

**P-NA-FZ0-003, ZAMBIA, ZAMBEEF PRODUCTS PLC: ESMP MANDATORILY
ANNEXED TO THE FINANCING AGREEMENT (FA)**

General considerations

1. ZAMBEEF PRODUCTS PLC is planning to implement Several Expansion Projects (the *Project*). The Bank has agreed to provide financing, implementation support, and monitoring for the Projects.
2. ZAMBEEF PRODUCTS PLC will implement measures and actions of this Environmental and Social Management Plan¹ (*ESMP*) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (*OS*) and the National policy and legal requirements.
3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.
4. The table below summarizes the required material measures and actions, the basis of the requirement, the timing of the measure or action, and the criteria for determining whether the measure or action has been successfully achieved. ZAMBEEF PRODUCTS PLC is responsible for compliance with all ESMP requirements even when an entity other than the Project Implementation Unit (PIU) implements specific measures and actions.
5. ZAMBEEF PRODUCTS PLC will monitor and report to the Bank the implementation of the material measures and actions set out in this ESMP as required by the ESMP and the conditions of the legal agreement. The Bank will monitor and assess the progress and completion of the measures and actions throughout the implementation of the Project.
6. As agreed by the Bank and ZAMBEEF PRODUCTS PLC, this ESMP may be revised from time to time during Project implementation to reflect adaptive risk management of project changes and unforeseen circumstances or in response to an assessment of project performance conducted under the ESMP itself. In such circumstances, ZAMBEEF PRODUCTS PLC will propose and agree to changes with the Bank and then update the ESMP to reflect such changes.

¹ The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (*Section III.2.3 of Bank's ESP and section D of OSI*)

SN	Material Actions ² to Manage the Project's E&S Risks and Impacts	Basis for Requirement	Revised Key Performance Indicator (KPI)	Revised Indicative Timing/Deadline
1	Periodic E&S implementation report to the Bank	Bank's ESP and OS1	Quarterly E&S Reports submitted on time, in compliance with the Bank's reporting template	Quarterly submissions two weeks after each quarter.
2	Recruitment of E&S specialists as part of the Project implementation unit	Disclosed ESIA, OS1	E&S Specialists in place with CVs and Organogram submitted to the Bank	31st August; and 4th September 2024
3	Establishment of the Project Grievance Redress Mechanism (GRM) and disclosure to the public	OS1, OS10, and National Requirements	Corporate GRM operational, with email and phone lines in place for complaints	Corporate GRM document shared with the Bank in May 2024 Corporate email (customercare@zambeef.co.zm) and phone lines (+260 97 7999019) in place for complaints
4	Payment of compensation and reinstallation of affected people	OS10	N/A	N/A
5	Incorporation of site-specific E&S measures in the request for proposals	OS1 & National Requirements	HSE Manual Site-specific risk assessments submitted to the Bank: Cheese Processing Plant, Poultry Slaughter-house & Processing Plant, Mpongwe Flour Mill	May 2024 2nd October 2024.

² Please add any relevant key actions and/or indicate "Not applicable" in the third column ("Basis for requirement") for actions that are not applicable to the project.

SN	Material Actions ² to Manage the Project's E&S Risks and Impacts	Basis for Requirement	Revised Key Performance Indicator (KPI)	Revised Indicative Timing/Deadline
			Mpongwe Farm submitted on	
6	Submission of high-risk activity's Contractor ESMP (C-ESMP) to the Bank for clearance	Bank's ESP and OS1	Contractor ESMP, including HSE Manual, EHS Incident Reporting Road Traffic Management Procedures	May 2024
7	Establishment of the Contractor's Grievance Mechanism (GM) and information on workers	OS1, OS2, OS10, and Bank's Disclosure and Access to Information Policy	Contractor's grievance mechanism in place, aligned with Corporate GM	2nd October 2024
8	Obtaining nationally required licenses before the commencement of activities (e.g., excavations, tree-cutting)	OS1, OS2, and National Labor Laws	ZEMA Decision Letters and Licenses submitted to the Bank	HSE Manual submitted in May 2024, ZEMA Licenses by 2nd October 2024 (see Annex 1)
9	Preparation, approval, and disclosure of specific E&S documents during project implementation	Bank's ESP, OS1, and National Requirements	ZEMA Decision Letters and other relevant documents submitted to the Bank	2nd October 2024
10	Engagement with concerned stakeholders of each relevant E&S activity	OS1, OS10, Bank's Disclosure and Access to Information Policy	ZEMA Decision Letters and stakeholder engagement reports submitted	2nd October 2024
11	Establishment of Emergency Preparedness and Response mechanism	OS1, OS4, and National Legislation on Contingencies	Emergency & Critical Incident Policy and Procedure submitted to the Bank	2nd October 2024

SN	Material Actions ² to Manage the Project's E&S Risks and Impacts	Basis for Requirement	Revised Key Performance Indicator (KPI)	Revised Indicative Timing/Deadline
12	Appropriate and timely handling of complaints/grievances	Bank's ESP and OS1	Complaints Handling SOP in place Grievance reports submitted quarterly (including customer and public grievances in quarterly reports to the Bank).	May 2024 (Quarterly grievance reports)
13	Notification to riparian or alert to downstream exposed peoples	Bank's ESP and OS1, International Treaty/Convention	N/A	N/A
14	Capacity building of key project implementers	OS1	<ul style="list-style-type: none"> Training records for project implementers submitted (Nature of training, Number of People Trained segregated by gender) Closure of E&S items as indicated in the E&S Strategic Plan 	<ul style="list-style-type: none"> Training Reports: Ongoing (Quarterly reports) Closure of E&S items: By end of 2026
15	Implementation of ESMS/ESAP	OS1, OS9, and National Requirements	ESAP progress tracked in annual monitoring reports	15th January of every year
15.1	<i>Approval of any required E&S management procedure</i>	<i>OS1 and OS9, National Requirements</i>	<i>Procedures and approvals acquired, submitted</i>	<i>Ongoing</i>
15.2	<i>Establishment of the E&S unit</i>	<i>OS1 and OS9, National Requirements</i>	<i>E&S Unit established, confirmed by the Bank</i>	<i>May 2024</i>
15.3	<i>Capacity Building of the E&S Unit</i>	<i>OS1 and OS9, National Requirements</i>	<i>Training records for E&S staff submitted</i>	<i>Ongoing (Quarterly reports)</i>

SN	Material Actions ² to Manage the Project's E&S Risks and Impacts	Basis for Requirement	Revised Key Performance Indicator (KPI)	Revised Indicative Timing/Deadline
			<i>(Nature of training, Number of People Trained segregated by gender).</i>	
15.4	<i>Processing the Value Chain E&S due diligence</i>	<i>OS1 and OS9, National Requirements</i>	<i>Supplier self-assessments and due diligence reports submitted</i>	<i>Ongoing</i>
16	Suspension of works in the event of EOHS risk or incident, notification to the Bank, and resumption upon no objection	Bank's ESP	Emergency & Critical Incident Policy and Procedure in place Works suspended Incident report submitted No objection for work resumption acquired	Completed Immediately and no later than 72 hours after an incident Within 48 hours As required
17	Root-cause analysis (RCA) of any fatal EOHS incident and implementation of Corrective Action Plan (CAP)	Bank's ESP and OS1	Root-cause analysis and CAP submitted to the Bank	Immediately upon completion of an EOHS incident investigation
18	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	ZEMA decision letters submitted Annual E&S and sustainability reports made public	2nd October 2024 (and ongoing); By march, every year

Annex 1. Statutory approvals/Licenses required or obtained for Zambeef Operations

SN	Approval/Licence Required	Regulatory Framework	Responsible agency for processing approval/licence	Status (Obtained/To be obtained)
1	E.g. ESIA Decision Letters for a. Cropping Expansion at Mpongwe Farms. b. New Wheat Flour Mill at Mpongwe Farm. c. Broiler Poultry Houses at Huntley Farm	Environment Management Act	ZEMA	a. Obtained in Jan 2023. b. Obtained in Jan 2023. c. Obtained in Aug 2023
2	Various licences for Storage of Pesticides and Toxic Substances (PTS), Emissions, Generation and Storage of Hazardous Waste (e.g. Used Oil), Waste Management	Environment Management Act	ZEMA	Obtained in 2023 and 2024. Valid for 3 years.
3.	Various Water Permits	Water Resources Management Act	WARMA	Obtained in 2023 and 2024. Valid for 5 years.
4.	Various Local Permits, e.g. Fire Certificates, Business Levy Permits, Health Permits	Various	Local Authorities	Obtained annually
5.	Various Stock Movement Permits	Animal Health Act	Department of Veterinary Services (DVS)	Obtained for each and every consignment of livestock to be transported.