p>Raise awareness of community and workers.</p> <p>Educate workers not to allow even incidental or on-off trespasses</p> <p>Place warning signs of prohibited trespassing and legal remedies in opposite conduct.</p> <p>Awareness campaigns for the Community</p>	<p>Contractor</p> <p>Supervision Engineer</p>	<p>Stakeholder Engagement Plan</p> <p>Information leaflets</p> <p>Awareness presentations</p> <p>Community Health and Safety Management Plan</p>
Potential increased transmission risks of communicable diseases and temporary pressure on local health and sanitation infrastructure	<p>Implementation of CD and HIV/AIDS education program;</p> <p>Information campaigns on STDs among the workers and local community; Special education program for the Roma population and women.</p> <p>Education about the transmission of diseases;</p> <p>Provision of condoms. designated as contractor responsibility;</p> <p>Monitoring of local population health data, in particular for Transmissible diseases.</p>	<p>Contractor</p> <p>Supervising Engineer</p> <p>Health Facilities</p> <p>Roma association's</p>	<p>Stakeholder Engagement Plan</p> <p>Education programs and learning material</p> <p>Community Health and Safety Management Plan</p>
impacts from self-created communication routes by community in case of temporary disturbed communication routes	Keep alternative routes at all times. Fence site boundaries and present route of alternatives,	Contractor	<p>Traffic Management Plan</p> <p>ESMP</p> <p>Stakeholder Engagement Plan</p> <p>Community Health and Safety Management Plan</p>

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Impacts to community security, particularly covering interaction between security forces retained security to safeguard the operations	<p>Inform community about the presence of security forces safeguarding the equipment and construction site of Contractor.</p> <p>Let the community understand their role and responsibility.</p> <p>Liaison with the Local law enforcement to agree on regular meetings, communication channels and to agree on emergency response in case needed.</p> <p>Train the employees of the Security personnel to adhere to protocols and code of conduct at all times with emphasis to carrying and use of weapon if any</p>	Contractor	<p>Security personnel code of Conduct</p> <p>Health and safety Plan</p> <p>ESMP</p> <p>Community Health and Safety Management Plan</p>
Health Services			
Increased number of vehicles in the area and traffic might lead to a higher number of road accidents and injuries.	Maintain current capacity of medical staff	Health care centres	Emergency response plan
Pressure due to influx of workers	Maintain current capacity of medical staff and equipment	Health care centres	Medical centre policy
Access to Education			
Disruption of weekdays communication routes for school and pre-school attendance in remote school facilities	<p>Prepare a traffic management plan.</p> <p>Exchange with school representatives timetable of all transportation routes for both Municipalities.</p> <p>To the extent feasible harmonize disruption compete stand still of traffic with school timetable</p>	Contractor	<p>Stakeholder Engagement Plan</p> <p>Traffic Management Plan</p>
Agriculture, beekeeping and farming			
Disturbance to beekeeping	<p>Agreements with beekeepers on where to relocate beehives if necessary.</p> <p>Assistance with the transportation and relocation of beehives if needed.</p> <p>Implement RPF and RAP and compensate any loss</p>		<p>Stakeholder Engagement Plan</p> <p>RPF</p> <p>RAP</p>

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
			Socio-economic survey and individual household assessment
Disturbance to animal grazing	Contractual clauses to ensure that contractors consult with local farmers to establish the appropriate number and location of animal Crossings.		SEP
Impact on quality of fruit production	Implement RPF and RAP and compensate any loss socio-economic baseline assessment on people affected by the project, including impacts related to land acquisition and restrictions on land use Detailed inventory of assets Valuation and compensation at replacement cost.		RPF RAP Socio-economic survey and individual household assessment
Loss of agricultural land	Implement RPF and RAP and compensate any loss Detailed inventory of assets Valuation and compensation at replacement cost socio-economic baseline assessment on people affected by the project, including impacts related to land acquisition and restrictions on land use during preparation of RAP		RPF RAP Socio-economic survey and individual household assessment
Loss of fruit bearing trees and vineyards	Implement RPF and RAP and compensate any loss Detailed inventory of assets Valuation and compensation at replacement cost Socio-economic baseline assessment on people affected by the project, including impacts related to land acquisition and restrictions on land use during preparation of RAP		RPF RAP Socio-economic survey and individual household assessment

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Loss of income due to loss of land, fruit bearing trees and vineyards	Implement RPF and RAP and compensate any loss Detailed inventory of assets Valuation and compensation at replacement cost socio-economic baseline assessment on people affected by the project, including impacts related to land acquisition and restrictions on land use during preparation of RAP		RPF RAP Socio economic survey and individual household assessment
Land Acquisition and involuntary resettlement (in compliance with requirements of EBRD PR 5)			
Unforeseeable circumstances resulting in additional loss of land and assets attached to it and resettlement.	Implement RPF and RAP and compensate any loss socio-economic baseline assessment on people affected by the project, including impacts related to land acquisition and restrictions on land use Detailed inventory of assets Valuation and compensation at replacement cost.	Promoter	PRF RAP Socio-economic survey and individual household assessment
Vulnerability			
Disruption of free meal delivering routes	Familiarize with the daily schedule of free meals in liaison with the Red Cross	Contractor	Traffic management plan SEP
Disruption of transport of haemodialysis patients	Familiarize with the daily schedule of free meals in liaison with the medical facilities	Contractor	Traffic management plan SEP
Livelihood			
Loss of livelihood	Ensure livelihood restoration	Promoter	RPF RAP Individual socio-economic surveys and livelihood restoration support
Operation phase			

Impact	Mitigation/Enhancement Measures	Responsibility	Management Plans, Policies and Procedures
Employment and Economy			
Changes in income from tolling	Introduce tolling and e-tolling as soon as practicable		National laws and by-laws on tolling
Changes in direct employment	Maximize local employment, establish fair, transparent opportunities and Identify opportunities to increase women’s employment		Recruitment Policy and Procedure of National Highway operator
Income for taxes from development of new facilities along the Highway	Regular audit of tax payments		
Tourism			
Changes from income and economic benefits from tourism	Promote tourist destinations		Local tourist development strategy
Improved Access to tourist sites in the area	Maintain new infrastructure		Maintenance pan of Highway operator

Social Monitoring Matrix

No.	Indicators	Baseline Survey	Repeated Survey
1	Average Family Size		
2	Average monthly income per household Adjusted for inflation		
3	Average monthly income per household member Adjusted for inflation		
4	Proportion of families without earning members		
5	Proportion of households below poverty line		
6	Proportion of households rating their economic status as: 'above average' 'average' 'modest' 'poor'		
7	Household assets		
8	Changes in economic status of households in last five years to: Better Worse		
9	Pattern of spending compensation received		

No.	Indicators	Baseline Survey	Repeated Survey
10	Changing in employment status of household members: Got employment Lost employment		
11	Households with members employed on the Project		

Monitoring of grievance management

The monitoring of Grievance management will be through a set of indicators ensuring effective and timely resolution of grievance. The indicators will be measures within the reporting periods. The indicators are listed below:

- Number of Grievances received;
- Number (%) of Grievances acknowledged within the timeframe;
- Number (%) of Grievances unilaterally decided;
- Number (%) of Grievances closed within the specified time-frame;
- Number (%) of grievance related to a same or repeated event and /or location to identify areas most affected by potentially negative impacts of the project.
- Number (%) of grievance received comparing to the previous reporting period.
- Number (%) of complainant satisfied with the process (timely, fair)
- Number (%) of complainant satisfied with the outcome.

Output indicators for monitoring of the process are as follows:

- Number of public discussions and consultations on RAPs;
- Number of completed expropriation studies;
- Percentage of purchased land in relation to needed land acquired for the purposes of the Project, including total expropriated land area, and land area per person;
- Number of completed compensation payments;
- Number of replacement properties given and houses provided;
- Number of PAPs affected by RS exercising its right of ownership on buildings and land;
- Number and amount of payment for loss of income;
- Number and type of assistances provided to vulnerable groups of PAPs; and
- Number and type of grievances, including legal Actions arising from expropriation (submitted cases, resolved cases, time needed for their resolution).

Appendix 2 Location conditions relevant for the development of the ESMP

1. Conditions of the Republic Water Directorate (Water Conditions)
2. The decision of the Institute for Nature Conservation of Serbia
3. “Serbian Forests”
4. The decision of the Institute for Protection of Cultural Monuments Niš

Appendix 3 Report on Public Consultations

Appendix 4 Grievance Forms

Grievances administration

Any grievance shall follow the path of the following mandatory steps: Receive Assess and assign, Acknowledge, Investigate, Respond, follow up and close out.

Once logged the CFD shall conduct a rapid assessment to verify the nature of grievances and determine on the severity. Within 3 days from logging it will acknowledge that the case is registered and provide the complainant with the basic next step information. It will then investigate by trying to understand the issue from the perspective of the complainant and understand what action he/she requires. The CFD will investigate by looking into the facts and circumstances interview all parties involved and confer with relevant stakeholders. Once investigated, and depending on the severity and type of grievance, the provisional decision shall be discussed with the complainant in the timeframe of 10 days after logging the grievance. Unilaterally announcement shall be an exception. The final agreement should be specific and issued and grievant informed about the final decision not later than 20 days after the logging of the grievance. Closing out the grievance occurs after the implementation of the resolution has been verified. Even when an agreement is not reached, or the grievance was rejected it is important to document the result, actions and effort put into the resolution, close out the case.

In case of anonymous grievance, after acknowledgment of the grievance within three days from logging, the CFD will investigate the grievance and within 20 days from logging the grievance, issue final decision that will be disclosed on the website of the KS. Closing out the grievance occurs after the implementation of the resolution has been verified.

The CFD shall keep a grievance register log that will have all necessary elements to disaggregate the grievance by gender of the person logging it as well as by type of grievance. Each grievance will be recorded in the register with the following information at minimum:

- description of grievance,
- date of receipt acknowledgement returned to the complainant,
- description of actions taken (investigation, corrective measures), and
- date of resolution and closure / provision of feedback to the complainant

Grievance Form

Reference No:

Full Name

Note: you can remain anonymous if you prefer, or request not to disclose your identity to the third parties without your consent. In case of anonymous grievances, the decision will be disclosed at the Projects website: www.koridorisrbije.rs

First name _____

Last name _____

☐ I wish to raise my grievance anonymously

Gender of complainant (completion of this field is optional)

☐ Male ☐ Female ☐ Other _____ (please indicate)

☐ I request not to disclose my identity without my consent Contact Information Please mark how you wish to be contacted (mail, telephone, e-mail).

☐ By Post: Please provide mailing address:

☐ By Telephone: _____

☐ By E-mail _____

☐ I will follow up of the resolution at the website as I want to remain anonymous

Preferred Language for communication ☐ Serbian ☐ Other (*indicate*)

Description of Incident or Grievance (*What happened? Where did it happen? Who did it happen to? What is the result of the problem? Date of Incident/ Grievance*)

☐ One-off incident/grievance (date _____)

☐ Happened more than once (how many times? _____)

☐ On-going (currently experiencing problem) What would you like to see happen to resolve the problem?

Signature: _____

Date: _____

Please return this form to: Koridori Srbije d.o.o.