



# INITIAL SCREENING (IS) REPORT

## GENDER CONSORTIUM - NIGERIA

Environment and Social Management System

## Background and context

The Nigeria country programme, due to goals and delivery mechanism does not present significant E&S risks. There are however some activities that have a likelihood to have some low level negative impact on environmental and social wellbeing. These risks are those that are associated with i) Supporting/Promoting seed companies in the multiplication and promotion of certified seed; ii) Mechanization and infrastructure at farm level; iii) use of pesticides and other agrochemicals for crop protection; iv) use of inorganic soil fertility inputs; v) recruitment and use of private-community extension agents.

Nigeria's country programme is shifting the emphasis of some of AGRA's programming from predominantly agriculture productivity to addressing challenges that hinder having sustainable food systems more broadly. The shift includes areas of work that will increase inclusivity of women and youth, scaling gains in policy and state capacity, strengthening seed systems analytics and interventions, research, increased use of evidence and analytics, the use of blended soil fertility inputs and integration of climate change adaptation in programme activities. While the overall scope of the programme on transforming smallholder agriculture does not change, there is a shift in terms of resource balancing and leveraging existing gains and partnerships. AGRA will therefore continue to pursue its support towards an Inclusive Agricultural and Food System Transformation agenda in Nigeria.

**Primary crops:** Maize, Rice, Sorghum, Soybean, and Cowpea

**Secondary:** Vegetables

## Delivery Approach:



### Grants & Financing

Provide grants and access to financing to system-level actors to strengthen downstream delivery models;



### Technical assistance

Technical assistance - Transfer expertise and skills that will increase relevant actors' capabilities to plan, design and implement programmes



### Convenings & partnerships

Develop relationships and cooperation between different actors

## Country Programme Strategic Risk Assessment

Performance Standard (PS)	Risk Area	Identified Risks	Risk Categorisation			Remarks
PS1		<b>Grant making:</b> AGRA's delivery modality, in Nigeria, is, mainly, via partner organisations. This modality presents a risk of these organisations not having the requisite level of capacity/policies/procedure/practices to manage Environmental and social risks that come with the programme activities.				As per AGRA Policy, all organisations that partner with AGRA are required to demonstrate or show evidence of E&S capacity. AGRA provides a free online training resource for partners to take on managing E&S risks in their programmes: <a href="http://www.agralearn.com">www.agralearn.com</a>  The general risk rating on PS1 is medium due to the limited available capacity in grantee organisations.
PS2	Labour and Working Conditions	<b>Occupational hazard:</b> In the introduction and promotion of new technologies there is likely to be the need to apply new technologies that require safety procedures. In the application of crop protection agrochemicals or use of machinery in farmer fields or by SMEs. The programme presents minimal risks through its interventions in this regard.				Occupational and safety hazards are to be observed as per national laws and regulations for grantees and farmers. The use of protective wear and awareness on the hazards is also part of the extension curricula.  As per national and international laws no child labour is allowed on the programme. Awareness and monitoring will be conducted regularly  Grantees are assessed for their adherence to national laws and policies during the Organisation Capacity Assessment stage of the grant making process. The results of this assessment indicate full compliance of most organisations. The risk rating of this at the strategic level is 'low'.
PS3	Resource and Pollution	<b>Improper use of inputs and chemicals:</b> there is a risk of pollution from the improper use of agriculture inputs such as fertilizers that could lead to underground water pollution and soil contamination. There is also a risk of polluting water sources due to runoff				Resource use efficiency by utilising existing fields and not new will be prioritised. The judicious use of farm inputs is part of the programme's priority. The programme will work with relevant partners to ensure that all inputs are applied as per recommendation. No banned or prohibited inputs will be promoted by the project
PS4	Community Health & Safety and Security	<b>Community preventive measures:</b> The siting of the project activities is on already existing infrastructure and farms. No major risks are envisaged. The project works with relevant local authorities and will follow community emergency procedures and processes, if the need arises				
PS5	Land Acquisition & Restitution	<b>No land acquisition risks:</b> the programme will operate on existing land and infrastructure				With regard to land set aside for communal demonstration sites, or demonstration sites that are situated on farmers' land, this needs to follow community processes that are participatory and transparent to avoid the possibility of conflict on accessing the demo-sites.
PS6	Biodiversity and Natural Resources	<b>Increased land for cultivation:</b> As the project will be promoting increased productivity of seed and crops. This may need expansion of farm lands that could lead to the destruction of biodiversity and natural resources.				The programme will operate on existing farm lands this is therefore an unlikely scenario. The programme, through its sustainable farming approach has a built-in biodiversity and landscape rehabilitation principle.  Further, through the use of certified and high yielding seed the programme is likely to achieve targeted yield increases on existing farmlands. There will not be a need to expand into new lands
PS7	Indigenous People	No risk envisaged				The programme follows an inclusive approach through local governance and organisational structure. No displacement or denial of rights of indigenous people will be affected
PS8	Cultural Heritage	No risk envisaged				In collaboration with communities all project sites and practices respect local cultures and customs

**Overall Risk Rating** Low/Medium

## Introduction

As a result of its Programme interventions, AGRA recognizes the environmental and social (E&S) risks that come because of these interventions and development activities. It is in this regard that AGRA has developed an Environment and Social Management System (ESMS) to identify, manage and mitigate risks that are inherent with its work. AGRA's main instrument to achieve its mission is through the allocation of grants to implementing partners. E&S risks, for each grant need to be managed and reported on appropriately as per approved policy and tools. The ESMS has therefore been designed to account for and manage risks, at the strategic and at the grant levels. The on-going project The Gender Consortium - Enhancing Resilience and Upscaling of Gender Inclusive Rural Economy for Increased Productivity, Livelihoods and Food Security in Nigeria has therefore been screened to identify risks and design appropriate mitigating actions.

## Methodology

The process of screening undertaken was through the review of the project proposal document and other related analytical project reports, and detailed/focus group discussions with consortium/implementation member organisations. Project managers and project technical officers were interviewed on specific project interventions and the corresponding risks that they pose. Also interviewed were the AGRA project officers.

The screening was based on the applicable E&S performance standards follows:

**PS. 1. Capacity to assess and manage environmental and social risks, and impacts.** Assessment criteria include, but are not limited to the following, availability of policies, procedures, internal technical capacity etc. for E&S management.

**PS. 1. Labor and working conditions risk** such compliance with occupation and safety regulations and requirements and general employee welfare issues such conditions of service, non-discrimination and equal opportunity

**PS. 4. Health and safety risks and mitigation issues** such as availability of emergency response plans, data and information on frequent disasters such as floods, wild fires, pandemics etc.

**PS. 3. Resource efficiency and pollution prevention – assessment indicators** include issues of soil contamination, pollution of water, soil or air (eg through pesticides/agrochemicals or fertilizer application), sediment loads, storm water, agriculture waste management/minimization

**PS. 4. Community health, safety, and security risks- screening** was based on the project influence on communities such as traffic in construction activities (if applicable), water contamination and so on.

**PS. 5. Land acquisition and involuntary resettlement issues and risks.** Assessment of this risk category involves processes, inclusivity, consultations put in place to ensure mitigation on [further] marginalizing communities due to displacement.

**PS. 6. Biodiversity Conservation and Sustainable Management** of Living Natural Resources risks that may arise from vegetation clearing from expansion of agriculture land and or new operational areas for SMEs

**PS. 7. Indigenous Peoples' rights and well-being risks** that may be a consequences of project activities, expansion and or encroachment that could lead to marginalization.

Cultural Heritage-whether there has been any violation of cultural heritage and interference by project activities.

## Risks Categorization

Low

Medium

High

All identified risks are classified into one of the following three categories “High”, “Medium” or “Low”, as per risk guidelines in the ESMS Manual, according to their potential adverse effects on environmental and social issues, in the project areas and beyond. Impacts and risks may potentially be adverse because of the complex nature of projects, the scale (large to very large), the sensitivity of the location(s) of the project. Other issues that will determine the risk categorization level include: risks being irreversible or unprecedented, including having adverse impact important features such as tropical forests, natural protection areas, sensitive wetlands, natural/near-natural forests, important cultural heritage sites significance on transboundary impacts, high consumption of resources, in particular soil, land or water, and in resource-scarce areas, associated with high risks to human health or safety, pollution and harmful emissions.



## Project Description

### Project Name:

Enhancing Resilience and Upscaling of Gender Inclusive Rural Economy for Increased Productivity, Livelihoods and Food Security in Nigeria

Women and youth have distinct challenges in participating in the productive sectors of the economy. Female youth face a double barrier of being female and youth in patriarchal societies and male-dominated agricultural systems. In the face of rapidly changing economic landscape and increasing inequalities, a strategy for sustainable growth to ensure opportunities are accessible to all people and equitable distribution of income and non-income gains across the society is key to integrating solutions to address gaps in income inequality. However, poverty remains as a major challenge and gap in rural communities while productivity is low, local economic activity is still equally low, and unemployment rates remain high. Women on average, operate smaller farms, have less education and less access to agricultural information and extension services; use less credit and other financial services; are much less likely to purchase inputs such as fertilizers, improved seeds, and mechanical equipment; and have a greater overall workload that includes a heavy burden of low-productivity activities at the farm level (FAO 2011).

This investment is proposed based on the concerns that smallholder women farmers need to be socially and financially included, have access to improved inputs, markets, agro-advisory services and training on good agronomic practices that would help in increasing their yields, enhance their resilience and participation in decision making. The choice of 50,000 women and female youths is strategic in the intervention areas because the 50,000 smallholder farmers will impact 200,000 indirect beneficiaries. The best agronomic practices adopted by the 50,000 beneficiaries will easily trickle down to the 200,000 indirect beneficiaries, thereby creating a sustainable pool of farmers. The 50,000 smallholder women and youth farmers will inject into the market 12,500MT premium quality grains which will be sold at 5 million USD.

In addition, this investment will help in closing the financial inclusion gender gap that exists in Nigeria's smallholder agriculture. Similarly, this proposed grant seeks to put in place adequate strategies and mechanisms for households to manage their risk of food security shocks. Digital platform for marketing, insurance and input loan financing will be provided and women trained on agricultural production of the selected crops and simple nutritious food preparations to improve the household nutrition security and provide a platform for the voice of women in decision making in the states.



# Objectives

01

## Objective 1: Increased productivity for women smallholder farmers in Niger and Kaduna States

### Activities:

The project will work at the farmer level, SMEs and Research institute to support the adoption of resilient, climate-smart technologies. Local government involvement will create an enabling environment for achieving this. Increased agricultural productivity is expected to lead to increased total agricultural household output/production resulting in surpluses for markets. The steady increase in surplus assures household food availability and leads to decreased real food prices and as a result, increases demand for affordable food. The project will build capacities of smallholder farmers on productivity and high yield-enhancing technologies. And create job opportunities for women and female youths through the establishment of:

- Farmer group formation, mobilization, and animation
- Development, translation and printing of GAP training manuals
- 100 CBAs mobilized and trained as field officers on GAP.
- Training of 50,000 farmers on best agronomic practices across the selected value chains
- Set up and build the capacity of Agro-dealers to provide quality inputs.
- Supply the required quantity of seed (500MT) and fertilizer through a network of Agro-dealers
- Establish 200 demonstration plots for appropriate climate-smart maize, rice, soybean, cowpea & Vegetables technologies (varieties, GAPs, planters, fertilizer applicators rippers, threshers)
- Conduct 6 mega and 33 mini field days on improved inputs and GAPs
- Establish a weather forecast system
- 500 Women farmers trained as seed out growers

02

## Objective 2: Strengthened and expanded Women's access to output markets.

### Activities:

The team will ensure linkages to organized and functional market that matches demand and supply to create sustainable SMEs along the value chains guaranteeing inputs access and agriculture for business, and creating income-generating activities through SMEs and other innovations along the focus value chains, contributing to employment creation and increase in household incomes.

- 6 Market exposure visits and Rapid market assessment
- Development of 3 training manuals on nutritious food recipes & updating existing ones on Post Harvest handling
- 50,000 women and youth farmers trained on post-harvest handling and food safety.
- 10 Radio Campaigns to intensify the use of locally made nutritional and weaning foods, and their benefits.
- Conduct 6 promotional activities on the grassroots and sensitize households on the nutritional value of the weaning foods products.
- 6 multi-stakeholder workshops for market development held
- 18 Town hall meetings with Local leaders, Government and Civil Society organizations
- Aggregation and off taking, market linkage, warehouse services to - 50,000 women and youth SHF with Manoma links, Palm Valley and CoAmana
- Train 4 Marketing and Sales Ambassadors on Market Prospecting
- Build business networks and link 4800 processors to supermarkets and distributors
- 2,500MT of crops are developed into products of nutritional value and are certified and registered with NAFDAC, SON e.t.c
- Fabricate, build and install 24 marketing and sales kiosk for developed products.
- Launching of newly developed food products at State Levels
- Facilitate linkage to NAFDAC for product registration.

Quarterly Field visits and periodic (semi-annual) reviews of collaborating MSMES to monitor growth indicators (size of business, the volume of loans accessed, capital expenditures,

### Objective 3: Increased capacity of smallholder farming households and agricultural systems to better prepare for and adapt to shocks and stresses.

The project plans to build resilience through the following ways:

- Tailored training and capacity building for women to respond, recover and build resilience
- Access to climate-smart technologies, inputs, structured markets and finance
- Increased productivity through access to quality inputs and value addition translates to better income for the women
- Nutritious product development and sensitization of women on the importance of consuming a healthy diet
- Establishment of processing centres for sustainable production and income in rural communities
- Access to early warning /weather information
- Advocate for enabling environment for Women in Agriculture

## Initial Screening Assessment

### Project Basic Information

<b>Project Title:</b>	Gender consortium: Project; Enhancing Resilience and Upscaling of Gender Inclusive Rural Economy for Increased Productivity, Livelihoods and Food Security
<b>Project Location (Country/Province)</b>	Gender consortium: Has Smallholder Women and Youths in Kaduna and Niger State, Nigeria. (Kaduna State is a state in Northern Nigeria, The latitude of Kaduna, is 10.6093190 N, and the longitude is 7.4295040 E)



The project will operate on existing small-scale farmers' land and existing SME businesses. These locations are designated farming areas.



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### Project Summary – Sector, Description, E&S Risks

<b>Sector:</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Crop cultivation</li> <li><input checked="" type="checkbox"/> Soil health and fertility</li> <li><input type="checkbox"/> Seed Production</li> <li><input checked="" type="checkbox"/> Crop protection (pesticide production &amp; use)</li> <li><input type="checkbox"/> Agricultural machinery</li> <li><input type="checkbox"/> Agricultural research &amp; development</li> <li><input checked="" type="checkbox"/> Markets/Retail operations and distribution</li> <li><input checked="" type="checkbox"/> Policy and Partnerships</li> <li><input checked="" type="checkbox"/> Gender Equality</li> <li><input checked="" type="checkbox"/> Extension Services</li> <li><input checked="" type="checkbox"/> Agronomy</li> </ul>
<b>Project Description:</b>	<p>The overall goal of the Gender consortium is to contribute to Inclusive Agricultural Transformation by Increasing Incomes, Food Security and Resilience for 50,000 Smallholder Women and Youths in Kaduna and Niger State, Nigeria. The investments are designed to focus on providing urgent and immediate support through capacity building, materials and structure for the women and female youth whose sources of livelihood has also been ruined by the disruptions occasioned by the COVID-19 Pandemic.</p> <p>The investments include access to right input technology to double their yields and projected to develop the selected products into an enterprise with finance and market linkages, establishment and provision of effective and efficient marketing and sales delivery system for an efficient and effective SME development to bring the dignity of the women and youth and return them to their normal life that was affected by the COVID- 19 pandemic.</p> <p>Generally, women on average operate smaller farms, with less education and less access to agricultural information and extension services; use less credit and other financial services; are much less likely to purchase inputs such as fertilizers, improved seeds, and mechanical equipment; have a greater overall workload that includes a heavy burden of low-productivity activities of running the homes (FAO 2011). The engagement and participation of women and youth in development interventions that lead to improved livelihoods, needs to be urgently optimized through agricultural productive ventures. It is against this background that initiatives to enhance resilience and upscaling of gender inclusive rural economy for higher productivity, livelihoods and food security are critical.</p> <p><b>The consortium Members include:</b></p> <ol style="list-style-type: none"> <li>i. Value Seeds Limited,</li> <li>ii. Palm Valley Nigeria Limited and</li> <li>iii. Legal Awareness for Nigerian Women (LANW)</li> </ol> <p><b>Other partners include;</b></p> <ol style="list-style-type: none"> <li>1. FMN PLC- (Grains off takers –provision of structured markets)</li> <li>2. Women in Agriculture of Kaduna &amp; Niger, Ministry of Women Affairs- (Gender</li> <li>3. Advocacy and women empowerment policy, Provision of framework and</li> <li>4. Guidance for agriculture policy implementation in Kaduna and Niger State.</li> <li>5. Promotion of agricultural commodities development and marketing</li> <li>6. Institutions. Agricultural extension, Management of rural infrastructures)</li> <li>7. Sterling Bank- (Rural Financial Inclusion services to farmers)</li> <li>8. IAR (proximate analysis of new products developed/Technical backstopping)</li> <li>9. Ignitia (Weather information and Forecasts services)</li> <li>10. Co-Amana-Financial Literacy, Insurance and digitization of CBAs and farmers</li> <li>11. Suppliers (Consultants, Fertilizers, Crop protection products, processing machines)</li> </ol>

Project Summary – Sector, Description, E&S Risks	
	<p>If applicable: Please describe the overall land requirement for the direct project activities/facilities (including associated facilities ), current land use and how this land will acquired:</p> <p>The project will operate on existing farmland of selected farmers and communities. This also includes land where selected SMEs are operating. No new land requirements are envisaged for this project. The smallholder land size ranges between 0.25 and 1.8 ha and 50,000 farmers are targeted. The maximum land size required was 90,000 ha. Notably, the smallholder farms are spaced out and not connected by shared boundaries.</p> <p>Priority value chains on this project are maize, rice, cowpea, tomato, soy beans.</p> <p>Key activities on the project include post-harvest handling processes, market access, capacity building and gender inclusive activities.</p>

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<b>Project's E&amp;S Risks:</b>	The E&S risks were summarized and presented as follows:	
	<b>Topic:</b>	<b>Identified Risk/ Issues etc.:</b>
	E&S Management	<ul style="list-style-type: none"> <li>- Value Seeds has E&amp;S plans evidenced from its ESMS policy manual. Its has stakeholder management plans in place, an E&amp;S monitoring system embedded in its day to day activities and grievance mechanism for Staffs, customers and clients. Palm Valley Nigeria Limited has Environment and Social Management Plan, E&amp;S monitoring systems and grievance mechanisms but no stakeholder management plans. LANW has an E&amp;S Monitoring Plan and Grievance Mechanism embedded in its Safeguarding Policy. (See attached).</li> <li>- The grantees have staff that have been trained on E&amp;S management, however during the FGDs majority seemed timid implying there is need to retool the grantees on E&amp;S in a pragmatic manner.</li> <li>- The project grantees are operating/implementing E&amp;S management using AGRA's policy and operational guidelines.</li> <li>- The consortium, therefore, has limited E&amp;S capacities</li> </ul>
	<ul style="list-style-type: none"> <li>- Value Seeds Limited, Palm Valley and LANW have Human Resources (HR) policies. (See attached)</li> <li>- Purportedly all consortium partners have individual HR policies that guide their labour and working conditions, even though the consortium will operate on these HR policies of the partners.</li> <li>- Reportedly the project activities are zero-tolerance to child labour. Value Seeds Limited adheres to its child labour policies stated in its ESMS policy manual and check mates this in its daily operations on the field and warehousing activities by setting up a screening system and procedure that checks that underage children do not partake in the company activities. PVNL has a Child Labour Policy and LANW refers to Child Safeguarding in its Safeguarding Policy, none of the grantees had a child labour monitoring mechanism. (See attached Policies)</li> </ul>	

## Project Summary – Sector, Description, E&S Risks

Project's E&S Risks:	Topic:	Identified Risk/ Issues etc.:
	Resources & Pollution	<ul style="list-style-type: none"> <li>– Potential risk from irresponsible agriculture solid waste disposal.</li> <li>– Soil pollution due to inappropriate use of inorganic fertilizers and pesticides</li> <li>– Air pollution occasioned by inappropriate use of pesticides and herbicides.</li> <li>– and pollution changes from improper use of agrochemical and fertilizers exist on this project.</li> <li>– These risks are minimal due to the nature of the project and partners that creates awareness on proper handling and disposal of agricultural inputs as per national regulations.</li> </ul>
	Community Health & Safety and Security	<ul style="list-style-type: none"> <li>– Potential, but minimal risks from project activities in the areas of SME support that cause air and noise pollution.                             <ul style="list-style-type: none"> <li>• Signage and other effective measures like fire extinguishers points, emergency exit points etc. have been recommended for the consortium and partners have started adhering by providing some of the items e.g Fire Extinguishers, Grievance box.</li> </ul> </li> </ul>
	Land Acquisition & Resettlement	<ul style="list-style-type: none"> <li>– No new land will be required as project activities will occur on existing farmland</li> </ul>
	Biodiversity & Natural Resources	<ul style="list-style-type: none"> <li>– No interference of biodiversity and natural, however farmers access water from dams for irrigation may affect soils</li> <li>– Soil pollution from inappropriate fertilizer use</li> <li>– Air pollution from inappropriate pesticide and herbicide use</li> </ul>
	Indigenous People	<ul style="list-style-type: none"> <li>– No risks identified.</li> <li>– No indigenous people in the area</li> </ul>
	Cultural Heritage	<ul style="list-style-type: none"> <li>– No risks identified</li> <li>– No known cultural sites exist in the project sites</li> </ul>

	SCREENING QUESTION		REMARKS
A	<b>Project Siting (Location/Setting)</b> Does the project impact areas adjacent to or within any of the following sensitive areas?		<i>If yes, please provide details of various project components</i>
1	Legally protected area and cultural sites (e.g. forest reserve, National Park, Ramsar site, archeological site, traditional/sacred site etc.).	Yes <input type="radio"/> No <input checked="" type="radio"/>	The project activities are being undertaken on existing agriculture areas and there is no interference of legally protected biodiversity and natural resources areas.
2	Environmentally sensitive areas or critical habitats (such as primary forests, wetlands, mangrove, estuaries)	Yes <input type="radio"/> No <input checked="" type="radio"/>	This project is operating in Kaduna and Niger which is mainly a grass savanna and woodland tall grass savanna area. There are no primary forests, wetlands, mangroves etc. that critical or sensitive.
3	Known areas of historical/cultural/ archaeological interest	Yes <input type="radio"/> No <input checked="" type="radio"/>	As per the response above, there are none in the project areas.
4	Areas prone to natural disasters or places of cultural and social interest	Yes <input type="radio"/> No <input checked="" type="radio"/>	Project areas are not prone to natural disasters (such as flooding, droughts, storms, epidemics that affect other parts of the country)

	SCREENING QUESTION		REMARKS
B	<b>Potential Environmental and Social Impacts</b>		
B.1	<b>PS 1 - Assessment and Management of Environmental and Social Risks and Impacts</b>		<b>Remarks</b>
	Does local legislation require an Environmental (and/ or Social) Certificate? <i>If yes, please also attach copy of approved Environmental and Social Impact Assessment?</i>	Yes <input type="radio"/> No <input checked="" type="radio"/>	The nature – gender in agriculture - and size of the project does not require any prior environmental certificate
	Does the project/ grantee have any existing E&S management plans (including emergency response plan) in place?	Yes <input type="radio"/> No <input checked="" type="radio"/>	<ul style="list-style-type: none"> <li>– Value Seeds Limited, Palm Valley Nigeria Limited have E&amp;S system evidenced while LANW has an E&amp;S Monitoring Plan. (See attached)</li> <li>– The grantees in the consortium reported that have some experience with E&amp;S management in their other previous engagements and evidences have been provided to substantiate this finding.</li> <li>– All grantees have at least one staff member that has been trained on E&amp;S management via AGRA resources.</li> <li>– However, during FGD the grantees seemed not confident on E&amp;S thus capacity building is needed on identification and mitigation of the inherent risks. This would involve retraining on E&amp;S management as well as conducting practical training on identifying E&amp;S risks in each of these project impact areas.</li> </ul>
	Does the project/ grantee have a Stakeholder Engagement Plan?	Yes <input checked="" type="radio"/> No <input type="radio"/>	<p>Palm Valley Nigeria Limited has a stakeholder engagement plan.</p> <p>Engagement with stakeholders has been adhoc for example:</p> <ul style="list-style-type: none"> <li>– Value Seeds Limited - have engagement with farmers through their internal established stakeholder engagement system, meetings phone calls and gatherings</li> </ul>

	SCREENING QUESTION		REMARKS
	Does the project/ grantee have a Grievance Mechanism in place?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<p>Value Seeds has a grievance mechanism in place for its Staff, client and beneficiaries. For Staff we have a Complaint box stationed at the Office where Staffs who have grievances and want to remain anonymous can relate this by writing it down and posting into the box. The HR Manager checks this box on a weekly basis to collate and document these grievances. He relates them with the Management for necessary action and the resolution from the grievances can be specifically addressed to the grieving Staff or generally addressed if the Staff grieving is anonymous. For customers, Value Seeds has a dedicated Customer Care Representative with an assigned phone number who the customers can call to relate their complain and dissatisfaction of the product or services. The Marketing Department also conducts customer feedback survey and discussions meetings with clients to evaluate their level of satisfaction and areas that require improvement. For beneficiaries, a grievance mechanism is established between the Company and its beneficiaries at the community level which is closer to the farmers. One of the ways this mechanism is driven is through our monthly farmers meetings where farmers are engaged in discussions on the projects, activities and give an overall feedback on the project based on certain check listed areas. The M&amp;E team of Value Seeds Limited also conducts mid-year evaluations to evaluate the project and also get feed backs or grievances from the farmers. This evaluations are documented analyzed and shared with the management for proper actions. The Organization is highly responsive and adaptive to the emerging needs of its Staff, Clients and beneficiaries at large aired through their grievances as it sees them as opportunities to improve and grow.</p> <ul style="list-style-type: none"> <li>- Palm Valley Nigeria Limited has a grievance mechanism that they can show and they also take feedback whenever possible.</li> <li>- LANW has a Grievance Mechanism for staff in its Safeguarding Policy and has used Community Response Mechanisms in humanitarian projects it implemented in the past. (See attached Safeguarding Policy and sample CRM posters for the use of community members and beneficiaries.)</li> </ul>

	SCREENING QUESTION		REMARKS
	Does the project/ grantee have an E&S monitoring plan in place?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>– Palm Valley Nigeria Limited and LANW have E&amp;S monitoring plans while Value Seeds Limited is working on developing a documented E&amp;S monitoring plan (See attached for PVNL &amp; LANW)</li> </ul>
	Are there currently any reputational issues or negative media coverage of the project's sector in relation to E&S impacts?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<p><i>If yes, please reference details and information sources:</i></p> <ul style="list-style-type: none"> <li>– No reputational issues or negative media coverage of the project have been reported.</li> </ul>
	Does the project involve the cooperation with external agencies (eg Extension Officers) that work within the communities affected by the project?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>– The consortium members will liaise with state employed extension officers to work with the communities and the CBAs</li> </ul>
<b>B.2</b>	<b>PS 2 - Labour and Working Conditions</b>		<b>Remarks</b>
	Are there particular labour/ social risks associated with the project activities and its primary supply chains ?.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	None found. As they all expressed their use of recruiting existing farmers and more within existing farming land.
	Are there measures in place to ensure the project complies with current national labour regulations? Please also consider additional national regulations in terms of forced or child labour.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<p><i>Please note any differences between contractors, out growers, permanent/ direct workers, migrant workers, third parties (e.g. Extension Officers)</i></p> <ul style="list-style-type: none"> <li>– The project follows national laws and regulations on labour issues. For example:</li> <li>– Value Seeds Limited, Legal Awareness for Nigerian Women (LANW) and Palm Valley Nigeria Limited (PVNL) - all project grantees - ensure no engagement of people below 18 years among beneficiaries and partners by counter checking all those involved on the project by having attendance lists that are segregated in terms of age and gender</li> <li>– Remuneration guidelines are in place and are with national wage brackets.</li> <li>– The grantees by their own policies do not tolerate Child labour, gender equity is a theme actively encouraged by the grantees. Trustees and Human Resource officers for the grantees oversee the implementation of the human resource policies.</li> </ul>

	SCREENING QUESTION		REMARKS
	Are there measures are in place to ensure project complies with national occupational health and safety regulations?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<p><i>Please note any differences between contractors, out growers, permanent/ direct workers, migrant workers, third parties (e.g. Extension Officers).</i></p> <p>As part of the due diligence exercise, AGRA ensures that the grantees are legally registered, and submit all legally required returns including occupational health and safety regulations</p> <p>The project or grantees' occupation and safety regulations guidelines were not availed by the screening experts. These need to be availed</p>
	Does the project/ grantee have a Human Resource Policy in place?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	<ul style="list-style-type: none"> <li>Though none of the grantees evidenced a human resource policy at the time of assessment but the grantees have individual Human resources policies that use in the implementation of this project which have been attached.</li> </ul>
<b>B.3</b>	<b>PS 3 - Resource Efficiency and Pollution Prevention</b>		<b>Remarks</b>
	Will the project involve any land clearance or construction activities?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A <input type="checkbox"/>	<p><i>If yes, please elaborate key E&amp;S risks expected: consider dust, noise, water pollution, waste generation,</i></p> <ul style="list-style-type: none"> <li>All project activities are on existing agriculture land</li> <li>All commercial activities will take place on existing infrastructure.</li> <li>No construction nor agriculture land expansion are envisaged.</li> <li>No land clearance envisaged</li> </ul>
	Will the project involve use, transport, storage of hazardous materials and/ or hazardous wastes? (including agrichemicals)?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<p><i>If yes, please elaborate:</i></p> <p>All transportation and storage of materials are handled by third parties. For example, SMEs and agro-dealers arrange their own transport and storage of materials such as fertilizers and pesticides.</p> <p>The project activities involve use of agrochemicals. The handling and storage are part of AGRA's monitoring to ensure reduced risk to farmers and communities. National protocol on use and storage of chemicals/pesticides adhered to farmers are trained on safety during application of agrochemicals as well as disposal of containers; farmers are trained on appropriate use of fertilizers</p>

	SCREENING QUESTION		REMARKS
	<p>Please describe potential pollution impacts resulting from the project.</p> <p>Consider impacts on air, surface and ground water, soils, noise and vibrations, for example:</p> <ul style="list-style-type: none"> <li>- Water use from surface or groundwater bodies.</li> <li>- Pollution due to poor use of agrichemicals</li> <li>- Contamination of soils through poor waste management practices</li> </ul>		<ul style="list-style-type: none"> <li>- Potential pollution may happen from inappropriate disposal of agric. Waste such as empty containers of agrochemicals or other packages. For example, samples - seeds and fertilizer, sacks/bags used by locals, agro chemical containers</li> <li>- Improper use of agro-chemicals such as pesticides</li> <li>- Improper application of fertilizers can cause soil pollution</li> </ul>
	<p>Does the project/ grantee include resource management system or measures to address these impacts (e.g. with regard to fertilizer management, land management, inputs management and waste minimization, energy efficiency and machinery management etc.)?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p><i>If yes, please elaborate:</i></p> <ul style="list-style-type: none"> <li>- None of the grantees have a resource management system.</li> <li>- However, the project is being implemented as per National/State laws and regulations on input use, waste management and energy efficiency and ensures compliance with these laws and regulations</li> <li>- There is a need for the project avail training manuals/extension messaging to verify that they include issues of fertilizer use and others</li> </ul>
<b>B.4</b>	<b>PS 4 - Community Health, Safety, and Security</b>		<ul style="list-style-type: none"> <li>- <b>Remarks</b></li> </ul>
	<p>Are there measures are in place to ensure the project complies with national community health, safety and security regulations?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p><i>If yes, please elaborate:</i></p> <p>The project operates within the locally established laws, procedures and practices on dealing with issues like fire points, extinguishers sites, minimum standards, capacity building staff on fire outbreaks, and other emergency response measures such as in case of flooding, pandemics etc</p>
	<p>Are there measures in place to manage potential E&amp;S risks of use of agrochemicals/ fertilisers?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p><i>If yes, please elaborate:</i></p> <p>The grantees reported to use safety gear and PPEs in the use and handling fertilizers and chemical.</p> <p>The focus of grantees is in the promotion of use of organic manure to improve soil productivity. Thus, the grantees don't see a risk in this as they wont and do not advocate for agro-chemicals and fertilizers</p>



	SCREENING QUESTION		REMARKS
	<p>Please describe potential community health &amp; safety impacts resulting from the project.</p> <p>Consider impacts on local communities, road traffic for example:</p> <ul style="list-style-type: none"> <li>- Increased risk of traffic accidents due to transport requirements.</li> <li>- Storage of hazardous materials close to domestic households.</li> <li>- Noise and disturbances affecting local communities.</li> <li>- Removal of areas providing “ecosystem services”.</li> </ul>	Yes <input type="radio"/> No <input checked="" type="radio"/>	<p><i>If yes, please elaborate:</i></p> <p>The grantees do not have a group health insurance for the general community under AGRA projects, in case of any accidents/poisoning—the grantees are able to support victims, although many interventions can be put in place to mitigate against potential community health &amp; safety impacts resulting from the project such as reinforcing existing practices such as signs and labelling, disposal training, masks/PPE use.</p>
<b>B.5</b>	<b>PS 5 - Land Acquisition and Involuntary Resettlement</b>		
	Does the project have the potential to cause physical resettlement or economic displacement (i.e. displacement of people from homes and/or disturbance of economic activities/livelihoods/businesses)?	Yes <input type="radio"/> No <input checked="" type="radio"/>	<p><i>If yes, please elaborate and describe the measures to mitigate these impacts.:</i></p> <p>No displacement as the project is on existing farming areas</p>
	Consider also associated facilities, access restrictions and property value loss.		
	Will the project have negative impact on vulnerable groups (eg the poor, female headed households, people with physical disabilities, children etc)?	Yes <input type="radio"/> No <input checked="" type="radio"/>	<p><i>If yes, please elaborate:</i></p> <p>No negative impacts identified though the grantees lacked a grievance mechanism to report complaints which may include adverse impacts.</p> <p>All 3 grantees have an adhoc grievance mechanism through regular physical and telephone contacts with group’ leadership for complaints. Complaints box is also provided at the office premises</p>
<b>B.6</b>	<b>PS 6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>		
	Will the project involve any vegetation clearing?	Yes <input type="radio"/> No <input checked="" type="radio"/>	<p><i>If yes, please elaborate on scale and what habitat will be removed:</i></p> <p>None to be affected</p>

	SCREENING QUESTION		REMARKS
	Will the project involve any agricultural soil management techniques, application of fertilizer or pest management?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<i>If yes, please elaborate how the project will avoid negative changes to habitats and species composition:</i>  The project will promote the judicious use of fertilizers and other soil enhancing inputs/ technologies.  Soil testing and analysis will be encouraged as well as use of organic manure and integrated Soil Fertility Management/ practices
	Will the project introduce new seed varieties, hybrids, genetically modified crops (GM) or other non-native plant species that have the potential to impact the local biodiversity?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<i>If yes, please elaborate, including how the project will manage these impacts:</i>  The grantees expressed that they are not introducing GMO crops and also that there is a National Biosafety Management Agency that has guidelines in case of GMO crops-These grantees comply with the regulations and also as an AGRA supported project, they will promote organically developed hybrid crops and NOT promote GMOs
<b>B.7</b>	<b>PS 7 - Indigenous Peoples</b>		
	Is the project site in an area inhabited by or important to indigenous tribal or traditional peoples? E.g. forest dwellers, hunter-gathers, pastoralists and other nomadic groups.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
	Even if indigenous groups are not found at the project sites, is there still a risk that the project could affect the rights and livelihood of indigenous peoples?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<i>If yes, please elaborate:</i>  Since the targeted beneficiaries uses their ancestral lands for production. Their rights and livelihoods will not be impacted negatively
<b>B.8</b>	<b>PS 8 - Cultural Heritage</b>		
	Are any known areas within the project area with archaeological, paleontological, historical, cultural, artistic, and religious value (e.g burial sites, buildings or monuments, sacred natural sites, ceremonial areas)?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<b>C</b>	<b>Climate Adaptation Screening</b>		
<b>C1</b>	<b>Location and Design of the Project</b>	<b>Score</b>	<b>Description of risks and adaption planning activities</b>
	Are project activities and/or particular aspects of the project likely to be affected by (a change in) climate conditions including extreme weather-related events such as floods, droughts, storms, landslides?	2	<i>Provide description</i>  Weather changes will affect the project because the areas in which the project is located use rain fed farming systems. Other issues likely to be experienced are floods, pest outbreaks, changes in the rainfall patters and prolonged dry spells

	SCREENING QUESTION		REMARKS
	Will project activities be located in regions that are expected to experience particular changes in future climate conditions including extreme weather?	2	<p>Yes, based on the last three years the grantees confirmed flooding and dry spells occurrences. This is likely to happen again with the constant changes that are happening in weather patterns.</p> <p>The geographical area in which the project operates experiences changes in the climate, see literature:</p> <ul style="list-style-type: none"> <li>– Wahab, Bolanle, and Ayobola Faboyede. “Reducing Flood Risk through Community Participation in Ibadan, Nigeria.” <i>Climate Change and Socio-ecological Transformation in Nigeria: Challenges and Opportunities</i> (2018): 125-169.</li> <li>– Fagunloye, Olamiposi Caleb. “Mapping of Flood Risk Zones Using Multi-Criteria Approach and Radar-A Case Study of Ala and Akure-Ofosu Communities, Ondo State Nigeria.” (2022).</li> </ul>
	In case of construction of facilities - would the facility be impacted by any hydro-meteorological parameters (e.g., sea-level, peak river flow, reliable water level, peak wind speed etc.)?	0	– No constructions planned
<b>C2</b>	<b>Materials and Maintenance</b>		
	In case of operation of facilities - would weather, current and likely future climate conditions, and related extreme events likely affect the maintenance (scheduling and cost) of the facilities?	2	The extreme weather events might make many farmers change to irrigated practices and this would increase costs of production
<b>C3</b>	<b>Performance of project outputs</b>		
	Would weather, current and likely future climate conditions or hydro-meteorological parameters (e.g. prevailing humidity level, temperature contrast between hot summer days and cold winter days, exposure to wind and humidity, extreme weather conditions) negatively affect the objectives of the project over the life of the project?	2	Extreme weather events might cause changes such as increased durations of dry spells this might reduce yields. Flooding might cause loss of harvests

### Climate Adaptation Score Evaluation:

Responses when added that provide a score of 2 this ranks the Gender consortium project as a medium Risk project.

- 1-5 (which include a score of 2 was given to four responses while a score of 0 was given to one response) – this ranks the project as a medium risk project.
- 6 or more (which include providing a score of 1 in all responses or a 2 in any single response) will rank a project as a high-risk project.

## Result of E&S and Climate Adaptation Screening (Low, Medium, High): Medium

### Other Comments:

Overall, the Gender Project consortium has been classified as a Medium Risk or Category B project whereby no or only minor adverse environmental and social impacts or risks are arising from the implementation and operation of the project and does not require significant action, protection, compensation or monitoring measures.

The project classification as medium is due to the grantees relying on various internal processes to manage project E&S risks such as creating awareness and aligning policies to have a joint agreed E&S management actions. The lack of a robust stakeholder engagement plan, as well as no elaborate E&S monitoring system to track pertinent E&S issues such as child labour, the use of a grievance mechanism and so on predisposes the project consortium risk that it would otherwise mitigate with ease. It is also a missed opportunity for harnessing potential feedback towards addressing, exhaustively, issues of E&S.

The partners expressed the limited capacities to fully execute the E&S management system. This thus prompts the requirement to have continuous capacity building activities on the implementation of E&S risk management strategies.

As part of E&S risk management and monitoring, it is recommended that AGRA continue to support partner organizations in the installation of E&S risk management capacities in their organisations.

Further, as part of the ESMS implementation it is recommended that all documentation that was not availed for verification – such as on labour, human resources management and any other categories listed above be availed during the monitoring phase of the ESMS implementation to ensure full compliance of the ESMS. Another key recommendation is on the need to establish and implement a Grievance Mechanism to ensure there are avenues for project stakeholders to provide their complaints/compliments.



# AGRA Nigeria

Environmental & Social Action Plan (ESAP) for  
the Environment and Social Management System  
Implementation

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### Project Title:

Gender Consortium - Enhancing Resilience and Upscaling of Gender Inclusive Rural Economy for Increased Productivity, Livelihoods and Food Security

### Project Number:

2021 NG 003

### Introduction

As a result of its programme interventions, AGRA recognizes the environment and social (E&S) risks that come because of these interventions and development activities. It is in this regard that AGRA has developed an Environment and Social Management System (ESMS) to identify, manage and mitigate risks that are inherent with its work.

AGRA's main instrument to achieve its mission is through the allocation of grants to implementing partners. The management of E&S risks, for each grant is mandatory. AGRA's ESMS therefore, been designed to account for and manage risks, at the strategic and at the grant levels. The on-going project of enhancing resilience and upscaling of gender inclusive rural economy for increased productivity, livelihoods and food security have been screened of the inherent E&S risks and corresponding mitigation measures identified.

### Methodology

The screening process of E&S risks were because of the application of a risk assessment tool. The process of risk identification was through the review of the project proposal documents, related project reports; and detailed focus group discussions with consortium/implementation member organizations. Project managers and project technical officers were interviewed on specific project interventions and the corresponding risks that they pose. Also interviewed were the AGRA project officers. The corresponding mitigation actions of the identified inherent E&S risks were documented and validated among the consortium members/grantees.

The action plan draws reference from international best practice, specifically the IFC performance standard which comprise efficient techniques, methods, processes, and technologies of action plans which included:

- Specific descriptions of the identified actions and measures to be undertaken in implementation of the ESMS.
- Each action specifically addressed the gaps identified, with reference to the IFC Performance Standard 6. reference.
- Each action was assigned to an appropriate responsible person or entity.
- Each action was be linked to timeframe for completion. We considered the steps within the grant decision-making process and project design and implementation schedule.
- The actions ought to include defined elements e.g., documentation, audit to demonstrate or indicate their completion e.g., documented stakeholder engagement plan.
- The actions ought to be prioritized such that the more urgent gaps are closed sooner and obtain greater attention.



IFC Performance Standard	Actions	Priority	Responsible person(s)	Timeframe for Completion	Monitoring/ Completion indicator	Assets required
IFC Performance Standard No	Identified E&S mitigation measure	Low/ Medium/ High	Responsible staff or in case of consortium applications responsible grantee	Timeline for implementation	KPI to be measured at the specified timeframe	Equipment, money, skills
PS 1. Assessment and Management of Environmental and Social Risks and Impacts	<ul style="list-style-type: none"> <li>Development and implementation of E&amp;S risk management processes and procedures at organization level.</li> <li>Develop, document, and implement a Stakeholder Engagement Plan and include means of engagement of all relevant stakeholders.</li> <li>Install a Grievance Mechanism-use a suggestion/compliment box; a register; hot-line or social media including emails.</li> <li>Develop E&amp;S monitoring system.</li> <li>Assign annual budget for E&amp;S implementation.</li> <li>Develop a monitoring mechanism of zero-tolerance to child labour</li> </ul>	High	ALL Grantees: Value Seed, Palm Valley, LAWN, (M&E): Programme/Institution lead [Follow-up by AGRA Country E&S Focal Person/Manager]	30th April 2023	E&S Policy/Standard Operating Procedures [Approved document]	Technical assistance
		Low	AGRA Country Manager, support by E&S Manager	20th June, 2023  (Grievance Mechanism available)	(Stakeholder meeting annually, Town hall meeting Biannually)	Staff time and technical assistance
		Medium	ALL Grantees: Value Seed, Palm Valley, LAWN Programme Institutional Lead [Follow-up by AGRA Country Manager]	20th June, 2023	Installation of project suggestion boxes	Funds to construct boxes
		Medium	All Grantees : Value Seed, Palm Valley, LAWN [Follow-up by AGRA Country Manager]	June 20th, 2023	Publicizing of grievance channels for the projects (phone number, emails, mailing address etc.) E&S register and monitoring plan	Awareness materials (\$200)
			E&S champion at consortium/grantee level			Staff time and
PS 2: Labour and Working Conditions	<ul style="list-style-type: none"> <li>Staff security briefing; implementation of organization security plans</li> <li>Grantees should avail [to AGRA] organization labour/HR policies that are in place.</li> <li>Develop mechanism to monitor zero-tolerance of child labour.</li> <li>Avail, to AGRA, some of workers contracts</li> <li>Sensitize on documented policies/procedures for inclusivity and equal opportunities for men, women and youth including migrant and non-migrant workers.</li> </ul>	High	Security focal points of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]			
		Low	M&E Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]			
		Medium	M&E Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]			
		Low	M&E Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]			
		Medium	M&E Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]			

	<p>Ensure safe and healthy working conditions in place e.g., fire extinguishers installed, emergency exits labelled.</p> <p>Sensitize among beneficiaries on safety and precautions while using agrochemicals e.g. right PPE/equipment to safely do their job; put in place incident records i.e. note the number / type of incidents that have taken place over the last year and lessons learned/how incidents have been addressed</p> <p>Establish a worker grievance mechanism where beneficiaries and stakeholders could channel any risk related to labour issues.</p> <p>Sensitize workers/beneficiaries on health and safety in line with national legislations.</p>	<p>Medium</p> <p>High</p> <p>Medium</p> <p>Medium</p>	<p>M&amp;E Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]</p> <p>M&amp;E Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]</p> <p>Project Officers of Value Seeds and Palm Valley [Follow-up by AGRA Country ESMS]</p> <p>Project Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]</p> <p>Project Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]</p>	<p>Immediate</p> <p>Immediate</p> <p>20th June, 2023</p> <p>Immediate</p>	<p>OHS policies, procedures (document) HR Policy</p> <p>Training manual (GAP)</p> <p>HR Policy, Grievance/Feedback channels established.</p> <p>HR Policy, Grievance/Feedback channels established.</p>	<p>Staff time</p> <p>Staff time</p> <p>Staff time</p> <p>Staff time</p>
PS 3: Resource Efficiency and Pollution Prevention	<ul style="list-style-type: none"> <li>Integrating in VBA extension training manuals: <ul style="list-style-type: none"> <li>☞ Safe use of agrochemicals,</li> <li>☞ Wastes disposal [chemical bottles],</li> <li>☞ Safe storage of chemicals,</li> <li>☞ Interpretation of labels [caution colours] on inputs</li> <li>☞ Use of manure and other organic fertilizers'</li> <li>☞ And judicious use of fertilizers</li> </ul> </li> </ul>	Medium	Project Officers of Values Seeds Limited and Palm Valley Nigeria Limited; [Follow-up by AGRA Country ESMS]	During project implementation (Participatory process) Available	Phyto-sanitary training modules; Solid waste management strategy;	Staff time and technical assistance



<p>PS 4: Community Health, Safety and Security</p>	<ul style="list-style-type: none"> <li>Appoint E&amp;S Champions and build their capacity on community health, safety and security measures.</li> <li>Fit signage and safety measures like fire extinguishers, emergency exit points</li> <li>Collaboration with government extension officers and training on appropriate use of agro-chemicals.</li> <li>Adapt best agricultural practices and technologies e.g., mulching, soil and water conservation, organic manure use; roof water harvesting.</li> <li>Develop measures to avoid or minimize the potential for community exposure of water-borne especially in rice growing areas.</li> <li>Include gender dynamics/GBV in the project data collection tool.</li> <li>Establish a Community Grievance Mechanism.</li> <li>Interventions be put in place such as signs and labelling, disposal training, masks/PPE use</li> </ul>	<p>Medium</p>	<p>Lead consortium M&amp;E</p> <p>M&amp;E Officers of Value Seeds. Palm Valley and LAWN). [Follow-up by AGRA Country ESMS]</p> <p>Project Officers of Value Seeds/ Palm Valley /KADA/NAMDA</p> <p>Project Officers of Value seeds / KADA/NAMDA/CBA</p> <p>Project Officers of Value Seeds. Palm valley and LAWN). [Follow-up by AGRA Country ESMS]</p> <p>Project Officers of Value Seeds / KADA/NAMDA/ CBA</p>	<p>During project implementation (Participatory process) Immediate</p> <p>21st April 2023</p> <p>In practice</p> <p>In practice</p> <p>30th June 2023</p> <p>30th June 2023</p>	<p>Signage on: fire emergency exits and assembly point; Manuals on appropriate use agro-chemicals; Purchased PPEs; Manuals on climate smart practices and technologies; Grievance mechanism; Gender inclusion policy/strategy;</p> <p>Pictures of compliance</p> <p>Training reports</p> <p>Demo Protocols, Training reports</p>	<p>Staff time and technical assistance</p> <p>Staff time</p> <p>Staff time</p> <p>Staff time</p>
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PS 5: Land Acquisition and Involuntary Resettlement	<ul style="list-style-type: none"> <li>N/A- project activities do not cause any involuntary displacement</li> </ul>	N/A	N/A	N/A	N/A	N/A
PS 6: Biodiversity Conservation and Sustainable	<ul style="list-style-type: none"> <li>Utilization of climate smart and improved seed varieties</li> </ul>	Medium	Project Officers of Value Seeds/ KADA/NAMDA CBAs	Available	Manual on good agricultural practices.	Staff time and technical assistance
Management of Living Natural Resources	<ul style="list-style-type: none"> <li>Promote the use of organic manure for integrated soil fertility management and awareness creation on proper handling of agrochemicals by including a module of this in extension training.</li> <li>Promote the utilization of good agricultural practices by including modules in extension training e.g., soil and water conservation measures and agroforestry.</li> <li>Undertake soil testing before use of inorganic fertilizer.</li> <li>Provide extension services and peer to peer learning on biodiversity conservation practices.</li> </ul>	Medium	Project Officers of Value Seeds / KADA/NAMDA CBAs	Available	Manual on good agricultural practices.	Staff time and technical assistance
		Low	Project Officers of Value Seeds/ KADA/NAMDA CBAs	Available	Manual on good agricultural practices.	Staff time and technical assistance
		Low	Project Officers of Value seeds / KADA/NAMDA CBAs	Available	Manual on good agricultural practices.	
Low	Project Officers of Value Seeds / KADA/NAMDA CBAs	Available	Manual on good agricultural practices			
PS 7: Indigenous Peoples	<ul style="list-style-type: none"> <li>N/A- Assessed and no presence of Indigenous Peoples in the project area(s)</li> </ul>	N/A	N/A	N/A	N/A	N/A
PS 8: Culture Heritage	<ul style="list-style-type: none"> <li>N/A- There are no known areas within the project area with archaeological, paleontological, historical, cultural, artistic, and religious value (e.g. burial sites, buildings or monuments, sacred natural sites, ceremonial areas).</li> </ul>	N/A	N/A	N/A	N/A	N/A



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