

CONTINGENT EMERGENCY RESPONSE PROJECT

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

GOVERNMENT OF FIJI

AUGUST 2026

1 Introduction

The World Bank is providing support to Governments for preparedness planning to enable an optimal response to a broad range of natural or man-made disasters, drawing on undisbursed financing from across the country portfolio. Such events, which are becoming more frequent, place a significant burden on Governments and Implementing Agencies, particularly when an immediate response is imperative to address their devastating impacts. Given this, the Bank is offering the Government of Fiji just-in-time support for disaster relief through a Contingent Emergency Response Project (CERP). The CERP is a six-year engagement and may include multiple activations for different crises. The implementation period for each individual crisis response under a CERP activation is expected to be less than 12 months.

The CERP is designed to provide rapid access to the undisbursed balances of the International Bank for Development (IBRD) and International Development Association (IDA) investment projects in the event of an eligible crisis or emergency as defined in the CERP Manual. The Government of Fiji can trigger an official declaration that an eligible emergency or disaster has occurred, supported by a submission of an Activation Request along with an activation-specific Crisis Response Plan. The CERP ensures that the country can swiftly mobilize resources to address immediate needs, mitigate impacts, and support recovery efforts, thereby enhancing resilience and reducing the long-term socio-economic consequences of such events.

This Environmental and Social Management Plan (ESMP) sets out the environmental and social (E&S) risk mitigation measures applicable to each category of activities on the Positive List (Section 3) in accordance with the World Bank Environmental and Social Framework¹ and the country systems. It must be implemented by the Project Implementation Unit for all activities financed under the CERP and must be updated upon each activation to reflect the specific context of the crisis.

Given the nature and scope of CERP activities and as identified by the CERP Environmental and Social Commitment Plan, the following relevant World Bank Environmental and Social Standards guiding the design and implementation of CERP activities.

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts,
- ESS2: Labor and Working Conditions²,

¹ www.worldbank.org/esf

² Workers engaged under the CERP may include: (i) government civil servants assigned to project activities; (ii) contracted workers and consultants engaged using CERP financing; and (iii) other personnel engaged by implementing agencies for emergency response activities. All project workers will be subject to the applicable requirements of ESS2, including non-discrimination, occupational health and safety, codes of conduct, and access to a worker grievance mechanism.

- ESS3: Resource Efficiency and Pollution Prevention and Management,
- ESS4: Community Health and Safety,
- ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources, and
- ESS10: Stakeholder Engagement and Information Disclosure.

The overall risk rating of the project has been assessed as Moderate. The identified mitigation measures are based on applicable national legislation, the relevant ESS requirements, and the World Bank Group Environmental, Health, and Safety Guidelines³ (EHSG), ensuring a comprehensive approach to managing E&S risks throughout project implementation. A Separate Stakeholder Engagement Plan (SEP) includes all stakeholder engagement requirements and the Grievance Redress Mechanism that applies to all activities, in accordance with ESS10.

This ESMP contains the following:

- **Section 1** sets out the background for the adoption of the CERP by the Government, and the way in which the ESMP will be used by the Government and Implementing Agencies
- **Section 2** sets out a general description of the baseline E&S conditions in the country, the type of emergencies that may arise, why the Activities identified in Section 3 may be required and some of the challenges that may be encountered
- **Section 3** sets out the specific Activities which can be implemented under a CERP project
- **Section 4** sets out a summary of the national law requirements relating to each Activity, and provides details of how risks and impacts will be managed in accordance with national requirements
- **Section 5** sets out supplemental E&S mitigation measures that will be implemented as appropriate
- **Section 6** relates to Institutional Arrangements
- **Section 7** sets out the procedures that will be used to address E&S risks and impact of the specific Activity
- **Section 8** describes the consultation and disclosure.
- **Section 9** describes the incident management and reporting.

³ www.ifc.org/ehsguidelines

2 Environmental and Social Context

Geography

Fiji is an archipelagic south pacific nation with over 330 islands (approximately 110 inhabited) and over 500 islets. The total land mass covers 18,274 square kilometres. Fiji's population stands at approximately 900,000 residents, heavily concentrated along urban and peri-urban coastal corridors of the two largest volcanic islands: Viti Levu and Vanua Levu. Approximately 75 percent of the Fijian population lives in coastal zones on the main island of Viti Levu and approximately 27 percent resides in low lying coastal areas, less than 10 meters above sea level. In addition, a large proportion of the critical transport, energy, tourism, water and health infrastructure is concentrated in low-lying coastal areas exposed to cyclones, flooding, and storm surges.

Demography

The demographic structure is multi-ethnic, consisting primarily of iTaukei (indigenous Fijians) and Fijians of Indian decent. The majority of land outside of the urban areas is owned by iTaukei. Rural and small island communities are vulnerable due to geographic isolation, limited access to services, subsistence livelihoods and dependency on natural systems that are vulnerable to disasters (coastal fisheries, small scale agriculture, forests).

Disaster Risk Management

Fiji's geographical position renders it highly susceptible to climate-induced anomalies, geophysical hazards and sudden-onset natural disasters:

- **Cyclonic Hazards:** The nation experiences frequent, severe Category 4 and 5 Tropical Cyclones (e.g., TC Winston, TC Yasa) between November and April, driving catastrophic wind damage and storm surges.
- **Hydrological Risks:** Extreme precipitation regularly causes severe flash flooding in low-lying river basins (e.g., Nadi, Rewa, Ba, and Sigatoka rivers), disrupting localized infrastructure and supply chains.
- **Geophysical Hazards:** Fiji experiences active geophysical hazards driven by its location near the Pacific Ring of Fire, primarily consisting of earthquakes, tsunamis, and landslides.
- **Slow-Onset Factors:** Sea-level rise and coastal erosion threaten low-lying villages, creating structural challenges for long-term project viability.

Fiji has made important progress in strengthening its DRM framework, including through the Disaster Risk Management Act 2024 and associated policies and plans, and ongoing investments in resilience and climate adaptation.

Biodiversity

Fiji possesses high biodiversity values due mostly to island endemism. The Fiji National Biodiversity Strategy and Action Plan 'NBSAP' notes that more than 99% of Fiji's endemic terrestrial biodiversity is strictly restricted to its tropical rainforests. According to the Convention on Biological Diversity⁴ over 50% of Fiji's native plants and birds, all 24 of its native palm species, and both of its native amphibian species are endemic. Fiji's complex networks of coral reefs, mangroves, seagrasses and coastlines support vibrant populations of marine life that underpin local food security, cultural identity, and coastal resilience. Fiji's waters also support vital ocean migration pathways ("Blue Corridors") for whales, sharks, and marine turtles.

Fiji faces an ongoing biodiversity crisis driven primarily by habitat degradation and unsustainable resource exploitation. Logging, agricultural expansion for cash crops, river valley and coastal development as the leading drivers of forest fragmentation and native habitat loss. In the marine environment, historical overfishing, destructive fishing methods (such as the use of traditional or chemical poisons), urban runoff, sedimentation of rivers and the clearing of coastal mangroves for infrastructure and tourism have degraded reef systems and depleted local fish stocks. Introduced invasive species are very harmful to native species and the habitats they rely on (tilapia in freshwater and cats, pigs, mongoose and African tulip trees in tropical forests). Approximately 67% of amphibians, 25% of bird species, and 11% of reptiles and plants classified as threatened or endangered.

Compounding these localized pressures are severe systemic threats from climate change. Warming oceans and escalating climate instability have triggered widespread coral bleaching events, intensified tropical cyclones, and altered weather patterns that threaten to outpace the natural adaptive capacities of island ecosystems.

Economy

Fiji's economy is dependent on imported energy and food, and relies heavily on narrow economic drivers, making it vulnerable to external market shifts and localized crises. The national GDP relies heavily on tourism, bottled water, commercial agriculture (sugar, kava), fisheries and remittance inflows, all of which are highly sensitive to global recessions and border closures. Natural disasters inflict immediate fiscal strain, diverting capital.

⁴ <https://www.cbd.int/countries/profile?country=fj>

Waste Management

Naboro Landfill near Suva, Viti Levu, is the only ‘Class A’ landfill in Fiji. Fiji lacks a specialized, state-of-the-art facility equipped to treat complex hazardous industrial waste, chemical residues, or heavy e-waste. Furthermore, following major natural disasters, the volume of disaster waste (rubble, green waste, and demolished concrete) routinely overwhelms municipal systems. Past cyclones have shown that dumping disaster debris directly into municipal facilities causes rapid exhaustion of landfill lifespans and widespread blockages.

The logistics of medical waste processing follow a hub-and-spoke model overseen by Ministry of Health and Social Services. Smaller sub-divisional hospitals, health centres, and rural nursing stations are responsible for secure on-site storage—which cannot exceed 48 hours—before transferring their hazardous waste for centralized treatment. Historically, Fiji has relied on dedicated on-site medical incinerators located at major hospitals, but now the new Naboro Incinerator takes all medical waste from Central Division (Navua to Tailevu).

3 CERP Activities

Table 1 presents the Positive List of eligible expenditures from which the Government will select the activities and items to be financed under the CERP, as indicated in the Crisis Response Plan. Only activities included in this list will be eligible when a crisis occurs and the CERP is activated.

Table 1 Positive List of Eligible Expenditures

Category A: Emergency support to affected household livelihoods Emergency direct financial assistance to households through conditional or unconditional cash transfers and subsidies under the existing FAS, SPS, CPA, DAS, TAS and FA RPM social welfare schemes⁵, and/or other initiatives identified and agreed with the World Bank in the CRP.
Category B: Provision of essential emergency supplies services Procurement of basic non-perishable food items, such as rice, flour, dhal, split peas and canned fish, subject to compliance with the applicable World Bank requirements on eligibility of food expenditures.

⁵ FAS-Family Assistance Scheme, SPS-Social Pension Scheme, CPA-Care and Protection Allowance, DA-Disability Allowance Scheme, TAS-Transport Assistance Scheme, and FARPM-Food Allowance for Rural Pregnant Mothers.

- Purchase of essential equipment to address the logistical needs of affected people such as tents, shelter kits, sleeping bags, tarpaulins, mats, personal hygiene kits, household kits, etc.⁶
- Procurement of water supply and sanitation equipment such as: bottled water, mobile water treatment stations, water bladders, portable water filters, water purification tablets, slab latrines, community mobile toilets, and plastic sheeting.
- Purchase of pharmaceuticals, medicines, medical supplies, including oral rehydration salt sachets, and essential medical equipment such as ventilators, personal protective equipment, and various diagnostic tools, excluding any equipment containing radioactive materials.
- Purchase, storage, and transport of agricultural inputs and materials such as seeds, tool kits, livestock feed, except for the purchase of pesticides and fertilizers.
- Purchase of light equipment including water pumps; hand tools such as spades, shovels, hoes, wheelbarrows.
- Rental of heavy machinery such as bulldozers or dump trucks; and generators for emergency use, including fuel supply for their operation.
- Rental and operational costs (fuel) of vehicles (land and sea transport) for delivery of emergency relief items and other essential emergency response services.
- Support for payment of electricity supply related to an eligible crisis or disaster situation to ensure the continuity of essential services and support to vulnerable population.

Category C: Emergency response coordination and management

- Subsistence allowances (per diem) and other travel and logistics costs such as fuel, for staff conducting IDNRAs or other rapid needs assessments, and field missions related to emergency interventions.⁷
- Financing very short trainings for local teams to increase rapid response capacity.
- Financing technical assistance, including international and local specialized expertise (consulting services) to support emergency response operations, provide just-in-time technical assistance, and prepare technical documents for procurement.
- Increase in electricity bills for the public sector and rental of light and critical equipment (i.e., generators for emergency and shelter operations, debris removal equipment, etc.) to ensure continuity of essential services.
- Financing environmental and social (E&S) measures identified in the Environmental and Social Management Plan (ESMP) and the ESCP, as well as

⁶ The NDRMO Logistic Manual (2011) includes a list of proposed goods and eligibility criteria.

⁷ Subsistence cost to cover the essential daily expenses for first responders deployed to cope with the crisis, including food, lodging, local transportation, and incidental costs, are eligible provided such expenses are exclusively for emergency response and that the staff receiving the subsistence support doesn't belong to military or security forces.

costs related to monitoring and evaluation of the CERP and operational costs for implementing activities following CERP activation.

4 Relevant Legislation and Country Systems

Disaster Risk Management (DRM) Act 2024 replaced and consolidated previous emergency management legislation, shifting the national approach from a reactive emergency response model toward a more comprehensive framework integrating disaster risk reduction, preparedness, response, and recovery. The DRM Act broadens the scope of disaster management to include an “all hazards approach”, including natural, biological hazards, public health emergencies, and human induced crises. Complementary policies and strategies include the National Disaster Risk Reduction Policy (2018-2030), Disaster Risk Financing Policy (2026-2031), National Climate Change Policy (2018-2030), National Adaptation Plan, and Fiji’s National Development Plan (2025-2029 and Vision 2050).

The lead agency is the National Disaster Risk Management Office (NDRMO), under the office of Ministry of Rural and Maritime Development and Disaster Management.

Environment Management Act 2005 is the legal framework for the protection of natural resources, the control and management of infrastructure development, and the regulation of waste management and pollution. Under the Act, areas of national importance include protecting human life, safeguarding outstanding natural landscapes, protecting indigenous vegetation and fauna habitats, and maintaining the deep cultural relationship of iTaukei with their ancestral lands and waters. The Department of Environment is the lead regulatory and administrative agency. Any development activity or undertaking likely to alter the physical nature of the land, water, or resource base requires formal authorization in the form of a permit. Applications may include an Environmental Management Plan, or an Environmental Impact Assessment (EIA) depending on the scale of the activity.

Environmental Management (Waste Disposal and Recycling) (Amendment)

Regulations 2011 The purpose is to prevent environmental pollution by controlling the discharge and disposal of solid wastes, air emissions, and hazardous substances. It also prescribes permitting conditions for landfills, waste dumps, waste transport, waste recycling facilities, importing/manufacturing plastic bottles, and lead acid battery handling.

National Solid Waste Management Strategy 2011 - 2014 Amongst the key objectives of this strategy are to improve and upgrade existing waste management and disposal systems; encourage /provide waste management practices, which minimise the

environmental risk and harm to human health and provide a guideline template for rural or community level solid waste management practices.

Public Health Act 2005 This act allows local authorities to formulate bylaws in respect of the storage, collection and disposal of garbage (i.e., garbage dumps and incineration) and healthcare management policy and guidelines.

Other Environmental Legislation, Regulations and Plans: Climate Change Act 2021; Public Health Act 1935; Building Permits Act 2017; Fiji National Building Code; Building Regulations; Endangered & Protected Species Act 2002; Forestry Act 2025; Fisheries (Amendment) Act 2025; National Trust Act 1970; Biosecurity Act 2008; National Biodiversity Strategy and Action Plan (NBSAP); Fiji World Heritage Act 2024; National Trust Act 1970; Archaeological Protection Act; National Cultural Policy 2023–2032.

Health and Safety at Work Act 1996 and associated regulations are the legal framework to protect workers against workplace risks, eliminates hazards at their source, and protects members of the public who may be exposed to health and safety hazards arising from industrial or commercial activities. Additionally, the legislation provides a statutory foundation for setting safety standards, implementing safety training, and tracking national occupational statistics. The Ministry of Employment, Productivity and Industrial Relations acts as the lead regulatory agency responsible for administering and enforcing the Act.

Other Labour Legislation and Policies: Employment Relations Act 2007; Sexual Harassment Policy 2008.

Social Protection Programmes

Fiji has an established social protection system that provides a solid foundation for responding to cost-of-living shocks, with core government-financed social assistance programs such as the poverty-targeted Family Assistance Scheme, Social Pensions, and smaller schemes like the Care and Protection Allowance, Disability Allowance, and the Food Voucher Program for Rural Pregnant Mothers as well as Transport Assistance top-ups for the elderly and disabled.

5 Supplemental Mitigation Measures

This section has a summary of mitigation measures by CERP activity and cross cutting mitigation measures to gap-fill the country systems and align with the ESF.

5.1 Mitigation Measures by Activity Category

Table 2 Risk Mitigation Measures by Activity Category

Positive List Category	Key E&S Risks	Supplemental Mitigation Measures
Component 1: Emergency support to affected household livelihoods		
Financial assistance to households through conditional or unconditional cash transfers and subsidies under the PBS, SPS, CPA, DA, TAS and FVPRPM programmes and/or other initiatives agreed in the CRP.	The cash transfers will follow established procedures, which includes the identification and servicing of vulnerable groups. Exclusion errors Data privacy	Follow and strengthen the operating procedures for the programmes.
Component 2: Provision of essential emergency supplies and services		
Procurement of basic non-perishable food.	Procurement will follow the specifics documented in the NDRMO Logistics Manual. It will not include storage or distribution. Needs will be prioritized by sub-national EOCs, prioritizing affected and vulnerable communities. Risks: • Vulnerable people do not have the means to access food. • Indirect impacts on food safety • Indirect waste created from damaged, expired items or packaging.	Follow and strengthen the systems in the Fiji National Disaster Management Plan prioritizing the vulnerable. Follow and strengthen the NDRMO Logistics Manual and other standard operating procedures relating to food safety, storage and distribution. Follow in-country systems for waste recycling and disposal and the Pacific Island Countries Regional Disaster Waste Management Guideline.⁸
Procurement of essential equipment to address the logistical needs of affected people such as tents, shelters, sleeping bags,	Procurement will follow the specifics documented in the NDRMO Logistics Manual. It will not include storage or distribution.	Follow and strengthen NDRMO operational procedures for procurement and the equitable distribution to affected and vulnerable households. Where possible, procure durable or quality items that can be utilized by

⁸ https://library.sprep.org/sites/default/files/2022-02/disaster-waste-management-guideline_0.pdf

Positive List Category	Key E&S Risks	Supplemental Mitigation Measures
tarpaulins, buckets, mats, personal hygiene kits, household kits, etc.	Needs will be prioritized by sub-national EOCs, prioritizing affected and vulnerable communities. Risks: • Vulnerable people do not have the means to access equipment. • Indirectly contribute to waste from packaging, poor quality goods, and end-of-life equipment.	households or communities post-crisis; avoid single use items where possible, to reduce waste. Follow in-country systems for waste recycling and disposal and the Pacific Island Countries Regional Disaster Waste Management Guideline.⁸
Procurement of water supply and sanitation equipment, such as: bottled water, mobile water treatment stations, water bladders, portable water filters, water purification tablets, slab latrines, community mobile toilets, and plastic sheeting.	Needs will be prioritized by sub-national EOCs, prioritizing affected and vulnerable communities. Risks: • Vulnerable people do not have the means to access equipment. • Indirect impacts from latrine design, siting and use (privacy, safety for women; water quality from temporary sewerage discharges; • Indirectly contribute to waste from packaging, poor quality goods, and end-of-life equipment.	• Follow environmental and public health regulations for sanitary waste management in the location and use of temporary toilets. Follow and strengthen NMDO operational procedures for equitable access for vulnerable groups and gender-responsive principles for the design and location of facilities. Use the existing sewerage management systems and protocols of the local government in each community (i.e. sludge management, tank emptying). Gap-fill with the Pacific Island Countries Regional Disaster Waste Management Guideline⁸.
Purchase of pharmaceuticals, medicines, medical supplies, including oral rehydration salt sachets, and essential medical equipment such as ventilators, personal	The types of medicine or medical equipment are unknown at this point. Procurement will be implemented through or in coordination with the Health Cluster / Ministry of Health and Medical Services. It may be implemented by governmental	Follow and strengthen the Ministry of Health and Medical Services and NDRMO standard operating procedures for procurement, storage and distribution of medicines and equipment. All medicine, supplies, and equipment (such as ventilators, PPE, cleaning materials, medicine storage or distribution equipment) will comply

Positive List Category	Key E&S Risks	Supplemental Mitigation Measures
protective equipment, and various diagnostic tools, excluding any equipment containing radioactive materials.	agencies, UN agencies or other implementers. The activities will only include procurement, but no storage or distribution of the medicines and supplies. Risks: • Vulnerable people do not have the means to access medicine and equipment. • Indirect impacts on pharmaceutical waste. • Indirect waste and health impacts from cold chain failures.	with relevant technical specifications, including manufacturers' requirements, government regulations, relevant WHO guidelines, and good international industry practice. Follow and strengthen Ministry of Health waste management protocols for medical waste, to conform to Fiji waste regulations, WBG EHSR and WHO Guidelines for medical waste.
Purchase, storage, and transport of agricultural inputs and materials such as seeds, tool kits, livestock feed, except for the purchase of pesticides and fertilizers.	Needs will be prioritized by sub-national EOCs, prioritizing affected and vulnerable communities. Risks: • Vulnerable people do not receive access to goods. • Seed quality or animal feed is inferior. • Invasive species introduced or spread. • Health and safety incidents from storage and transport activities. • Waste from inappropriate storage.	Follow and strengthen the NDRMO Standard Operating Procedures. Certified seed procurement from approved sources. Avoid the introduction of new or novel species. Ensure occupational health and safety measures are implemented (see below). Follow in-country systems for waste recycling and disposal and the Pacific Island Countries Regional Disaster Waste Management Guideline⁸.
Rental of light equipment to restore access and implement the CERP, including water pumps; hand tools such as spades, shovels, hoes, wheelbarrows; heavy	Needs will be prioritized by sub-national EOCs, prioritizing affected and vulnerable communities. Risks: • Indirect impacts from the use of heavy machinery such as: land clearance, waste removal, demolition	Limit scope of work – debris removal only. Ensure that all rented equipment is operated by trained and licensed personnel. Prevent oil leaks and spills, use spill kits effectively, and follow safe

Positive List Category	Key E&S Risks	Supplemental Mitigation Measures
machinery such as bulldozers or dump trucks; and generators for emergency use, including fuel supply for their operation.	risks, works in waterways, noise, dust, fuel spills, and contamination of soil or water resources. - Indirect OHS risks may arise from the use of heavy equipment and manual handling of tools and fuel particularly to workers and operators. - Indirect community health and safety risks may occur due to unsafe operation of machinery near residential properties or temporary camps, as well as improper fuel handling or generator use in populated areas.	refueling procedures to avoid soil and marine contamination. Restrict operations to approved locations and designated working hours where possible and practical to reduce disturbance to vulnerable people in the community. Follow in-country systems for waste recycling and disposal and the Pacific Island Countries Regional Disaster Waste Management Guideline.8 Follow procedures in Annex 1 for any fuel that is stored and distributed outside of normal fuel distribution networks. Worker health and safety procedures to be followed as per the requirements set in WBG EHSG, including: identification of hazards; using a hierarchy of controls, training, PPE and regular monitoring of risk.
Rental and operational costs (fuel) of vehicles (land and sea transport) for dissemination of emergency relief items and other essential emergency response services.	Needs will be prioritized by NRDMO. Risks: - Safety at sea (accidents, drowning) - Vehicle accidents	Require boat owners and operators to comply with maritime regulations. Check for vessel certification under Maritime Safety Authority of Fiji prior to use. Provide and use life vests for all workers. Only licensed drivers can drive vehicles and vessels.
Support for payment of electricity supply related to an eligible crisis or disaster situation.	No incremental social or environmental risk compared to business as usual.	No additional mitigation required.
Component 3: Emergency response coordination and management		
Subsistence allowances (per diem) and travel and logistical costs.	No incremental social or environmental risk compared to business as usual.	No additional mitigation required.

Positive List Category	Key E&S Risks	Supplemental Mitigation Measures
Financing very short trainings for local teams to increase rapid response capacity.	No incremental social or environmental risk compared to business as usual.	No additional mitigation required.
Technical assistance / coordination and resources.	CERP funds may be used to engage international and local specialist expertise (consulting services) from overseas or Fiji. Risks: - Refer to labour issues below. - Low level of E&S risk management expertise in the CERP-Project Management Unit (PIU).	Refer to labour risk mitigation below. Where possible, based on risk and the scale of the emergency: Provide periodic orientation and refresher training to the NDMO and other relevant agencies on E&S requirements and ESMP provisions for CERP implementation. Ensure the ESMP is readily accessible to relevant focal points in agencies and clearly communicated in simple, operational formats for emergency use. Provide practical, on-site technical guidance and mentoring to support management of E&S risks during preparedness, response, and recovery activities. Integrate E&S risk mitigation measures into NDRMO standard operating procedures and NEOC activation requests to ensure they are applied from the outset of response operations.
Increase of electricity bills for the public sector and rental of light and critical equipment (i.e. generators, debris removal equipment) to ensure continuity of essential services.	Needs will be prioritized by sub-national EOCs, prioritizing affected and vulnerable communities. Risks: Indirect impacts from the use of equipment for debris removal, noise, dust generation, fuel spills, and contamination of soil or water resources.	Limit scope of work – debris removal only. Ensure that all rented equipment is operated by trained and licensed personnel. Prevent oil leaks and spills, use spill kits effectively, and follow safe refuelling procedures to avoid soil and marine contamination. Restrict operations to approved locations and designated working

Positive List Category	Key E&S Risks	Supplemental Mitigation Measures
	- Indirect OHS risks may arise from the use of equipment and manual handling of tools and fuel particularly to workers and operators. - Indirect community health and safety risks may occur due to unsafe operation of machinery near residential properties or temporary camps, as well as improper fuel handling or generator use in populated areas.	hours where possible and practical to reduce disturbance to vulnerable people in the community. Follow in-country systems for waste recycling and disposal and the Pacific Island Countries Regional Disaster Waste Management Guideline.8 Follow procedures in Annex 1 for any fuel that is stored and distributed outside of normal fuel distribution networks. Worker health and safety procedures to be followed as per the requirements set in WBG EHSG, including: identification of hazards; using a hierarchy of controls, training, PPE and regular monitoring of risk.

5.2 Risk Management for Cross Cutting Issues

Table 3 Supplemental Mitigation Measures for Cross Cutting Issues

GENERAL and CROSS CUTTING ISSUES		
Issue	E&S Risks	Supplementary Mitigation Measures
Labour	CERP-funded consultants will be managed under contracts aligned with ESS2 labour and working conditions standards. All government civil servants and other workers carrying out responsibilities under CERP will be subject to the occupational health and safety requirements of ESS2. Risks Use of imported labour (consultants) may create Sexual exploitation and abuse and sexual harassment (SEA/SH) risks for vulnerable people.	Non-discrimination and equal opportunity in recruitment and treatment. Freedom from child labour (no workers under the age of 18 for hazardous activities; no workers under 14 for any activity). Freedom from forced or compulsory labour. Zero tolerance of SEA/SH. CERP-funded consultants working in country will be required to sign codes of conduct. Contracts will have consequences for breaches of the code of conduct. All relevant PPE will be provided to all workers (government civil servants, consultants, community

GENERAL and CROSS CUTTING ISSUES		
Issue	E&S Risks	Supplementary Mitigation Measures
	- Imported labour may be at risk from unsanitary or unsafe working and / or accommodation during emergency conditions. - Injuries, accidents, illness or lost time from work while performing activities funded by the CERP.	members) performing functions funded by CERP. International CERP-funded consultants who travel to Fiji, or local CERP-funded consultants who travel away from their home base, will be provided with adequate accommodation with potable water and sanitary facilities. Job Safety Analyses will be completed by CERP-funded consultants prior to completing tasks outside of the office. The identified OHS procedures in the Job Safety Analysis will be followed. Safety briefings and relevant training will be provided before hazardous work is performed. OHS procedures will be enforced, and appropriate PPE will be used in accordance with task-specific risk levels. Where government civil servants are working in connection with the project, whether full time or part time, they will remain subject to the terms and conditions of their existing public sector employment agreement or arrangement, unless there has been an effective legal transfer of their employment or engagement to the project. All CERP-funded workers have the right to raise work-related grievances (wages, working conditions, safety, discrimination, SEA/SH) without fear of retaliation. Worker grievances must be acknowledged within 5 working days and resolved within 15 working days. Worker grievances may be submitted through the CERP-PIU Project Manager or the Focal Point for any Implementing Agency.

GENERAL and CROSS CUTTING ISSUES		
Issue	E&S Risks	Supplementary Mitigation Measures
Land and assets	Involuntary displacement or resettlement Restrictions on access to assets	Implementation of CERP activities will not involve acquisition of any land (whether temporary or permanent) and restrictions on land use.
Sexual exploitation and abuse and sexual harassment (SEA/SH)	SEA/SH risk at the point of distribution or anywhere community members are exposed to workers.	Civil servants will act in line with the Code of Conduct set out under the Public Service Act 1999, the Public Service Commission (PSC) General Orders, and related codes. Civil servants are prohibited from committing sexual harassment under the Civil Service Harassment, Discrimination and Anti-Bullying Policy (2024). Consequences from breaching this Policy include disciplinary action, and possible legal consequences under the Employment Act and Human Rights and Anti-Discrimination Laws. CERP-funded consultants working in country will be required to sign codes of conduct. Contracts will have consequences for breaches of the code of conduct. The SEP outlines the process for addressing and referring grievances received in relation to SEA/SH

6 Institutional Arrangements and Resources

The Ministry of Finance is responsible for CERP activation and project implementation as the designated CERP-PIU. The PIU provides intersectoral strategic coordination and serves as the counterpart for the World Bank. It will be responsible for CERP fiduciary management, technical monitoring, E&S compliance, and related reporting.

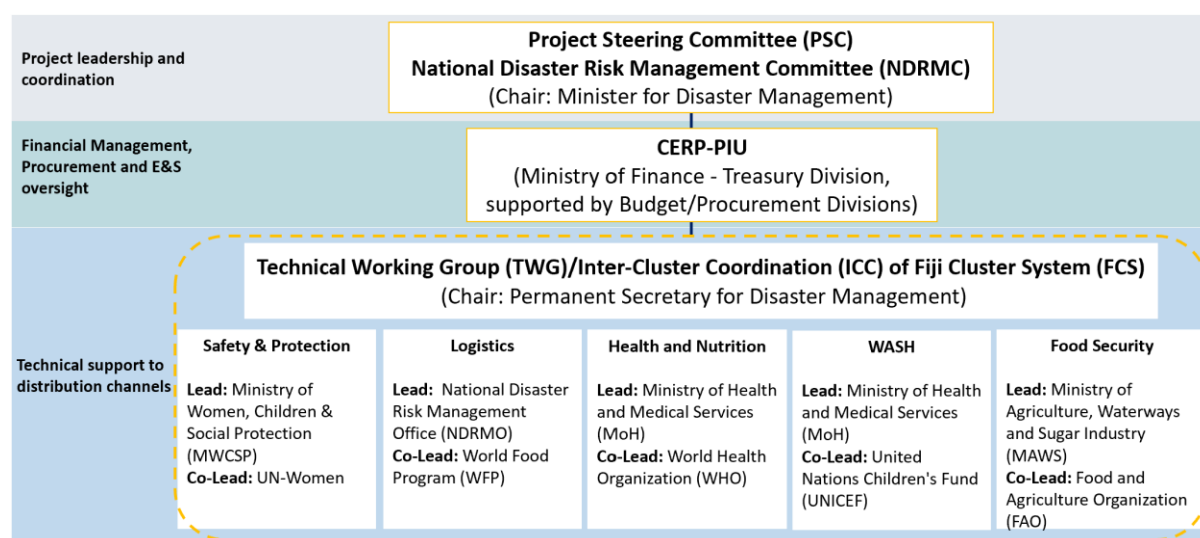
Upon activation, the Ministry of Finance or PIU Manager will appoint an E&S Focal Point who will have the responsibility for Environmental and Social Commitment Plan compliance and ESMP and SEP implementation. This person may be temporarily seconded from another government agency (such as Department of Environment or Ministry of Women, Children and Social Protection) or from a World Bank-funded Project Management Unit. Some training, prior to activation, is recommended to ensure the focal point understand the role and responsibilities.

Each cluster group (health and nutrition, safety and protection, logistics, water, sanitation and hygiene (WASH) and food security) will be responsible for E&S compliance in their cluster, with oversight from the PIU.

Where CERP-financed activities are implemented by third parties, including United Nations agencies or other partners, the Ministry of Finance will ensure that environmental and social requirements consistent with the World Bank Environmental and Social Standards are applied. This will be achieved through appropriate contractual arrangements, cooperation agreements, or reliance on equivalent partner procedures, with oversight by the CERP-PIU and the E&S Focal Point.

Where necessary, the World Bank E&S team will provide guidance and technical support, including assistance in preparing and implementing E&S instruments and ensuring compliance during emergency response operations.

Figure 1 Organogram for the Institutional Arrangements



7 Procedures to Address Environmental and Social Issues

This ESMP sets out the mitigation measures that will be implemented for the Activities. It is recognized that this ESMP cannot specify all the details of the Activities that the Government of Fiji will require in the event of an emergency response. These could be in response to a natural or man-made disaster, such as a hurricane, earthquake, flood, conflict, pandemic, or severe economic or financial shocks. The Implementing Agency will depend on the context of the emergency and the type of emergency response decided by the Government of Fiji.

Once the CERP has been activated, an Environmental and Social (E&S) Focal Point will be assigned within the Project Implementation Unit. The E&S Focal Point will be responsible for identifying the geographic location, scale, and nature of activities to be

financed under the CERP, including social protection measures, physical works, and distribution networks.

As part of this process, the E&S Focal Point will conduct a rapid environmental and social screening of proposed activities to confirm applicable risks and impacts and to ensure that mitigation measures set out in this ESMP are appropriate and sufficient for the specific activation context. The outcomes of this screening, including any activation-specific mitigation measures or implementation guidance, will be documented and incorporated into the Crisis Response Plan prior to implementation, to ensure their application from the outset of emergency response operations.

Anytime the positive list is updated the PIU will screen and assess potential E&S risk and impacts and update the mitigation measures as required.

8 Consultation and Disclosure

The Government has disclosed this ESMP and the SEP. It is acknowledged that in an emergency situation it may not be possible to conduct stakeholder engagement on a specific activity as the priority is to provide a rapid response. The Ministry of Finance will communicate the nature of the activity to the technical working group, clusters and relevant government agencies, affected people and key stakeholders and, where possible, enlist their assistance and support to implement the CERP activities. The PIU and technical working groups will also engage with relevant affected people and stakeholders so that they are aware of the grievance mechanism and how it operates.

9 Monitoring and Reporting

The CERP-PIU will be responsible for monitoring results and reporting progress, with support from technical working groups and relevant stakeholders including compliance performance monitoring reports covering environmental, social, health, and safety obligations under eligible activities in accordance with the Environmental and Social Commitment Plan and ESMP. The six-monthly progress reports shall include, but not be limited to, the following information:

- Status of implementation performance as required under the Environmental and Social Commitment Plan.
- Summary of stakeholder engagement activities carried out.
- Complaints submitted through the grievance mechanism(s), the grievance log, and progress made in resolving them.
- Status of incidents.

10 Incident Management and Reporting

Any significant E&S incident (including SEA/SH incidents involving CERP-funded consultants, worker safety incidents, fuel spills, food safety incidents, or community safety incidents) must be reported to the World Bank within 48 hours of occurrence, as required by the Environmental and Social Commitment Plan. The PIU E&S Focal Point is responsible for incident documentation, investigation, and corrective action.

Annex-1: Guiding notes to address E&S risk associated with Fuel Imports, Unloading, Storage, Transport, and Distribution under Contingent Emergency Response Project (CERP) Beyond the Routine Country Systems in Fiji.

1. Scope and Applicability

Fuel purchase and distribution will be prioritized through the existing Fiji systems.

This guiding note applies to fuel-related activities financed under the CERP outside of the routine fuel distribution network, including inter-island transport, unloading at jetties or landing beaches, temporary storage (including drums) and distribution to end users. Fuel use shall be strictly limited to activities included in the approved CERP Positive List. The PIU will ensure the fulfilment of the conditions for procuring fuel before submitting contingency emergency plan during activation request.

2. Fiji Context – Risk Considerations

Fuel operations in the major ports, cities and towns across Fiji is well regulated and well managed by incumbent fuel companies Mobil Oil, Pacific Energy and TotalEnergies. Pacific Energy operates a Pacific hub from Fiji, distributing fuel to neighbouring countries.

Distribution of fuel to remote islands of Fiji is more difficult small and exposed wharves or jetties, limited hazardous material handling infrastructure, reliance on drum-based fuels, proximity of unloading areas to communities and coastal ecosystems (reefs, lagoons, mangroves), and limited emergency response capacity. These contextual factors require increased prevention, preparedness, and simplicity of controls when handling fuel during emergency response conditions.

3. Fuel Import and Unloading at Ports, Jetties, or Beaches

Fuel shall be unloaded only at designated wharves, jetties, or approved landing points identified by the Fiji Maritime Authority or Local Government. Unloading from vessels to shore (including flexible hoses, barges, or drum offloading) shall be conducted under controlled conditions.

- Site-specific Fuel Unloading Safety Protocol will be prepared tailoring the existing safety protocols of the fuel companies, and all Fiji regulations, prior to unloading in each location.
- Unloading shall be undertaken only by trained operators and vessel crew. Drip trays, tarpaulins, or portable secondary containment shall be used under hose connections and drums.

- Spill kits, absorbent pads, and floating booms (where unloading occurs over water) shall be available on-site before unloading begins through rapid procurement of the required items.
- Fuel unloading shall not proceed during rough seas, high winds, or heavy rainfall.
- Any spill shall be immediately contained, cleaned, and reported to the PIU and Department of Environment.
- Under no circumstances shall fuel be intentionally discharged into marine or coastal waters.

4. Fuel Storage

- Fuel shall be stored only at temporary or permanent storage areas approved by local authorities. Storage may include tanks or fuel drums.
- Storage areas shall be secured, fenced where feasible, and signed.
- Drums shall be stored upright on impermeable surfaces with bunding or secondary containment.
- Storage sites shall be located away from coastlines, wells, and flood-prone areas where feasible.
- Fire extinguishers and no-smoking signage shall be provided. Community access to storage areas shall be strictly prohibited.
- Follow the regulatory compliance, including any inspections reports provided by the Department of Environment or Maritime Authority.

5. Fuel Transport and Distribution

- Fuel transport shall use licensed vehicles, boats, or landing craft suited to hazardous materials.
- Drum handling shall use safe manual handling practices.
- Transport routes shall minimize passing through dense settlements where possible.
- Boats and vehicles transporting fuel shall carry spill response materials.
- Informal redistribution or siphoning of fuel is prohibited.
- At distribution points, crowd control and safety supervision shall be implemented as needed.
- Follow the regulatory compliance, including any inspections reports provided by the Department of Environment or Maritime Authority.

6. Worker Health and Safety

All personnel involved in fuel unloading, storage, transport, or distribution shall receive basic training in fuel handling, fire safety, and spill response.

- Appropriate PPE (gloves, boots, protective clothing) shall be provided.

- Workers shall not enter confined spaces or handle fuel without supervision.
- Any fuel-related accident or injury shall be reported and investigated.

7. Waste Management

Fuel-contaminated materials, including soil, rags, absorbents, and damaged drums, shall be collected and disposed of at Naboro Landfill or, for remote areas, in accordance with Fiji regulations and the Pacific Island Countries Regional Disaster Waste Management Guideline⁸. Reuse of fuel drums for domestic purposes is prohibited.