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ETHIOPIAN ELECTRIC POWER

## **Terms of Reference (ToR)**

**to conduct**

**Environmental, Social Health and Safety Compliance Audit  
(ESHS-CA)**

**For**

**Ethiopia Djibouti Second Power Interconnection Projects**

*Prepared by: Environmental and Social  
Affairs Office  
April 2026*

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# 1. Introduction

## 1.1 Background

Ethiopia has made significant investments in renewable energy infrastructure, leveraging its vast hydropower, wind, and geothermal resources. One of the key strategic projects undertaken to strengthen regional energy cooperation is the Combolcha -Mille-Semera 230kV and Semera - Galafi 230 kV Transmission Line Projects, developed by **Ethiopian Electric Power (EEP)**. These projects are designed to enhance the reliability and capacity of electricity supply to **Djibouti**, supporting regional power trade and economic integration in East Africa.

The first Ethiopia–Djibouti interconnection, completed in 2011, had limitations due to voltage issues, which reduced its operational efficiency. To address this, EEP will implement a second power transmission route from **Combolcha-II substation (Ethiopia)** through **Mille and Semera**, connecting to **Galafi** and extending to **Nagad substation (Djibouti)**. The proposed projects include a 230 kV double-circuit **transmission line** and a new substation at Mille, improving contingency, reliability, and power exchange capacity between the two countries.

Currently, The project financier (AfDB) has requested the project implementing agency (EEP) to hire independent consultant as per financial agreement between AfDB and EEP to conduct an Environmental, Social, Health, and Safety Compliance Audit (ESHS-CA); to assess the project’s compliance with the environmental and social commitments outlined in the Environmental and Social Impact Assessment (ESIA), as well as relevant national regulations and the African Development Bank (AfDB) Integrated Safeguards System. to assess the project’s compliance with the environmental and social commitments outlined in the Environmental and Social Impact Assessment (ESIA), as well as relevant national regulations and the African Development Bank (AfDB) Integrated Safeguards System.

The ESHS-CA will provide an independent evaluation of the project's actual Environmental, Social, Health, and Safety performance, identify any gaps or non-compliance issues, assess the effectiveness of mitigation and enhancement measures, and propose corrective actions where necessary. The findings will contribute to the continual improvement, accountability, and sustainability of similar future infrastructure projects.

## 1.2 Objectives of the Environmental, Social, Health and Safety Compliance Audit

The objective of this (ESHS-CA) is to assess the level of AfDB E&S policy requirements. The audit will focus specifically on assessing the extent of compliance with national legislations, regulations, and procedures, the Banks’ environmental and social requirements, and international industry best practices (IIBP) of the energy sector and examining whether a system for addressing ESHS aspects of the project component activities are functional and adequately resourced and whether implementation of mitigation measures and established mechanisms as stipulated in the Environmental and Social Impact Assessment (ESIA) and Resettlement Action Plan (RAP), designed as a compensatory measure for the loss of land acquired for the construction of the project. Based on audit findings, gap-filling and enhancement measures, along with agreed-upon action plans, will be recommended for the project going forward.

The audit will identify non-compliance, good practices, and deficiencies, and recommend corrective actions. It is an independent evaluation of both the Ethiopian Electric Power and the African Development Banks' performance through the overall project performance.

### **1.3 Overview of the Project Components**

The Combolcha–Mille–Semera 230kV transmission line spans approximately 170 kilometers and consists of 496 towers. It covers a right-of-way area of 520.56 hectares, following a 30-meter-wide corridor. This line connects the existing Combolcha-II and Semera substations, with a new substation to be established at Mile. The transmission line crosses through the Amhara and Afar regions, impacting 4 Woredas, 2 City Administrations, and 23 Kebeles.

The Semera–Galafi 230kV line, which serves as the Djibouti interconnection, extends for 102 kilometre, running from the Semera substation to Galafi, and follows a route parallel to existing lines. This line crosses through the Dubti and Elidar Woredas. As part of the project, the Semera substation will be expanded to accommodate increased capacity. Additionally, a planned 400kV/230kV line from Combolcha will support the Djibouti connection. The expansion of the Semera substation and the development of the corridor on the Djibouti side are critical to the project's overall viability. These initiatives aim to strengthen regional power infrastructure and enhance cross-border electricity trade with Djibouti.

## **2. Project Location**

### **2.1. Lot-2: Combolcha–Mille–Semera 230 kV Transmission Line**

The Combolcha–Mille–Semera 230 kV transmission line project crosses two regional states in Ethiopia: Amhara and Afar. In Amhara, it passes through two rural woredas, one city administration, and ten kebeles, while in Afar, it traverses two rural woredas, one city administration, one sub-city, and eleven kebeles. The line begins at Combolcha II substation, located about 350 km from Addis Ababa, and ends at Semera substation, approximately 520 km away, following the route through Kombolcha city, Kalu Woreda, Bate Woreda, Bate City, Adar Woreda, Mile Woreda, and Semera City. Semera is situated in the Afar region along the Awash–Asseb highway, with coordinates 11°47'32"N, 41°0'31"E.

### **2.2 LOT-3A: 230/132/33kV new substation at Mille, extensions at Combolcha and Semera Substations and Construction of Bati and Afar Health Centers in Ethiopia.**

The procurement is carried out under International Competitive bidding procedures using the recent version of AfDB Standard Bidding Documents for Procurement of Plant, Design, Supply and Installation for substation extension at Combolcha and Semera and New substation at Mille. Construction of Health center at Bati town in Amhara region and Buldugum kebele, Elidar woreda, in the Afar region will be conducted.

### **2.3 Lot-1 Semera - Galafi 230 kV Transmission Line Project Second Ethiopia-Djibouti Power System Interconnections Project**

The Second Ethiopia–Djibouti Power System Interconnection Project (SEDPSIP) is located in Zone 1 of the Afar region and starts roughly 630 km from Addis Ababa. It follows the Addis Ababa–

Logia–Semera–Galafi asphalt road and crosses Semera–Logiya City as well as Dubti and Elidar woredas.

102km transmission line will be constructed from Semera to Galfi.

### 3. Project Status

The Lots under the project are in different implementation stages; the Lot-1A and lot-2 contract signed and the contractors mobilized to the sites. The Substation component, Lot-3A is under final stage of procurement and herewith the brief status of respective lots for your consideration.

#### **i. Lot-2**

The contract was signed on May 28, 2025 and commenced on July 3, 2025; then the preliminary works like access road and soil investigation started since October 2025, and the 176 km TL foundation construction commenced at the beginning of December. Moreover, the erection as well stringing activities will commence in the second quarter of 2026. Currently, the C-ESMP and sub-plans have been under implementation and monitoring stage.

#### **ii. Lot-1A**

The contract was signed on November 18, 2025 and commenced on December 16, 2025; the contractor mobilized to the site at the end of December 2025 for survey work, and it's expected the preliminary site construction activities to be started in second quarter of 2026. The foundation construction, tower erection and conductor stringing activities are expected to commence in third and fourth quarters of 2026. In addition, the preparation of over 150,000 Seedling plantation is underway in Bati woreda, Kellu woreda and Afar region agriculture departments. During the construction of this transmission line, environmental and social safeguard tools will be implemented by the contactor and monitored by the consultant (GOPA Tech) and client. The C-ESMP is expected in March 2026.

#### **iii. Lot-3A**

This lot-3A is currently under the procurement stage, and no major construction activities expected in 2026 for this substation component. It's expected the preliminary site clearing, storage construction and access road to be started; and limited EHS-CA expected.

### 4. Audit Requirements /Criteria

The major criteria shall be to exhaustively review and conduct assessment of the compliance of the project activities in respect to the financer environmental and social safeguard and as well as the Environmental and Social requirements of the loan/grant agreements, which also include relevant national Environmental, social, health and safety related legislations, regulations, policies, proclamations, guidelines, directives, standards, and procedures.

In addition, the project E&S instruments that have been prepared during the preparation of the project and course of the implementation including the ESIA's and RAP for specific sub-project; quarter and annual progress reports; annual environmental and Social plan (AESP), training's in terms of awareness creations and Compliance Monitoring Reports; Field Visit Reports and the International Industrial Best Practices (IIBP) of the Energy sector, if any.

The Bank's environmental and social policies which has been triggered for this project and which the

ESHS-CA will take in to consideration are: AfDB relevant Operational Standards (OS) e.g. Operational Safeguard (OS 1) : Assessment and Management of Environmental and Social Risks and Impacts, Operational Safeguard (OS 2) : Labour and Working Conditions, Operational Safeguard (OS 3) : Resources Efficiency and Pollution Prevention and Management , Operational Safeguard (OS 4) : Community Health, Safety and Security, Operational Safeguard (OS 5) : Land Acquisition, Restrictions on Access to Land and Land Use, and Involuntary Resettlement, Operational Safeguard (OS 6) : Habitat and Biodiversity Conservation and Sustainable Management of Living Natural Resources , Operational Safeguard (OS 7) :Vulnerable Groups, Operational Safeguard (OS 8) : Cultural Heritage , Operational Safeguard (OS 10) Stakeholder Engagement and Information disclosure: were also taken as a technical reference documents to implement the ESIA's and RAP with general and specific examples of good international industry practices.

## **5. Purpose and Objective of Terms of Reference (TOR)**

The purpose of this TOR is to conduct environmental, social health and safety compliance audit (ESHS-CA) for the overall project's Environmental and Social safeguards performance, the existing facilities and operation evaluating that the construction period considers the national rules, regulations, and the AfDB environment and social safeguard policies and guideline as well as the Environmental and Social Impact Assessment /ESIA/, Resettlement Action Plan /RAP and other applicable safeguards instruments prepared for the projects at the end of the year of the project life cycle.

The overall objective of this assignment is to assess the compliance of implementation of project safeguard instruments and intermediate environment, social, health, and safety risk and impacts of the project interventions for the sustainability of the project and to scale up based on this to;

- i. Identify cases of non or partial compliance as well as unforeseen and residual ESHS risks and impacts.
- ii. To recommend appropriate corrective actions if cases of non or partial compliance and unforeseen and residual ESHS impacts are identified.
- iii. To make recommendations for strengthening the institutional systems for the preparation, implementation, and monitoring of safeguard instruments.
- iv. To improve decision-making and ensure that the project is ESHS sound and sustainable.

## **6. Scope of the Environmental and Social Auditing Service**

The scope of this consultancy service basically includes an overall detailed assessment of Environmental, Social, Health and Safety Compliance Audit in the target project areas. It is also responsible for ensuring the project complies with the country's legal and the Africa Development Bank's AfDB Environmental & Social Assessment Procedures (ESAP) and requirements; identifying gaps in compliance, if any, and proposing measures to enhance compliance; ensuring effective and efficient engagement of the AfDB in key environmental and social policy frameworks, issues related to Combolcha-II, Mille (new), and Semera substation, and Combolcha-Mille-Semera-Galafi TL implementation.

Overall, the scope of this audit summarizes the relevant characteristics of the project related to ESHS aspects based on a review of existing information and site reconnaissance. Relevant characteristics include the project description; institutional and legal framework, environmental and social conditions, Environmental and Social impacts and risks mitigation and monitoring measures, and consultation with the affected and interested population, as well as other relevant stakeholders.

Moreover, evaluate the adequacy of the project environmental and social tools and present conclusions and recommendations associated with identified issue, confirm the compliance of the Project development plan with applicable environmental and social safeguards and legal requirements to the national and AfDB policies and coordinate with the Ethiopian Electric Power and other relevant stakeholders during the review process with reference to environmental and social matters in connection with the Project financing agreements and AfDB policies.

Thus, the consultancy service will prepare environmental, social health and safety compliance audit checklist and conduct field assessments, develop cases of best practices of the project on ESHS performance, conduct workshop to validate audit findings and obtain feedback from stakeholders and prepare and submit final report by incorporating comments and suggestions to be made on the draft report by EEP, EPA, the AfDB, and other stakeholders.

Specifically, the scope of consultancy service includes and but is not limited to:

- Conduct an assessment of whether the mitigation and management options identified in the ESIA, RAP, and other project-based Environmental and Social documents fully covered the project components, including transmission line (Row) and substations.
- Assess whether there are any identified, unforeseen, or residual environmental and social impacts associated with the project and how these were addressed before the end of the project implementation period.
- Assess to identify areas of non/or partial compliance, as well as unforeseen and residual risks and impacts, and propose corrective actions to be taken based on the project environmental and social impact assessment, monitoring, and follow-up reports.
- Undertake consultation with relevant stakeholders, including PAPs and other community members, on the AfDB's Environmental & Social Assessment Procedures (ESAP) compliance and assess the proper documentation available to the project.
- Undertake assessment on the implementation and effectiveness of institutional arrangements (roles and responsibilities) and Grievance Redress Mechanism outlined in ESIA/RAP and make recommendations to strengthen the implementation of AfDB Environmental & Social Assessment Procedures (ESAP) of the project before and even after the closure of the project.
- Identify significant environmental, social, health, and safety issues in the existing project activities, and assess their status, specifically in terms of meeting the AfDB's Environmental & Social Assessment Procedures (ESAP).
- Identify partial and/ or non-compliance, good practices, deficiencies, and recommend corrective actions with implementation scheduled considering the project time-frame.
- Examine monitoring programs, procedures, and controls in place to implement and assess document control procedures, including the quality and use of records, procedures, registers and instructions.

- Examine significant risks, including chemical use, waste management, risk of soil and groundwater contamination, and fire and explosion risks, including but not limited to the following:
  - ❖ Areas for storage of dangerous substances, fuels, and gases.
  - ❖ Check warning systems, Fire-fighting equipment, labeling of containers, spill protection, and compatibility of materials stored together.
  - ❖ Assess procedures and controls in areas where dangerous processes occur perform a tour of areas where practices of waste disposal and management, storage, and the use of dangerous substances may have caused contamination.
  - ❖ Check safety data sheets for spills and leakages, which should be available centrally and at all points of use.
- Design and propose a recommendation for improvement with the timeline, required resources, and the responsible body.
- Evaluate the roles and responsibilities for implementing the defined ESHS activities as defined in the developed Environmental and Social instruments.
- Evaluate performance of the measures taken to protect and assist affected vulnerable persons and groups as identified in the Environmental and Social instruments of the project.
- Critically examine the functionality and effectiveness of the grievance redress processes and outcomes.
- Assess the performance of gender issues in the project's E&S interventions.
- Assess ESHS monitoring and evaluation process and outcomes, including the reporting mechanisms.
- Assess performance of capacity building, community awareness, and disclosure activities as defined in the stated E&S instruments.
- Undertake a community consultation; examine the record of complaints from the local community and systems to follow these up. Evaluate the presence and adequacy of meaningful stakeholder and community consultations and assess their perception and view towards the implementation of the project.
- Evaluate the process, outcomes, and current status of the actions in relation to Corporate Social Responsibility (CSR) initiatives by contractors and/ or other partners.
- Evaluate cultural understanding at every stage of the project's cultural sensitivity training,
- It is highly commendable if the Environmental and Social Audit can draw any best practices that can be replicated/ scaled up into other projects and help fellow AfDB teams and client offices learn lessons from experience.
- Develop a final Environmental Social Health and Safety Compliance Audit (ESHSC-CA) report comprises identified gaps and the respective recommendations acceptable to the National and AfDB standards.

## **7. Detailed tasks under the ESHSC Auditing service**

**Task 1: Review of Project-related materials** – These include a review of the ESIA, RAP, and associated Environmental and Social reports, specific plans, including policies, and strategies

submitted and provided during the review process throughout the project implementation period, and other publicly available information. The document review focused on the following main areas:

- Completeness in terms of baseline environmental and social data and impact analysis methodology.
- Conformance with the project complies with the **AfDB Integrated Safeguards System (ISS)**, relevant **Operational Safeguards (OSs)**, and the **Environmental Protection Authority (EPA) guidelines**, including the **AfDB Gender Strategy**, ensuring inclusive development, gender equity, and environmental and social sustainability throughout the project lifecycle.
- Conformance with international environmental agreements and good international industry practice (GIIP).
- Status of ESHS instruments implementation, including internal and external grievance mechanisms, as applicable

**Task 2: Site Visits and Stakeholder Engagement Activities** – Site visits, consultations, and meetings will be conducted at the project sites to carry out on-site assessments, primary data collection, individual interviews, and focus group discussions, in accordance with the AfDB Integrated Safeguards System (ISS), relevant Operational Safeguards (OSs), and the Environmental Protection Authority (EPA) guidelines.

### **Task 3: Environmental, Social, Health, and Safety Compliance Audit Reports**

- Preparation of inception report
- Preparation of an initial Draft ESHS-CA Report for review and comment by EEP, EPA, AfDB, and other relevant stakeholders.
- Preparation of a Final Environmental, Social Health and Safety Compliance Audit Report.
- The report should include a table that clearly indicates each compliance requirement and an assessment of compliance against that requirement.
- The report shall include a Corrective Action Plan with the required resources/budget, time frame, and responsible body for the implementation and monitoring. This action plan shall be thoroughly discussed and agreed by EEP management with the AfDB responsible bodies.
- The consultant shall work closely with counterpart staff from EEP's Environment and Social Affairs Office /project office experts assigned by the client for experience and knowledge sharing.

## **8. Methodology**

The work will include desktop-level review of relevant documents, and field assessment with consultation with relevant stakeholders at Federal, Regional, Woreda, and community levels, including the project-affected communities, Environmental and Social Affairs Office, and project office.

Regarding the field work, based on the review of relevant documents, the senior ESHS consultants will select a sample in each town/woreda which is proportional to the length of the route for the transmission line traverses, focusing on those areas where safeguard issues have already been

identified, as well as Environmental, Social Health and Safety risk-prone locations, if applicable. The selection will be done in close collaboration with the project safeguard experts.

An audit checklist supported by a semi-structured interviews will be used with key informants, community, and woreda levels. Group discussions will be held with different community groups: men, women, youth, elders, religious leaders, and vulnerable groups.

The consultant will employ at a minimum the following methodologies, including desk review, fieldwork, organizing draft report, a validation seminar, and incorporating relevant comments for final submission to the client. Details of this phase have been presented as follows, but not limited to:

**Desk review (Inception) phase:** The consultant must hold a briefing meeting with the client on the first day after signing the contract. Subsequently, the consultant shall prepare assessment tools, formats, and checklists for primary data collection instruments at all levels (district, regional, and federal level). Besides, the consultant will also systematically review all relevant secondary data (e.g., the GoE financing agreement provisions, pertinent documents related to environmental and social issues, Legal frameworks, project Appraisal Reports, guidelines, project E&S safeguards instruments (ESIA and RAP), project E&S implementation reports, AfDB environmental and social safeguard policy requirements, and pertinent documents). At the end of this phase, the consultant will be able to hold a discussion with the client and get approval.

The consultant shall also analyze and describe all the environmental, social health, and safety concerns brought by the project activities during the construction and operation phases. The consultant shall make recommendations on corrective and remedial measures to be implemented within the project life span or beyond if any.

**Produce Inception Report:** The consultant is required to prepare the inception report according to the national policies and legal frameworks, as well as the AfDB environmental and social policies and standards, including E&S checklist for the ESHS-CA. In preparing this Inception Report, the consultant is expected to review the detailed investigations on the biophysical and social environments about the flora and fauna communities, the environmental conditions of the area where people living nearby the project activity sites, area where sensitive receptors are found, avifauna and their habitat, the conservation of natural resources, cultural, historical and archaeological heritages, land acquisition and involuntary resettlement, vulnerable groups as well as the Grievance Redress Mechanism (GRM), etc. The consultant also must undertake a detailed assessment of

- a) what, if any, data/information gaps exist that may jeopardize the successful completion of the Audit; and
- b) How those gaps can be filled promptly. The consultant is expected to be familiar with the safeguards instruments and the approval procedure of the EPA and AfDB Safeguard Policies. The expected output of the study is a full audit report that provides specific environmental and social data about the sites and mitigation measures.

**Field Mission phase:** The field mission stage should start upon review and approval of the first phase (Inception) report by the Client and AfDB. The consultant should submit their work plan, schedule time frame, and name of supportive team members in charge to the client. The consultant also needs to hold a briefing meeting with the client on the first day of the field mission.

Accordingly, the consultant shall work closely with the relevant government authorities and agencies during their entire assignment.

**Produce draft report phase:** This phase is mainly dedicated to data analysis and preparation of the draft report. All primary and secondary data collected will be organized and professionally interpreted in detail towards standards and requirements (policy directions). Thereafter, the consultant shall submit the draft report to the client (EEP), as well as AfDB and EPA for review and comment.

**Validation seminar and final ESHS Compliance Audit Report production:** The Client will circulate the draft reports for comments to all the concerned stakeholders and relevant experts. Subsequently, the client facilitates a workshop for the consultant to present the findings of the Audit report to the relevant parties. In light of this, the consultant has to incorporate and consider all the relevant inputs (comments) presented during the workshop to revise the draft report, and once the revision is completed, they should officially submit the final report.

## 9. Outputs and Deliverables

### 8.1 Inception Report

Four (4) printed copies, as well as two (2) soft copies on optical media (Flash Disk) and via email, shall be submitted after the commencement of the assignment, reflecting the agreed E&S checklist, methodology, auditing techniques, and an outline of the proposed contents of the Environmental and Social Compliance Audit Report shall be sent to the EEP (project office and Environmental and Social Affairs Office) and the African Development Bank.

### 8.2 Draft Environmental, Social, Health and Safety Compliance Audit Report

The Draft ESHS Compliance Audit Report with Corrective Action Plan will be submitted after the inception report is approved and cleared. A consolidated section reflecting the findings of consultation of all selected woredas and kebeles with relevant recommendations and the way forward to effective ESHS management of future projects will be incorporated into the final draft ESHS-CA Report. Four (4) printed copies and soft copies via email, draft report will be given to EEP (project office and environmental and social affairs office), the African Development Bank country offices for review and comments.

### 8.3 Final Environmental, Social, Health and Safety Compliance Audit Report

The consultant shall address all the comments, adequately organize professionally edited copy of five (5) printed copies, two (2) soft copies on optical media (Flash Disk) and email the final Environmental, Social Health and Safety Compliance Audit Report (ESHS-CA), comprises the ESHS Corrective Action Plan and complete the assignment within four [4] weeks to submit to the ESAO, EPA, and AfDB.

The final ESHS Corrective Action Plan with the required resources, time frame, and responsible body for the implementation and monitoring will be included as part of the ESHS-CA. Based on the audit findings, the consultant shall prepare a Corrective Action Plan to be submitted together with the final audit report in four (4) printed copies. The E&S Corrective Action Plan shall be thoroughly

discussed and agreed upon by EEP management with the AfDB responsible bodies.

## 10. Consultant's Qualifications

The Consultant, as a firm, shall have 10 years of general and 8 years of experience with similar assignments with at least three contracts of similar nature, scope, and scale successfully completed during the last ten years including substantial experience in Sub-Saharan Africa region and the application of the AfDB E&S policy requirements, World Bank ESF or similar (notably IFC Performance Standards). The Consultant should be financially sound and demonstrate profitability during the most recent three financial years. The Consultant shall present evidence of adequate practical experience of the firm in undertaking the entire range and scope of topics to be addressed in this assignment. Likewise, this consultancy assignment is open for both locally and internationally registered consultant.

**9.1 Staffing of the Consultant's Team** the Consultant shall provide specialists, support staff, and logistics necessary for the satisfactory performance of the assignment. The consultant's team should have expertise and experience to cover the scope of the study with requisite competence.

Personnel in the consultant's team should together have demonstrably proven in-depth experience in addressing the full range of functional and technical expertise outlined in this ToR, to successfully undertake this assignment on a timely basis.

The activity schedule should clearly show the assigned personnel, total allocated time, and expected man-days for both field staff and home office.

**The key personnel and the required minimum qualifications are highlighted below:**

- **Project Manager /one/:** A Master's and/or PhD degree or equivalent in environmental science, environmental management, environmental engineering, with 12 years of professional experience, in social sciences, anthropology, sociology, environmental policy or other relevant discipline. Out of which 10 years of experience and have successfully completed a minimum of (3) projects in with social assessment of transmission projects or similar infrastructure projects, including substantial experience in the Sub-Saharan Africa region and the application of the AfDB, WB and IFC standards.
- **Environmental Specialist/one/:** Minimum Master Degree with 10 years of professional experience is required in the fields of environmental science. Out of which 8years of experience and have successfully completed a minimum of (2) projects in environmental assessment of transmission projects or similar infrastructure projects, Environmental and Social Compliance Audit, including substantial experience in Sub-Saharan Africa region and the application of the AfDB E&S policy requirements, World Bank ESF or similar (notably IFC Performance Standards).
- **Social Specialist /one/:** At least a Master's degree in social science or related fields with 10 years of experience out of which 8 years of experience and have successfully completed a minimum of (2) projects in with social assessment of transmission projects or similar infrastructure projects, including substantial experience in the Sub -Saharan Africa region and

the application of the AfDB E&S policy requirements, World Bank ESF or similar (notably IFC Performance Standards).

- **Health and Safety Specialist /one/:** At least a Master's degree in Occupational Health and Safety, Environmental Health Science, Environmental Engineering, Public Health, Occupational Health or related fields with 10 years of experience out of which 8 years of experience and have successfully completed a minimum of (2) projects in with Health and Safety Assessment, Health and Safety Officer of transmission projects or similar infrastructure projects, including substantial experience in the Sub-Saharan Africa region and the application of the AfDB E&S policy requirements, World Bank ESF or similar (notably IFC Performance Standards).

The proposed key staff for this assignment must meet the following minimum qualifications and experience requirements:

- **Experience:** proven expertise in environmental, social, health, and safety risk assessment and management, due diligence, compliance audits, involuntary resettlement, stakeholder engagement, labor and working conditions, gender, and cultural heritage.
- **Sector knowledge:** Extensive practical experience in ESHS - CA for power, road, and other infrastructure sectors, particularly in 132 kV and above transmission line projects.
  - Technical Skills: Proficient in developing and reviewing key ESHS documentation: ESHS-CA, ESIA, ESMP, RAP, LRP, and other site-specific instruments.
  - Demonstrated experience in conducting Environmental, Social, Health, and Safety (ESHS) compliance audits on large-scale transmission and infrastructure projects is considered highly favourable.
- **Policy Familiarity:** In-depth knowledge of African Development and World Bank (WB) Bank (AfDB) E&S standards (including OSs and ESS), and Ethiopian environmental and social legislative frameworks.
- **International Experience:** Proven ability to manage ESHS issues in international settings, with a strong track record working in developing countries.
- **Analytical & Strategic Thinking:** Ability to interpret and apply international ESHS standards to complex or ambiguous issues, and synthesize diverse data into actionable insights.
- **Communication & Interpersonal Skills:**
  - Excellent command of spoken and written English.
  - Strong collaboration, negotiation, and cross-cultural team working abilities.
- **Mobility:** Willing and able to travel to project sites and remain on location as needed for ESHS data collection and audit activities.

## 11. Duration and Time Table

The first phase of the Environmental, Social, Health, and Safety Compliance Audit assignment is expected to commence approximately 10 months after the start of the overall project site work. The first phase of the assignment will span twelve (12) weeks from the date of contract signing. Within the first two (2) weeks, the consultant is expected to submit an Inception Report. Following approval of the Inception Report, a draft Environmental, Social, Health, and Safety (ESHS) Compliance Audit

Report must be submitted within six (6) weeks. After receiving comments and suggestions from the Client and the Bank, the final ESHS Compliance Audit Report—incorporating all feedback and formatted to meet the standards of EEP, EPA, and AfDB—shall be submitted within four (4) weeks.

The second phase of the ESHS Compliance Audit will be conducted eleven (11) months after the completion of the first phase. The Assignment will span 10 weeks. A draft report must be submitted within six (6) weeks, followed by the final report—revised to reflect comments from the Bank, EPA, and the Client—within four (4) weeks.

The final phase (Project closing) ESHS Compliance Audit will be conducted following the completion of the project. The Assignment will span 12 weeks. A draft report must be submitted within Eight (8) weeks, followed by the final report—revised to reflect comments from the Bank, EPA, and the Client—within four (4) weeks.

The Environmental, Social, Health, and Safety (ESHS) Compliance Audit assignment will span approximately thirty-four (34) weeks in total. An inception report will be prepared once during the initial phase of the audit. The same consultant will conduct the assignment in all phases at the different time interval.

## **12. Facilities to be provided by the Client and Consultant**

The Client (EEP) and consultant (GOPA Tech shall provide the Consultant with the following facilities and support necessary for the effective execution of the assignment:

- Access to all relevant documents, reports, and data pertinent to the assignment.
- Survey points and GPS coordinates of the project sites.
- Access to available information relevant to the assignment, including contact details of key stakeholders and individuals.
- Authorization and necessary permissions to access the project sites and any other relevant locations.
- Support from EEP’s Environmental and Social (E&S) counterpart staff.

## **13. Reporting and Follow-up**

The consultant shall regularly report the progress of the assignment to the EEP Project Office until the completion and official approval/clearance of the Audit Report. Additionally, the consultant is required to submit the Inception Report, Draft Environmental and Social Compliance Audit Report, and Final Environmental, Social, Health and Safety Compliance Audit Reports for review and approval by the African Development Bank (AfDB), the Environmental Protection Authority (EPA), and the Environmental and Social Affairs Office (ESAO).

## **14. Management and Accountability, and confidentiality**

EEP is the client for this work. In terms of performance and deliverables, the consultant will carry out the assignment under the direction and be accountable to the EEP Project Manager. The consultant will also liaise closely with the project safeguard experts and the Environmental and

Social Affairs office at EEP.

The consultant will protect the confidentiality of those participating in the auditing processes. All data is confidential, and it is the property of EEP. No data or other information from this audit will be released to third parties without the written approval of the EEP. The consultant will deliver all data and relevant information to the EEP.

## 15. Annex

### Annex 1: Indicative Outline of Environmental and Social Compliance Audit

The aim of an audit is to identify significant environmental, social health, and safety risks, impacts, and issues in the existing project or activities, and assess the current status, specifically in terms of meeting the requirements of the Africa Development Bank's AfDB Environmental & Social Assessment Procedures (ESAP).

- i. **Name of Client:** with signatures of the audit team members and the representative of the auditee
- ii. **Audit Team**
- iii. The consultant shall regularly report the progress of the assignment to the EEP's Project Office until the completion and official approval/clearance of the audit report for both the first and second phases of the project. Additionally, the consultant is required to submit the inception report, Draft Environmental, Social, Health and Safety Compliance Audit Report, and Final Environmental, Social, Health and Safety Compliance Audit Report for review and approval by the African Development Bank (AfDB), the Environmental Protection Authority (EPA), and the Environmental and Social Affairs Office (ESAO).

**Executive Summary:** A concise summary of all significant environmental and social areas of non-conformance and issues of concern, and a brief summary of the conclusions and recommendations.

The contents of the main body of the report should include the following sections, but are not limited to

1. **Introduction:** Brief description and justification of the assignment, the audit purpose and principles in line with program activities and their respective targeted areas; the main and specific objectives of the assignment, etc.
2. **Methodologies:** methodologies employed during the study period (such as review, site visits, and meetings with stakeholders).
3. **Project Description:** Concise description of the project, the project organization, the area/location, ecological, social, and temporal context, and any Associated Facilities and past and current operations. The description should focus on project components, activities, and processes that are sources of environmental and social aspects/risks. Includes a map of sufficient detail, showing the site of the existing project or activities and the site for each sub-project under the program.
4. **Policy, legal, institutional, and administrative frameworks:** Analyze and discuss the policy, legal, institutional, and administrative framework relevant to project activities and within which the Audit is followed. Also identify relevant international environmental, social, and safety

policies, regulations, and standards, and more specifically assess applicable AfDB safeguard policies and standards triggered by the project activities.

5. **Baseline:** Identifies and discusses the existence of any plans already developed to address specific environmental and social risks and impacts (e.g., land acquisition or resettlement plan, cultural heritage plan, biodiversity plan). Includes a map of sufficient detail, showing the site of the existing project or activities and the proposed site for the proposed project.
  - a. Environmental issues associated with the existing core project and ancillary activities: The review will consider the key risks and impacts relating to the existing core project and ancillary activities. This will cover non-performances, the risks and impacts identified in the AfDB OSs and WB OPs, as relevant to the existing core project and ancillary activities. The audit will also review issues not covered by the AfDB OSs and WB OPs, to the extent that they represent key risks and impacts in the circumstances of the operation. The audit will assess the root causes of non-compliance/non-performance, including the implementer's capacity to manage ESHS aspects.
  - b. Social risk analysis: The audit will also assess (i) the potential impacts of the proposed project, activities, or initiatives (taking into account the findings of the audit with regard to the existing project activities or initiatives); and (ii) the ability of the proposed project, activities, or initiatives to meet the requirements of the AfDB OSs.
  - c. Health and safety risk analysis: Proposed transmission lines and substations projects focus on identifying hazards such as electrocution, falls from heights, equipment-related injuries, and environmental exposure. Key risks include tower erection, conductor stringing, excavation, and material transport. Human error, poor safety planning, and weak supervision are common root causes.
6. **Proposed environmental and social measures:** Based on the findings of the audit, this section will set out the suggested measures to address such findings. These measures will be included in the Environmental and Social Management Plan (ESMP) for the proposed project. Measures typically covered under this section include the following:
  - a. Specific actions required to meet the requirements of the AfDB policies and the national legislation.
  - b. Corrective measures and actions to mitigate potentially significant environmental and/or social risks and impacts associated with the existing project or activities.
  - c. Measures to avoid or mitigate any potential adverse environmental and social risks or impacts associated with the proposed project.

## 7. Audit Objective, Scope, and Criteria

**Audit Plan:** The audit will be conducted on the scheduled date agreed upon with the client and relevant stakeholders. The audit activities will include a comprehensive site inspection to assess environmental, social, health, and safety conditions; structured interviews with project personnel, contractors, and affected community members; and a thorough review of relevant documentation such as permits, monitoring reports, and compliance records. Post-audit activities will involve analysis of findings, preparation of the draft ESHS Compliance Audit Report, and submission of the final report after incorporating feedback. Any exceptions or deviations from the original audit plan—

such as changes in scope, schedule, or methodology—will be clearly documented and justified in the audit report.

**8. Environment, Social, Health & Safety Review, and the Project performance**

- Environmental Performance
- Social Performance, including GRM and community consultation
- Health and Safety Performance

**9. Audit Findings:** This chapter contains the findings of the audit, subdivided into:

- Non-compliance
- Partially - compliance
- Issues of concern

The above paragraphs may be subdivided with headings based on the type of issues (environmental and social) or the type of criteria applied.

**10. Corrective Action Plan (CAP):** The Corrective Action Plan (CAP) will be presented as a detailed matrix that outlines all findings identified during the ESHS Compliance Audit. For each issue, the matrix will include a description of the non-compliance, partial compliance, or issue of concern, recommended corrective measures, the responsible party for implementation, and a proposed timeline for completion. Each action will be assigned a priority level based on its urgency and potential impact. The matrix will also specify the method of verification to confirm resolution and track the status of each action item. This structured approach ensures that all audit findings are addressed systematically and in alignment with the standards of AfDB.

**11. Implementation Budget.** Based on the Audit findings, it summarizes the estimated budget required for CAP implementation and capacity building, including training and awareness, consultations, safeguards implementation support, monitoring, and documentation, among others

**12. Conclusions:** Contains conclusions based on an aggregated level, criticality, or significance of the findings in relation to the audit objectives, scope, or criteria.

**13. Recommendations:** Contains (a set of) recommendations supplemental to the Corrective Action Plan.

**14. Annexes:**

- a) Project organization chart (auditee)
- b) Area, location map
- c) Criteria (detailed list of the criteria)
- d) Register of documents
- e) Minutes of Meeting
- f) Register of interviews
- g) Register of observations
- h) Any other key documents, photo's, notes e.g. that support the findings (evidence)
- i) References (papers, standards, etc.)
- j) List of interviewees, photos and pictures etc.,