

Emergency Agricultural Livelihoods and Climate Resilience Project

CERC SUBCOMPONENT A.3:

Environmental and Social Screening (ESS)

For the

RETROFITTING OF PACK HOUSES IN ROSEAU AND PORTSMOUTH

January 16th 2025



1. Introduction

The Government of Dominica requested the activation of the second CERC from the Emergency Agricultural and Livelihoods and Climate Resilience Project. This was brought about by the onset of the global pandemic and Russia's invasion of Ukraine which has directly triggered increased food insecurity in Dominica.

Dominica Import Export Agency (DEXIA) manages the two main Pack houses in Dominica one in Roseau and the other in Portsmouth. At these packing facilities fresh agricultural produce is received, processed, and prepared for distribution for the export market. These Packhouses are a vital part of the agricultural marketing and play a key role in the supply chain. Additionally, the produce will be treated with a fungicide. Both Pack houses are equipped with a receiving area, packing line, sorting tables, and at the Roseau Packhouse a refrigerated room.

Both Packhouses will continue normal operation to include: receiving produce; weighing, inspection, then trimmed of rotten/blemish spot, followed by washing with bleach solution (see annex 3); then the produce primarily dasheen is dipped in ridomil solution (see annex 4) for 5 minutes. The produce is then dried and packaged in boxes for export. Therefore, Contractors must consider and ensure safety measures are adhered to.

2. Description of Works

Minor retrofitting works will be conducted at both the Roseau Packhouse, located on Goodwill Road and Portsmouth Packhouse located on Bay Street in Portsmouth. Works will not change the buildings' footprints nor their structural integrity.

2.2 Works Portsmouth Packs

- Construction of two wash bays to include installation of wash bay equipment and drainage for post-harvest washing of produce with fungicide
- Installation of roofing framework and cladding.
- Construction of a chemical pit, installation of liners and plumbing fixtures (see design)
- Replacement of selected fittings to include placement of wire mesh over windows
- Upgrade electrical and plumbing fixtures.
- Repairs to perimeter fencing
- Construction of wash bay/shed for receiving produce

2.3 Works at the Roseau Pack house

- Construction of chemical pit
- Placement of wire mesh over windows
- Extension of office space by 6` in length and 8` 7" in width
- Construction of external concrete pavement 77` * 44` * 6"

2.4 Construction of the chemical pits

Chemical pits will be used to treat waste water used for the treatment of produce. The chemical pit will function as a soak away where the waste water will be filtered through different layers of materials. The chemical pit will be constructed of 8" solid concrete blocks as the perimeter with sides dimension of 16`6" and 8`3" height. The chemical pit has an inlet that allows for the waste

water to enter. This waste water filters through a layer of 4" pumice sand which allows for a more effective and slower filtration. Then filters through 2 ft (24") of charcoal which to absorb pesticides, preventing it from contaminating the water ways and soil. The charcoal also deactivates pesticides rendering it inactive before entering the final layer of the chemical pit which comprised of 3` of coarse stones.

Photo 1. Design of a chemical pit

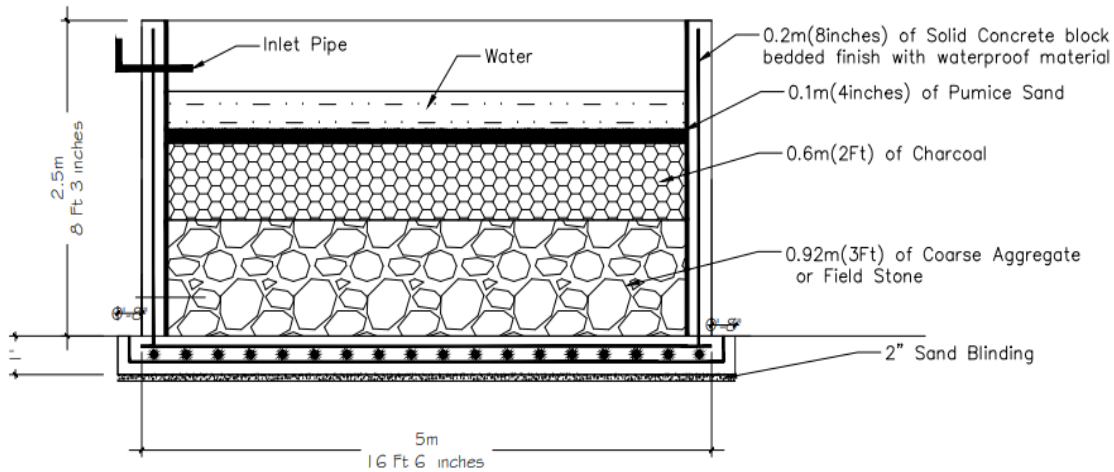


Photo 2. Design of Wash Bay with shed

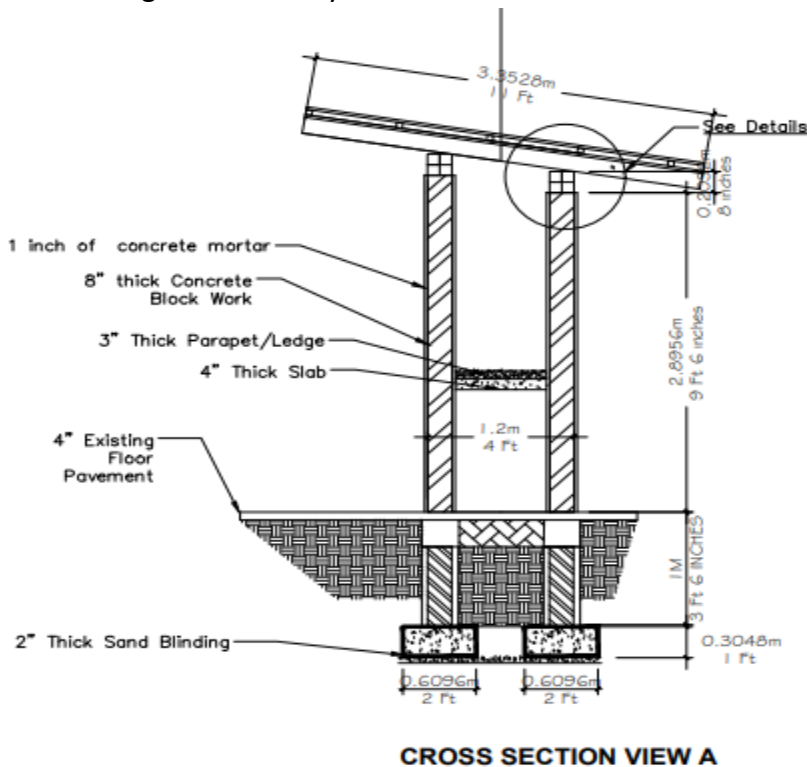


Photo 3. Area for wash bay (Portsmouth) Photo 4. Repair to perimeter fence (Portsmouth)



Photo 5. Windows to be installed with mesh Photo 6. Area for concrete pavement (Roseau)



Photo 7. Upgrade of electrical fixtures



3. Environmental and Social Screening Checklist

An environmental and social screening was conducted on December 10th 2024, to identify risks associated with retrofitting of the Pack Houses at Roseau and Portsmouth. The objective of this screening was to identify the environmental, social, and health and safety impacts and risks associated with the proposed retrofitting works for the Pack Houses and identify what type of environmental and social assessment will be required, under the requirements of the Environmental and Social Management Framework (ESMF) developed for the Project.

Annex 1 presents the E&S Screening Checklist, as required under the ESMF. According to the checklist, the impacts and risks associated with retrofitting and operation at the Pack Houses fall into the category of low potential risks, which are primarily temporary, localized and reversible. Therefore, this ESS identifies the required mitigation measures to be adhered to during the retrofitting works.

4. Risk and Impacts during Retrofitting of Pack Houses

According to the Environmental and Social Screening Checklist attached as Annex 1, the project's impacts and risks are described below:

4.1 Noise and dust pollution

Noise pollution can affect hearing when it is more than 80 Decibels. The degree of noise and dust pollution will be short term, occurring only when heavy equipment is being used. Minimal amounts of dust will be generated when concrete mixers are pouring, however the noise will be significant. This is temporary only when the concrete mixers are pouring or drilling and sawing activities.

4.2 Waste Management

All waste generated from retrofitting works must be disposed at least once every week. Construction waste will include pieces of concrete and scrap metal that can be adequately stored in covered and secured areas and then properly disposed of at the end of the project three-month span.

4.3 Working on heights

Workers installing wire mesh over the windows at the packhouses may experience falls. This risk is low and can be controlled with the proper and safe use of adequate ladders for elevations not exceeding 20ft. or the use of work platforms or scaffolds. For works related to electrical fitting a bucket crane truck or similar equipment will be used.

4.4 Traffic Safety

The Contractor will be engaged in the transportation of material such as aggregate, sand, BRC and other bulky construction material to the Packhouses. For this project small dump truck will be required for the transportation of construction materials. This traffic will create a certain degree of emissions from vehicle exhaust and noise. Both noise and emission are temporary and short term occurring only when vehicles are operating.

4.5 Electrical Safety

Contractor will be responsible for changing electrical fixtures at the Portsmouth warehouse. The risk of electrical shock is low once the necessary precautions are adhered to. However, the impact of electrical shock can be high or fatal, especially when working at heights. The Contractor should therefore engage a Registered Electrician to do all electrical work at the Packhouses.

4.6 Site Safety and Access

Both Packhouses will be in full operation during the retrofitting work. Construction workers will have access to the work areas of the Pack house. Risks include Packhouse staff being disturbed by noise, dust, vibration. Farmers bringing in produce may have to wait if works are ongoing causing loss of time for the farmers. Interaction with Packhouse workers and Construction workers may also cause loss of working time for both groups. These risks are low and short term and can be easily mitigated by scheduling work time and location based on activities to be performed.

5. Mitigation measures during retrofitting of Pack Houses

5.1 Noise and dust pollution

- Construction workers shall wear the necessary PPE such as earmuffs/plugs and dust mask.
- Contractors will need to wear noise abatement and dust mask or respirator when operating the jackhammer and mixing of concrete. Steel tool boots with metatarsal guards will also be required for jackhammer operators.
- There must be collaborative effort between the Packhouse Supervisor and Constructors in working out a schedule suitable to all. When window screens are being replaced in one section of the packhouses workers can work at a next section of the packhouses, thus being away from noise and dust.

5.2 Waste Disposal

- Construction waste must be disposed of by the contractor at a site acceptable and agreed upon by the Solid Waste Management Corporation.
- While stored onsite prior to disposal, waste must be in a covered area and secured from access by non-authorized personnel.
- Non-construction waste can be disposed of weekly through the normal garbage collection system by the Dominica Solid Waste Management Corporation.
- While stored onsite prior to collection, non-construction waste must be stored in covered bins/receptacles, which must not overflow.

5.3 Working on Heights with ladders

- Contractors or their Workers must not use the top rung of the ladder, Workers must stay at the most three quarter (3/4) way from the top. Exceeding this height increases the risk of falls.
- Contractors must ensure the ladder is appropriate for its weight bearing capacity.
- The ladder should be positioned out from the wall so that for every 4 feet up, the base should be 1 foot out).
- Contractors must ensure that the ladder is firmly secured against a stable surface.

- Contractor must choose the appropriate ladder that does not allow overreaching.
- When using a ladder workers should always have a secure handhold available, including for short duration works.
- When the above rule is not possible, Contractors must consider using work platforms or scaffolds.
- For any worker climbing or working on fixed ladders above 24 ft, contractors must provide fall arrest equipment.

5.4 Traffic Safety

- Contractor should ensure that skilled drivers with valid driver's licenses are employed.
- Contractors/ Drivers should avoid transporting materials during rush hour (1pm) traffic and pedestrian and where feasible avoid busy routes.
- Contractor/Drivers should ensure that vehicles are properly maintained and in good working condition
- Drivers should avoid interaction or communication with Packhouse staff whilst operation vehicles
- The Contractor should barricade the work area and erect the appropriate traffic signs.

5.5 Electrical Safety

- The Electrician and contractor must ensure all power is off before conducting electrical works
- The Electrician must apply Locking out (de-charging and leaving open with a controlled locking device) and tagging-out (warning sign placed on the lock) devices during electrical works/ replacing light fixtures.
- The Electrician must mark all energized electrical devices and lines with warning signs
- The Electrician must be mindful of frayed or exposed cords.
- All power cords and extension cords in use must be protected against damage from traffic by shielding or suspending above traffic areas

5.6 Site Safety and Access

- The Contractor and Packhouses Supervisor must develop a plan base on the activities to be performed and the timing so as to avoid interaction, reduce noise and dust pollution.
- The immediate work area must be barricaded with caution tape to avoid Pack house workers access to construction work site.
- If for some reason the work site can not be barricaded the Contractor must inform the Packhouse Supervisor of works which will create some disturbances.
- All Contractor's workers will sign and be sensitized on the Code of Conduct (Sample included as Annex 2 of this ESS)

6. Risk and Impacts during Operation of Pack Houses

6.1 Fungicide Management

Ridomil fungicide has been used as a post-harvest treatment, which will be replaced by Mancozeb. Mancozeb is classified as U (unclassified) under the World Health Organization (WHO) of pesticide Classification meaning that it is unlikely to present acute hazard in normal use. Ridomil which will no longer be used is classification as Class 111 meaning it is slightly hazardous.

Also, Ridomil is a systemic fungicide which is more effective in field application. Mancozeb is a broad-spectrum contact fungicide which is labeled for post-harvest on root tubers and field use on many fruits and vegetables. They are protective and contact fungicides belonging to group of derivatives of dithiocarbamic acid. Fungicide will be used to treat produce prior to export. There are several risks associated with the use of pesticide to include impairment to human and animal health over long term exposure. Fungicide may also leach into the waterways negatively impacting aquatic life. These risks are low as the fungicide will be applied in a controlled area, specifically the wash bays and waste fungicidal water will be disposed at the chemical pit/ soak away, in a manner consistent with the IPMP.

6.2 Wastewater from post-harvest treatment

Post-harvest application of fungicide will be used on root tubers to prolong the shelf life for crops which are to be stored for a long period or those which undergo long periods of transport to overseas markets. The fungicide dosage used for the treatment of produce prior to export is extremely low and used as a preservation to avoid or reduce spoilage of fruits that may be infested with fungus. The range of fungicide available for post-harvest treatment of fresh produce is small, with strict limitations on both the concentrations used and the permitted levels of residues on treated produce at processing. Fungicidal solution used to treat produce must be rendered safe before being released into the environment. This fungicidal treatment can pollute the water ways causing disruption of aquatic life over time.

6.3 Disposal of empty fungicide containers

The fungicide authorized for use is mancozeb. The pesticide will be stored in lock cupboards. The risk associated with empty mancozeb container is the exposure of fungicide residues, combated with the empty plastic fungicidal container polluting the Packhouses

7. Mitigation during Operation of Pack Houses

7.1 Fungicide Management

- Packhouse Workers must refer to the Integrated Pest Management Plan in the EALCRP (<http://piu.agriculture.gov.dm/>) safeguard section
- Fungicide must be stored in a lock drum preferably outside the Packhouse, the area must be dark and cool to avoid deactivation of the fungicide
- Packhouse Workers or fungicide Applicators can also refer to easy to follow guidelines brochure on the Safe and Effective Use of Pesticides (SEUP), that can be found on the project website (<http://piu.agriculture.gov.dm/>) safeguard section. This brochure also includes the triple rinse method for disposing of empty pesticides container.
- Fungicides must be used in accordance with the manufacturers' instructions and as recommended
- Effective in controlling the post-harvest diseases of that crop
- Applicators must wear the necessary protective clothing.

7.2 Wastewater from post-harvest treatment

- Construction of a soak away/chemical pit for disposing of wastewater generated after the fungal treatment of the produce. (See photo 1.)
- The soak away/chemical pit is composed of several layer of several as described above in section 2.4

7.3 Disposal of empty pesticide container

- The Triple rinse method must be applied to all empty fungicide containers and place in garbage bags, when fill taken to the landfill.
- Pack house Supervisor must notify the Landfill Manager of delivery date, so that preparation for disposing of his hazardous materials can be made.
- Pack House worker responsible for disposing empty pesticide container must wear PPE when handling.

8. Engagement of Pack house Staff

Engagements were held with the Portsmouth Pack house Supervisor on December 3rd, 2024, and January 3rd, 2025. The discussion included the location for the erection of the wash bays and shed and the replacement of the electrical fixtures to allow for energy saving bulbs.

On the December 10th 2024 a pre-bid meeting was conducted to discuss the works to be done at both sites. Safeguards issues discussed were working on heights when installing light fixtures and wire mesh; disposing of construction waste, controlling noise and dust as this will be a working facility for packhouse employees.

Conversations were also held with Roseau Pack house with Quality Assurance Officer in the following areas: on the use on mancozeb as the fungicide of choice for treating root tubers mainly dasheen; the design of the chemical pit, layout of the facility; Staff working conditions while works will be ongoing. Conversation were done face to face and via telephone.

Annex 1: Environmental and Social Screening Checklist

The form below identifies potential risk during the retrofitting of the Packhouses. These works have low t risks and impacts and as such mitigation measures are put in place to reduce risk and impacts.

Section A: Background information

Subproject Name	CERC (CRW) Food Insecurity
Subproject Purpose	<input type="checkbox"/> New Structure <input type="checkbox"/> Expansion of existing structure <input checked="" type="checkbox"/> Renovation of existing structure <input checked="" type="checkbox"/> Construction of waste disposal system
Subproject Location	Packhouses in Roseau and Portsmouth

Subproject property ownership	<input checked="" type="checkbox"/> Government of the Commonwealth of Dominica <input type="checkbox"/> Own <input type="checkbox"/> Lease Agreement
Subproject current property use	<input type="checkbox"/> Industrial <input checked="" type="checkbox"/> Commercial <input type="checkbox"/> Administrative Office <input type="checkbox"/> Residential
Subproject Component	Retrofitting of Packhouses
Estimated Investment	
Expected Start/Completion Date	February 2025 to May 2025

Section B: Construction Issues

Will the sub-project:	Yes	No
Demolish existing structures and require disposal of construction materials?	X	
Demolish existing structures and require disposal of hazardous materials?		X
Involve the generation of a significant amounts of solid and liquid waste?		X
Construction work generate emissions to the atmosphere (dust, odours, fumes)?		X
Construction work cause a noise nuisance due to the operation of heavy machinery and other on-site activities?	X	
Construction work produce significant amounts of runoff, change drainage patterns and/or erosion?		X
Construction work affect traffic or public safety?		X
Cause physical changes in topography and land use?		X

If answers to any of the above is 'yes', please include an ESMP in sub-project implementation.

Section C: Environmental Issue

Will the sub-project	YES	NO
Create a risk of increased soil erosion?		X
Create a risk of increased deforestation?		X
Create a risk of increasing any other soil degradation?		X
Affect soil salinity and alkalinity?		X
Divert the water resource from its natural course/location?		X
Cause pollution of aquatic ecosystems by sedimentation and agro- chemicals, oil spillage, effluents, etc.?		X
Introduce exotic/alien plants or animals?		X
Involve drainage of wetlands or other permanently flooded areas?		X
Cause poor water drainage and increase the risk of water-related diseases such as Dengue?		X
Reduce the quantity of water for the downstream users?		X
Result in the lowering of groundwater level or depletion of groundwater?		X
Create waste that could adversely affect local soils, vegetation, rivers and streams or groundwater?	X	
Reduce various types of livestock production?		X
Focus on biomass/bio-fuel energy generation?		X

If answers to any of the above is 'yes', please include an ESMP in sub-project implementation.

Section D: Socioeconomic Issues & Community Health and Safety

Will the sub-project:	YES	NO
Displace people from their current settlement?		X
Cause an influx of labour?		X
Interfere with the normal health and safety of the worker/community?	X	
Reduce the employment opportunities for the surrounding communities?		X
Reduce settlement (no further area allocated to settlements)?		X
Reduce income for the local communities?		X
Increase safety concerns due to introduction of the project?		X
Increase exposure of the community to communicable diseases such as HIV/AIDS?		X
Induce conflict?		X
Introduce new practices and habits?		X
Lead to child delinquency (school drop-outs, child abuse, child labour, etc.)?		X
Lead to gender disparity or gender-based violence?		X
Lead to poor diets?		X
Lead to social evils (drug abuse, excessive alcohol consumption, crime, etc.)?		X
Cause an increased exposure of the community to COVID-19?		X

Section E: Natural Habitat

Will the sub-project:	YES	NO
Be located within environmentally sensitive areas (e.g., intact natural forests, mangroves, wetlands) or threatened species? NB: If the answer is yes, the sub-project should prepare a Natural Habitats Plan (see ESMP).		X
Adversely affect environmentally sensitive areas or critical habitats – wetlands, woodlots, natural forests, rivers, protected areas including national parks, reserves or local sanctuaries, etc.)? NB: If the answer is yes, the sub-project should not proceed.		X
Affect the indigenous biodiversity (flora and fauna)? NB: If the answer is yes, the sub-project should not proceed.		X
Cause any loss or degradation of any natural habitats, either directly (through project works) or indirectly? NB: If the answer is yes, the sub-project should not proceed.		X
Affect the aesthetic quality of the landscape?		X
Reduce people's access to the pasture, water, public services or other resources that they depend on?		X
Increase human-wildlife conflicts?		X
Use irrigation system in its implementation?		X

NB: If the answers to any of the above is 'yes', please include an ESMP/Natural Habitat Management Plan with sub-project application

Section F: Pesticides and Agriculture Chemicals

Will the sub-project:	YES	NO
Involve the use of pesticides or other agricultural chemicals, or increase existing use?	X	
Cause contamination of watercourses by chemicals and pesticides?		X
Cause contamination of soil by agrochemicals and pesticides?		X
Experience effluent and/or emissions discharge?		X
Export produce? Involve annual inspections of the producers and unannounced inspections?		X
Require scheduled chemical applications?		X
Require chemical application even to areas distant away from the focus?		X
Require chemical application to be done by vulnerable group (pregnant mothers, chemically allergic persons, elderly, etc.)?		X

If the answer to the above is 'yes', please consult the IPMP that has been prepared for the project.

Section G: Vulnerable and Marginalized Groups meeting requirements for OP 4.10

Are there:	YES	NO
People who meet requirements for OP 4.10 living within the boundaries of, or near the project?		X
Members of these VMGs in the area who could benefit from the project?		X
VMGs livelihoods to be affected by the subproject?		X
Affect vulnerable people and underserved groups (e.g., children, elderly poor pensioners, physically challenged, women, particularly head of households or widows, etc.)?		X
Require temporary relocation for a vulnerable population affected (children, physically challenged, elderly, minority group etc.)?		X

If the answer to any of the above is 'yes', please consult the IPP that has been prepared for the project.

Section H: Land Acquisition and Access to Resources

Will the sub-project:	YES	NO
Require acquisition of land (public or private) (temporarily or Permanently) for its development?		X
Use land that is currently occupied or regularly used for productive purposes (e.g. gardening, farming, pasture, fishing locations, forests)?		X
Displace individuals, families or businesses?		X
Result in temporary or permanent loss of crops, fruit trees and Pasture land?		X
Adversely affect small communal cultural property such as funeral and burial sites, or sacred groves?		X
Result in involuntary restriction of access by people to legally designated packs and protected areas?		X
Be on monoculture cropping?		X

If the answer to any of the above is 'yes', please consult the mitigation measures in the ESMF, and if needs be adopt the ARAP guidelines.

Section I: Proposed action

Summarize the above: Based on the above screening checklist results and the risk identified an ESMP will be developed.	(ii) Guidance
All the above answers are 'No'	• If all the above answers are 'No', there is no need for further action;
There is at least one 'Yes'	• If there is at least one 'Yes', please describe your recommended course of action (see below).

Project activities and actions with **low potential Environmental & Social risk** require no further safeguards actions.

Those with **moderate potential risk** will be managed using the general ESMF for the Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP), and will typically require that an ESMP be developed.

The risk associated with retrofitting works to be conducted at Portsmouth and Roseau falls in the category of low potential risk which is localized and reversible. Therefore, this environmental and social screening was conducted, outlining the mitigation measures to be adhered during the retrofitting of the Pack houses.

Annex 2. Sample Code of Conduct

EXAMPLE OF CONTRACTOR'S CODE OF CONDUCT ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY

Code of Conduct

Each personnel shall comply with the following:

1. Carry out his/her duties competently, diligently and in accordance with best practice 2. Comply with applicable laws, rules, and regulations of the Country
3. Compliance with applicable health and safety requirements to protect the local community (including vulnerable and disadvantaged groups), and the Employer's Personnel, including wearing prescribed personal protective equipment [PPE], preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment
4. Compliance with environmental requirements identified in the ESS including sewage waste management, traffic control, noise and dust pollution, and the disposal of construction wastes
5. Compliance with COVID-19 or other communicable diseases, Prevention Protocols of the Ministry of Health, Wellness and New Health Investment and other national guidance and related protocols

6. Compliance with applicable emergency operating procedures and health and safety requirements
7. Duty to report work situations suspected to be not safe or healthy and remove oneself from a work situation which is reasonably believed to presents an imminent danger to life or health. Each personnel must assume responsibility for his/ her own health and safety and should report any concerns immediately to the Project Manager/ Site Supervisor, Resident Engineer or ESHS Experts.
8. Respecting reasonable work/ site instructions (including regarding environmental and social norms). All our personnel are required to be aware of related work/ site instructions and are expected to comply. This is a condition of employment and subject to disciplinary measures if violated.
9. The use of illegal substances. Our Organisation has a zero tolerance for the use of illegal substances - all drugs, alcohol and any controlled substances or medicines. This may result in immediate dismissal if violated. If required, we are prepared to engage the services of a Medical Professional to perform testing for any illegal substances.
10. Sanitation requirements (for example, to ensure workers use specified sanitary facilities provided by their employer and not open areas). Adequate sanitary facilities and well-equipped handwashing stations are expected to be provided by the contractor on this project. It is also expected that the contractor will ensure that these facilities are frequently cleaned and sanitized. All project personnel, including the contractor's, are required to use these facilities and will be reminded of this should the need arise.
11. Non-Discrimination and respect in dealing with the Indigenous Peoples, the local community (including vulnerable and disadvantaged groups), the Employer's Personnel, the Contractor's Personnel and other related Project Personnel (for example on the basis of family status, ethnicity, race, gender, religion, culture, language, marital status, birth, age, disability, or political conviction). Any complaints received from communities or stakeholders will be investigated in accordance with the Project's Grievance Redress Mechanism (see Annex 2).
12. Sexual harassment (for example to prohibit use of language or behaviour, in particular towards women or children, that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate) is strictly prohibited
13. Violence, including sexual and/or gender-based violence (for example acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion, and deprivation of liberty) expressly prohibited.
14. Exploitation including sexual exploitation and abuse (for example the prohibition of the exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading behaviour, exploitative behavior or abuse of power) are expressly prohibited in our Organisation
15. Protection of children (including prohibitions against abuse, defilement, or otherwise unacceptable behavior with children, limiting interactions with children, and ensuring their safety in project areas)

16. Avoidance of conflicts of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favours, are not provided to any person with whom there is a financial, family, or personal connection)
17. Avoidance of issues associated with influx of labour, both social and environmental
18. Protection and proper use of property (for example, to prohibit theft, carelessness or waste). In accordance with our Organisation's Code each employee must ensure that their actions comply with and are within the meaning and intent of all applicable laws and regulations.
19. Duty to report violations of this Code. Each employee has a duty to report any violations or suspected violations of the code. The person by virtue of this Code will be protected from retaliation. Any reports of violations received will be investigated.
20. Non-retaliation against workers who report violations of the Code, if that report is made in good faith. Our Organisation is committed to the highest standards of good governance, transparency, honesty, integrity, and accountability. Any of our employees who report unethical conduct or violation of the Code are protected from reprisal. Any reprisal or attempted reprisal against an employee who makes a report in accordance with the Code is considered to be in breach of the Code of Business Conduct. If any employee should feel that they have been discriminated against as a result of reporting unethical conduct or violation of the Code, there is an opportunity to report the discriminatory actions directly to the Company's Director.

Annex 3. Grievance and Redress Mechanism (GRM)

Central Services Unit (CSU) GRM

The CSU has prepared a project-wide Grievance Redress Mechanism (GRM) to receive and facilitate the resolution of concerns and grievances associated with the Emergency Agricultural Livelihood and Climate Resilient Project and related activities to include the retrofitting of the Packhouses to be addressed by the CSU Social Safeguards Officer. The GRM can be viewed in detail on the EALCRP PIU's website at <http://piu.agriculture.gov.dm/safeguards>.

The GRM will enable the CSU to address any grievances against this specific sub-project activity. It must be noted that this GRM covers grievances that relate to the impacts that the project may have on people and communities. The EALCRP PIU will be responsible for registering, tracking, addressing and resolving any grievances raised by individuals or groups. Grievances can be submitted to the EALCRP PIU: Complainants can call the EALCRP PIU at the main office at (767) 266 3998 or Social Safeguards Officer at 2751953. Once received the Project will acknowledge the grievance in writing or email, by the CSU Safeguards Team within five (5) working days of a grievance being submitted to the EALCRP PIU and high-level cases will be responded within 10 to 20 working days.

The CSU Safeguards Team will communicate verbally, written form or email to the complainant, as well as contact the complainant to verify that the grievance has been resolved and also gather any feedback on the grievance process. Grievances under this GRM are classified as Level 1 (Low

Risk), Level 2 (Substantial Risk) and Level 3 (High Risk). While all grievances are considered important and critical, Levels 2 and 3 are classified as high priority, with Level 3 being the highest priority. If the complainant is not satisfied with the resolution and/or does not agree with the proposed actions, the EALCRP PIU will need to escalate the matter to the Grievance Committee.

Annex 4. Bleach and Ridomil Solution Mix

Calculations for making 200 ppm bleach solutions

An important note

Generally, a ratio of one (1) part unscented bleach (5.25% active chlorine strength) to 261.5 parts water will give a 200 ppm bleach solution.

Thus, we can prepare a 200 ppm bleach solution using the following formulae below:

- one (1) liter bleach to 261.5 liters water
- 100 mL bleach in 26.15 liters of water, or
- 17.5 mL bleach in one (1) Imperial gallon (10 lbs or 4.54 L)
- 17.0 mL bleach in one (1) US gallon of water
- 100mL bleach in 5.7 Imperial gallons (57.0 Lbs) of water.

Note: Use the graduated cylinder to accurately measure out the volume of bleach required.

Calculations for making 500 ppm and 1000 ppm Ridomil solutions

An important note

Generally we use Ridomil Gold 68

1.47 grams of Ridomil 68 in one (1) liter of water = 1000 ppm Ridomil

6.7 grams of Ridomil 68 in one (1) Imperial gallon (10 lbs) of water = 1000 ppm Ridomil

67 grams of Ridomil 68 in ten (10) Imperial gallons (100 lbs) of water = 1000 ppm Ridomil

33.5 grams of Ridomil 68 in ten (10) Imperial gallons (100 lbs) of water = 500 ppm Ridomil