



## Ghana Bridge Project ESMS

### Legal and Other Requirements Register

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## 1. Introduction

The Ghana Bridge project is required to comply with relevant Ghanaian law and regulations through the implementation and maintenance of the project Environmental & Social Management system (ESMS). The project must also comply with international Conventions to which Ghana is a signatory and with the relevant international standards including financial institution environmental and social performance standards; these include International Finance Corporation (IFC) Performance Standards for Environmental and Social Sustainability and the IFC EHS Guidelines.

### 1.1 National Legislation and Guidelines

This register covers the following stages of the project:

- Construction;
- Operation; and
- Decommissioning.

This Legal and Other Requirements Register has been developed with reference to the following documents:

- Ghana Bridge Project ESIA Volume 2: ESIA Study Report;
- Ghana Bridge Project ESIA Volume 3: Environmental and Social Management Plan; and,
- Schedule to the Environmental Permit for the Ghana Bridge Project, Environmental Protection Agency, 26 July, 2016.

The Constitution of Ghana (1992) states that *'the State shall take appropriate measures needed to protect and safeguard the national environment for posterity; and shall seek cooperation with other states and bodies for purposes of protecting the wider international environment for mankind'* (Section 6 (41) (9)).

Environmental regulation within Ghana falls under the requirements of the Environmental Protection Agency Act 1994 (Act 490) and the Environmental Assessment Regulations 1999 (LI 652). The function of these and other national legislation tools relevant to the project are outlined in this section.

### 1.2 National Environmental Policy

Ghana's National Environmental Policy outlines the environmental baseline of Ghana, including current management activities and identifies the challenges and emerging issues facing the country. It presents a vision for the future and identifies a number of goals and objectives. It outlines the environmental policies of individual sectors and presents an overview of policy implementation mechanisms including legislation, published action plans, financing and environmental monitoring.

Sustainable development and enhancement of natural and human resources are part of the Government's policy on environment which is outlined in the Ghana National Environmental Action Plan (NEAP).

The Environmental Policy aims to ensure that a preventive approach is adopted in the pursuit of sound environmental management. The main preventive tool envisaged in the policy is the environmental impact assessment (EIA) process.

### **1.3 National Energy Policy**

The National Energy Policy outlines the Government of Ghana's policy direction regarding the current challenges facing the energy sector. The document provides a concise outline of the Government's policy direction in order to contribute to a better understanding of Ghana's Energy Policy Framework. It is hoped that the document will facilitate the effective management and development of the energy sector as well as provide the public with information about the Government's policy goals. The energy sector vision is to develop an Energy Economy to secure a reliable supply of high quality energy services for all sectors of the Ghanaian economy.

## 2. Legal and Other Requirements Register



Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
<b>General</b>								
G01	The Environmental Protection Act, Act 490 (1994)	All Aspects	The Environmental Protection Act 1994 (Act 490) established the Environmental Protection Agency (EPA) of Ghana. The Act sets out the authority, functions, responsibilities, structure and funding of the EPA. Part I of the Act sets out the functions of the EPA which include the formulation of environmental policy, the issuing of environmental permits and pollution abatement notices and the prescription of standards and guidelines. Part II of the Act sets out provisions for enforcement and control. The EPA is mandated with responsibility for environmental compliance in both the planning and execution of development projects and compliance of existing projects. The Act empowers the EPA to appoint "Environmental Protection Inspectors" and any other employees necessary to provide the functions of the Act.	The project may be subject to audits by the Environmental Protection Inspectors to ensure the requirements of the EPA are being met on the project. The project has requirements under the environmental permit which must be discharged and reported on.	X	X	X	X

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G02	Environmental Assessment Regulations LI 1652 (1999)	All Aspects	<p>The Environmental Assessment Regulations (1999) LI1652 (as amended 2002) is the principle enactment to the provisions of the Environmental Protection Act. The Regulations mandate the EPA to ensure that both new and existing developments don't affect the environment negatively. Part I of the Regulations set out the requirements for Environmental Permitting and Part II of the Regulations sets out the requirements of ESIA's.</p> <p>The Regulations set out the requirements for the following:</p> <ul style="list-style-type: none"> <li>• Environmental Permitting;</li> <li>• Preliminary Environmental Assessments (PEAs);</li> <li>• Scoping;</li> <li>• Environmental Impact Statement (EIS) (also termed the ESIA Report);</li> <li>• Public Consultation;</li> <li>• Environmental Certificates; and</li> <li>• Environmental Management Plans (EMPs).</li> </ul>	<p>An Environmental Permit is required for the proposed development under Schedule 1, Regulation 1, section 23 (construction) and an EIA is mandatory under Schedule 2, Regulation 3, sections 12 (Petroleum pipeline - onshore and offshore) and 13 (Power Generation and Transmission).</p> <p>In addition, these regulations stipulate that,</p> <p>a) within 24 months of the commencement of operations, an Environmental Certificate will need to be obtained from the EPA following the provision of details of compliance with mitigation measures laid out in the ESIA;</p> <p>b) An Environmental Report is submitted to the EPA annually;</p> <p>c) an Environmental Management Plan is submitted within 18 months of commencement of operations, to be reviewed every 3 years;</p> <p>d) a Decommissioning and Site Closure Plan is to be submitted 6 months in advance of the work.</p>	X	X	X	X
G03	Environmental Assessment in Ghana, a Guide to Environmental Impact Assessment Procedures (EPA, 1996)	All Aspects	The EPA has issued formal guidance on regulatory requirements and the ESIA process.	Environmental Assessment in Ghana, a Guide to Environmental Impact Assessment Procedures (EPA, 1996) are relevant to the ESIA process and this project	X	X	X	X

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					Permit requirements	Construction	Operational	Decommissioning
G04	The Environmental Assessment Guidelines for the Energy Sector, Volume 1 and 2, September 2011;	O 2.1	The EPA has issued formal guidance on regulatory requirements and the ESIA process.	The Environmental Assessment Guidelines for the Energy Sector, Volume 1 and 2, September 2011 are relevant to the ESIA process and this Project	n/a	X	X	X
G05	Environmental Protection Agency Fees and Charges (Amendment) Instrument LI 2206 (2013)	All Aspects	In exercise of the powers conferred on the Minister responsible for the Environment, under section 28 of the Environmental Protection Agency Act, 1994 (Act 490) and on the advice of the EPA Board, this Legislative Instrument was promulgated to serve as legal backing to the Environmental Processing and Permit fees charged under the principal act.	The LI 2206, 2013 stipulates the "fees and charges for environmental permits and certificates" and is accompanied by Schedules indicating the respective fees for processing, permit and environmental certificates for different categories of undertakings (large scale and others). The fees are graded according to the scale of impact entailed by the project activities. The Energy industry is one of the groups covered under the LI 2206 of 2013.	X	X	X	X

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
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Air								
A1	<p><b>National Environmental Quality Guidelines for Ambient Air (Ghana EPA) and</b></p> <p><b>General Environmental Quality Standards for Industrial or Facility Effluents, Air Quality and Noise Levels (EPA)</b></p>	<p><b>C 2.1/ C 2.2/ C 2.3</b></p> <p><b>O 2.1</b></p> <p><b>O 3.1/O 3.2/ O 3.3/O 3.4</b></p> <p><b>D 2.1/D 2.2</b></p>	<p>Environment Protection Agency and the Ministry of Environment, Science and Technology are the main coordinating bodies and this is done through regular meetings at committee level. The lowest level of public authority is at district and town levels. Strategies by the EPA include:</p> <ul style="list-style-type: none"> <li>• A national strategic plan is being developed;</li> <li>• A national environmental action plan has been developed;</li> <li>• National environment policy adopted; and</li> <li>• Medium Term Development Plan - Vision 2020</li> </ul>	<p>Ghana's short-term and long-term goals which the project will consider concern the reduction of greenhouse gas emissions; conserving and increasing greenhouse sinks; mitigating ozone depletion; and mitigating transboundary air pollution. Including the:</p> <ul style="list-style-type: none"> <li>• Implementation of programmes and projects to phase out chlorofluorocarbon (CFCs) in Ghana by 2010;</li> <li>• Encourage industry to change over to Ozone friendly alternatives;</li> <li>• Carry out monitoring programmes;</li> <li>• Encourage users of Refrigeration units to purchase Ozone friendly equipment.</li> </ul>	X	X	X	X
A2	<p><b>Management of Ozone Depleting Substances and Products Regs 2005</b></p>	<p><b>C 2.1</b></p> <p><b>O 3.1/ O 3.2</b></p> <p><b>D 2.1</b></p>	<p>These Regulations apply to imports or exports of controlled substances or products considered to have ozone depleting potential, as listed in the regulations. They are designed to conform to the Montreal Protocol of Ozone Depleting Substances and restrict imports and exports to countries that have not signed up to the protocols. .</p>	<p>Where the EPA is satisfied that the applicant has adequate and appropriate facilities and equipment to handle a controlled ozone depleting substance or product without causing damage to the environment, the EPA shall issue a relevant permit. The project must ensure the requirements of these regulations are met in relation to use and control of ozone depleting substances.</p>	n/a	X	X	X

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<b>Waste Management</b>								
WM1	Environmental Protection Act 490 (1994)	C3.1 O4.1/ O4.2 D3.1	Waste in Ghana does not have its own specific regulations. Instead waste requirements fall under the Environmental Protection Act (1994)	All waste arrangements at each stage of the project must meet the requirements of the legislation.	X	X	X	X
WM2	Environmental Sanitation Policy (1999)	C3.1 O4.1/ O4.2 D3.1	These policies cover both solid waste management and sewage. The municipal authority is responsible for day to day management of waste and has authority to set its own byelaws. In Tema the process has been privatised. Each private company is a franchisee. There are also Guidelines for the Development and Management of Landfills in Ghana.	All waste arrangements at each stage of the project must meet the requirements of these policies.	X	X	X	X

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<b>Water</b>								
W1	Water Resources Commission Act, Act 52 (1996)	C4.1/C4.2/C4.3/ C1.5/C4.2/C4.4/ O5.1/O1.1/O5.1/O5.2/O5.3 O5.4/ O6.1/D1.1/D4.2 / D4.3 D4.4/D5.2	<p>The 1996 Act established a Water Resources Commission, with a mandate for the regulation and management of water resources in Ghana as well as the co-ordination of any policy in relation to these functions. The Commission is also mandated to:</p> <ul style="list-style-type: none"> <li>propose comprehensive plans for the utilization, conservation, development and improvement of water resources;</li> <li>initiate, control and co-ordinate activities connected with the development and utilization of water resources;</li> <li>grant water rights;</li> <li>collect, collate, store and disseminate data or information on water resources;</li> <li>require water user agencies to undertake scientific investigations, experiments or research into water resources in addition to monitoring and evaluating programmes for the use and management of water resources.</li> </ul> <p>In addition, the Water and Sewerage Corporation is authorised to formulate regulations regarding the prevention of water pollution.</p>	<p>In accordance with the principles enshrined in this act the project will:</p> <ol style="list-style-type: none"> <li>Monitor efficiency of water consumption;</li> <li>Establish water use monitoring programme; and</li> <li>Develop a water management system for the project to allow resource optimization.</li> </ol>	X	X	X	n/a
W2	Water and Sewerage Corporation Act, Act 310 (1965)	C4.1/C4.2/C4.3/C1.5/C4.2/C4.4/O5.1/ O1.1/O5.1/O5.2/O5.4/O6.1 D1.1/D4.2/ D4.3/D4.4/D5.2	<p>Establishes a body mandated with:</p> <p>(a) the provision, distribution and conservation of the supply of water in Ghana for public, domestic and industrial purposes; and</p> <p>(b) the establishment, operation and control of the sewerage systems for such purposes.'</p>	<p>Water discharges from the project have the potential to impact sewerage. Controls have been put in place to reduce this risk on the project. In particular septic tank design to be in accordance with regulatory standards and guidelines and are to be emptied regularly.</p>	X	X	X	X
W3	National Environmental Quality Guidelines: General Environmental Quality Standards for	C4.1/C4.2/C4.3/ C1.5/C4.2/C4.4/ O5.1/	<p>Environment Protection Agency and the Ministry of Environment, Science and Technology are the main coordinating bodies and this is done through regular meetings at committee level. The lowest level of public</p>	<p>There are Sector Specific Effluent Quality Guidelines for Discharges into Natural Water Bodies. These set out the guidelines for discharges into</p>	X	X	X	X

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	<b>Industrial or Facility Effluents, Air Quality and Noise Levels (EPA)</b>	<b>O1.1/O5.1/O5.2/O5.3 D1.1/D4.2/D4.3/D4.4/D5.2</b>	<p>authority is at district and town levels. Strategies by the EPA include:</p> <ul style="list-style-type: none"> <li>• A national strategic plan is being developed;</li> <li>• A national environmental action plan has been developed;</li> <li>• National environment policy adopted; and</li> </ul> <p>Medium Term Development Plan - Vision 2020</p>	natural water bodies to which the project should comply.				
<b>W4</b>	<b>Government of Ghana National Drinking Water Quality Management Framework for Ghana. June 2015.</b>	<b>Annexure 7 and remainder for reference</b>	Implemented by the Ministry of Water Resources, Works and Housing to provide safe access to drinking water.	Relevant requirements for the EPL project are the chemical species requirements for potable water supply included within Annexure 7. This will be relevant to water provided during construction/decommissioning phase and also for Ghana Water Company supplied operational requirements.	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>

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<b>Land</b>								
L1	<b>Lands Commission Act, Act 483 (1994)</b>	n/a	Act 483 provides for the management of public and vested lands and the certification of stool lands transactions.  The 1992 Constitution requires that there shall be no disposition or development of any stool land unless the Lands Commission of the region in which the land is situated has certified that the disposition or development is consistent with the development plan drawn up or approved by the planning authority for the area concerned.	Relevant to the construction phase to ensure the project fits the brief and is consistent with the development plan.	n/a	X	n/a	n/a
L2	<b>Lands Statutory Way leaves Act, Act 186 (1963)</b>	n/a	Act 186 provides for entry on any land for the purpose of the construction, installation and maintenance of works of public utility, and for the creation of rights of way for such works. The owner/occupier of the land must be formally notified at least a week in advance of the intent to enter, and be given at least 24 hours' notice before actual entry. (An authorized person may enter at any time for the purpose of inspecting, maintaining, replacing or removing any specified works (Section 5). Any damage due to entry must be compensated in accordance with the established procedure, unless the land is restored or replaced. (In the case of roads, not more than one-fifth of a plot may be taken and the remainder must be viable, or the entire plot must be taken; Section 6-3(b).	Relevant to the construction phase to ensure the project fits the brief and is consistent with the development plan.	n/a	X	n/a	n/a
L3	<b>The Lands (Statutory Way leaves) Regulations, LI334 (1964)</b>	n/a	LI 1334 law restates the principles of the Lands (Statutory Way leaves) Act of 1963, and establishes provisions for Way leave Selection Committees to determine the optimal routing and to ensure that the selected way leaves are consistent with town and country planning.	Relevant to the planning and construction phase.	n/a	X	n/a	n/a

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
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L4	Farm Lands (Protection) Act 107 (1962)	n/a	<p>The Farm Lands Act upholds the principles that where a person, in this Act referred to as a farmer, acquires land after the commencement of this Act for the purposes of farming and does not farm a part or the whole of that land for a period of eight years from the date of the acquisition, his title to the whole of the land or that portion that has not been farmed shall be deemed for all purposes to have been extinguished.</p> <p>Where a farmer has, in good faith, at any time after the thirty-first day of December, 1940, and before the commencement of this Act, acquired any land by customary law or otherwise in a prescribed area for purposes of farming and has begun farming on that land within eight years from the date of such acquisition, this section shall, notwithstanding any defect in the title to the contrary, operate to confer valid title on such farmer provided that the land in question had not been farmed by any other person for a period of eight years previous to the acquisition by the farmer.</p> <p>Any person who procures or attempts to procure any other person to give up possession of land by any means other than by due process of a Court of competent jurisdiction shall be guilty of a misdemeanour.</p>	Relevant to the planning and construction phase	n/a	X	n/a	n/a

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
L5	Land Rights in Ghana - The Constitution of the Republic of Ghana (1992)	n/a	<p>The Constitution of the Republic of Ghana (1992) upholds the principle of private ownership of lands. Adequate safeguards from deprivation of private property rights have been provided for, in the 1992 Constitution. Even the state's inherent powers to compulsorily take possession of, or acquire private property rights have been considered and somewhat controlled.</p> <p>Article 20 of the constitution prescribes that under no circumstance should private properties be compulsorily taken unless there are weighty and justifiable grounds for such acquisition, which invariably must be in the public interest. It is expressly provided in Article 20 (Section 1(a) and Section 1 (b)) that "No property of any description or interest or right over any property shall be compulsorily taken. possession of or acquired by the state unless:</p> <ul style="list-style-type: none"> <li>(i) The taking of possession or acquisition is necessary in the interest of defence, public safety, public morality, public health, town and country planning or development or utilization of property in such a</li> <li>(ii) manner as to promote public benefit; and</li> <li>(iii) The necessity for the acquisition is clearly stated and is such as to provide reasonable justification for causing any hardship that may result to any person who has an interest in or right over the property."</li> </ul> <p>Section 2 (a) notes that sufficient provision must be made for the prompt payment of fair and adequate compensation and Section 2 (b) indicates that aggrieved persons must have right of access to the High Court for redress. Article 20 (2) expressly stipulates that where the compulsory acquisition involves the displacement of any inhabitants the state shall resettle them on suitable alternative site having regard to their socio-cultural values and economic wellbeing.</p>	<p>Various landholding interests and/or rights exist in Ghana. Five main categorisations in land are discussed below:</p> <ul style="list-style-type: none"> <li>• Allodial Title</li> </ul> <p>This is the highest interest capable of being held in land. The Allodial title is customarily communally owned and is generally held or vested in stools or skins. In some traditional areas, it is held by clans, families or individuals. Being generally in the form of communal interest in land it accrues to the entire community and is administered by the recognized traditional authority. The owner of the allodial title has complete and absolute freedom to use and dispose of the land only subject to the restrictions, or limitations or obligations as may be imposed by the general laws of the country.</p>	n/a	X	n/a	n/a



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				<ul style="list-style-type: none"> <li>Customary Freehold</li> </ul> <p>The customary freehold is an interest or title which a member of the larger community which holds the allodial title acquires in the communal land. It is an interest which is held as of right by virtue of being a member of the community. It is of indefinite duration and thus potentially subsists forever. The member who holds such interest has the right of beneficial occupation; unfettered use (also subject to the laws of the country). Upon death, the interest devolves on his/her successors in title ad infinitum. This interest prevails against the whole world including the allodial title from which it was derived. The customary freehold may however be terminated by the occurrence of any of the following: failure of successors, compulsory acquisition by the state; sale or gift by owner, abandonment or forfeiture in rare circumstances where 'for example' the holder denies the absolute title of the allodial owner</p>	n/a	X	n/a	n/a

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				<ul style="list-style-type: none"> <li>Customary Tenancies</li> </ul> <p>These are lesser interests in land and are created by the holder of the allodial title or customary freehold (or common law freehold). These types of tenancies are in nature share cropping arrangements. They are quite common in Ghana and occur when a tenant-farmer gives a specified portion of the farm produce to the land owner at each harvest time in consideration for use of the land.</p>	n/a	X	n/a	n/a
				<ul style="list-style-type: none"> <li>The Leasehold</li> </ul> <p>This type of interest is also a creation of the common law and not Ghanaian customary law. It is an interest in land for a specified period. The leasehold may be granted by the allodial holder in respect of lands in which no conflicting interest exists; or by a customary freeholder; or common law freeholder. In Ghana, leasehold may be for a maximum duration of 99 years (again non-Ghanaians can only acquire leases up to 50 years). Various terms and conditions may be imposed by the grantor including the payment of rent as consideration for the grant.</p>	n/a	X	n/a	n/a

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					Permit requirements	Construction	Operational	Decommissioning
				<ul style="list-style-type: none"> <li>The Common Law Freehold</li> </ul> <p>This is an interest held for an indefinite period. It is derived from the rules of common law. The holder of this interest has the right of beneficial occupation and may subject to the laws of the land use in any manner. This type of freehold is created only by express grant. The grantor may thus impose terms on the grantee provided such terms are reasonable and not contrary to public policy or unconscionable. Currently, the laws of the land forbid non-Ghanaians from acquiring freehold in lands in Ghana.</p>	n/a	X	n/a	n/a



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L6	State Lands Act, Act 125 (1962)	n/a	<p>Act 125 vests in the President the authority to acquire land for the public good. The President "may, by Executive Instrument, declare any land specified in the instrument to be land required in the public interest" (Sect. 1-1). On the publication of an Instrument, the land shall, without any further assurance than this subsection, vest in the President on behalf of the Republic, free from any encumbrance whatsoever" (Sect. 1-3). The State Lands Act 1962 places responsibility for registering a claim on the party affected, for it recognises that it is only the affected person who can best establish the nature of his or her interest among others.</p> <p>The State Lands Act, 1962 defines the terms "cost of disturbance", "market value", "and replacement value" and other damage (Sect. 7). "Cost of disturbance" means the reasonable expenses incidental to any necessary change of residence or place of business by any person having a right or interest in the land." "Market value" means the sum of money which the land might have been expected to realize if sold in the open market by a willing seller at the time of the declaration made under section 1 of this Act." "Replacement value" means the value of the land where there is no demand or market for the land by reason of the situation or of the purpose for which the land was devoted at the time of the declaration made under section 1 of this Act, and shall be the amount required for reasonable re-instatement equivalent to the condition of the land at the date of the said declaration." Finally, "other damage" means damage sustained by any person having a right or interest in the land or in adjoining land at the date of the declaration made under section 1 of this Act, by reason of severance from or injurious affection to any adjoining land."</p>	Relevant to the planning and construction phase.	n/a	X	n/a	n/a

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L7	State Lands (Amendment) Act, Act 586 (2005)	n/a	<p>The Act makes provision for the resettlement of affected parties taking into consideration their economic, social and cultural backgrounds.</p> <p>The act states that a lump sum compensation is payable to claimants and provides that in the determination of compensation the Lands Commission shall take into consideration the market value or the replacement cost of the land, the cost of disturbance, the extent to which the land has been affected and also the increase in value to neighbour properties.</p>	Relevant to the planning and construction phase.	n/a	X		n/a
L8	Administration of Lands Act, Act 123 (1962)	n/a	<p>Act 123 of 1962 was enacted to facilitate the management and administration of Stool lands (and other lands).</p> <p>The Act empowers the Minister responsible for the lands to manage Stool lands in accordance with the provision of the law. The entitlements are however to be assessed by giving due consideration to the values of the land (and other losses suffered) and the benefits to be derived by the people in the area (by way of the use to which the state is going to put the land).</p>	Relevant to the planning and construction phase.	n/a	X	n/a	n/a
L10	The Ghana Land Policy 1999	n/a	<p>The Government of Ghana in 1999 put together the Land Policy to serve as a broad framework and policy guidelines aimed at enhancing land management systems, land use, conservation of land resource and enhancing environmental quality. All these are intended to ensure coordinated and orderly use of land, a vital resource, by present and future generations.</p>	Ultimately the policy seeks to give protection to proprietary rights and promote the concept of prompt payment of adequate and fair compensation for compulsorily acquired lands and also create the enabling environment for community participation in sustained land management.	n/a	X	n/a	n/a

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<b>Noise</b>								
N1	National Environmental Quality Guidelines for Ambient Noise (Ghana EPA) and General Environmental Quality Standards for Industrial or Facility Effluents, Air Quality and Noise Levels (EPA)	C6.1/ C6.2 O7.1 D 6.1/D6.2	Sets out guidelines for ambient noise quality	There are various requirements to monitor and control noise across the stages of the project, including requirements under the environmental permit. Noise levels shall not exceed 70 dB(A) during any 24-hour period in accordance with EPA permissible noise levels for Industrial Areas during construction and operation.	X	X	X	X
N2	TEMA Metropolitan Assembly Bye Laws on Noise and Sanitation	C6.1/ C6.2 O7.1 D 6.1/D6.2	These bye-laws set out measures to enable standards for public health to be enforced locally.	These local bye laws enable the Metropolitan Assembly to enforce standards for ambient noise levels as outlined within national guidelines (see N1).	X	X	X	X
Traffic and Transport	No applicable legislation							
Landscape and visuals	No applicable legislation							

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<b>Socio Economic</b>								
SE1	Factories, Offices and Shops Act, Act 328 (1970)	C9.4 O9.1 D8.1	Act 328 promotes and ensures the health, welfare and safety of persons employed in the country as well as the responsibilities of the employer. Under the Act, employers are required to ensure that a safe and healthy workplace is provided for the safety, health and welfare of all employees.	Ongoing requirement through the life of the project	X	X	X	X
SE2	Labour Act No Act 651 (2003)	C9.1/C9.4/C9.7/ O9.1/O9.4 D8.1/D8.4 D8.1	Part XV, Section 118 (1) and (2a-h) of the Act requires employers to ensure that every worker employed by him or her works under satisfactory safe and healthy conditions, and is further obliged to provide necessary information, instructions, training and supervision to ensure the health and safety at work of those other workers engaged in a particular task.	Ongoing requirement through the life of the project	n/a	X	X	X
SE3	Workmen Compensation Act (1987)	n/a	This Act outlines the circumstances in which an employer is liable to pay compensation, methods of computing earnings and remuneration, requirements for application for compensation, medical requirements and treatments, requirements for determination of claims and the jurisdiction of the court.	Ongoing requirement through the life of the project	n/a	X	X	X
<b>Energy and Climate Change</b>								
ECC1	Energy Commission Act, Act 541 (1997)	O 2.1	The Energy Commission is the government agency mandated to regulate, manage, develop and utilise energy resources in Ghana. In its stated capacity, it provides licences for all companies that transmit, wholesale supply, distribute and sell electricity and other sources of energy. The Act provides for the functions of the Commission in regulating, management, development and utilization of energy resources in Ghana; and to promulgate rules, standards and procedures; and grant licenses for the transmission, wholesale supply, distribution and sale of electricity, and natural gas refining, storage, bulk distribution marketing and sale of petroleum and also to provide for related matters.	The provisions of the Energy Commission's 'PUBLIC NOTICE – EC N. 003' require the Early Power consortium to register the proposed project with the Commission and to obtain a permit prior to the commencement of construction of the proposed Project. This permit is subject to the granting of an Environmental Permit by the EPA. A "Licensing Manual for Service Providers in the Electricity Supply Industry" was developed and issued by the Energy Commission of Ghana	X	X	X	X



Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
				<p>in 1996 to formally establish the framework for licensing electricity production, supply, and distribution and sale services in the power sector of Ghana as stipulated by Act.</p> <p>As a New Entrant the following will be required to accompany the Early Power consortium application:</p> <ul style="list-style-type: none"> <li>• A detailed business plan;</li> <li>• Requirements pertaining to the Energy Commission Public Notice EC.N. 001;</li> <li>• Feasibility reports on new facilities or installations;</li> <li>• Environmental Impact Assessment (ESIA) Report certified by Environmental Protection Agency (EPA) on new facilities or installations to be used by the service provider;</li> <li>• Evidence of Energy Commission's authorization permit to construct new facilities;</li> <li>• Implementation agreement;</li> <li>• Power purchase agreement; and</li> <li>• Land conveyance agreement,</li> <li>• Ownership structure and agreement;</li> <li>• Fuel Supply Agreement;</li> <li>• Construction Contract; and</li> <li>• Operation and maintenance agreement.</li> </ul>				

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
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ECC2	The National Petroleum Authority' Act (2005)	C4.4 O5.3/O5.4/O6.1 D4.4/D5.2	The NPA established the National Petroleum Authority to regulate, oversee and monitor activities in the downstream petroleum industries.	<p>It is a requirement of the environmental permit that the project shall comply with the licensing requirements of the NPA.</p> <p>Activities which require a licence under this act which may be relevant to this project include the:</p> <ul style="list-style-type: none"> <li>• Importation of petroleum products,</li> <li>• Bulk transportation of petroleum products; and</li> <li>• Bulk storage of petroleum products.</li> </ul>	X	n/a	X	n/a
<b>Environmentally Sensitive Areas / Protected Areas/Ecology and Biodiversity (Not applicable to the project aspects register)</b>								
EP1	Wild Animals Preservation Act, Act 235 (1964)	C1.1/C1.2	Provides for various matters relating to the protection of wildlife in Ghana including the appointment of game officers, collection of specimens for scientific purposes and hunting and the identification of wholly or partially protected faunal species.	For information purposes. Not directly relevant to the project.	n/a	n/a	n/a	n/a
EP2	The Wild Animals Preservation Act 235 (1964) enforced by the Wetland Management (RAMSAR sites) Regulation, (1999)	C1.1/C1.2	Establishes wetlands as 'RAMSAR sites' as per the Convention of Wetlands of International importance and prohibits certain activities (and during certain seasons) within the designated RAMSAR site.	For information purposes. Not directly relevant to the project.	n/a	n/a	n/a	n/a
EP3	The Wild Reserves Regulations LI 740 (1971)	C1.1/C1.2/ C1.5	Allow for the designation and proclamation of protected areas, in various categories. The regulations prohibit certain activities (e.g. hunting, removal of faunal or floral species) allowed within the various reserves without a permit. The regulations forbid the pollution of water resources and littering within a protected area.	For information purposes. Not directly relevant to the project.	n/a	n/a	n/a	n/a

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
EP4	Wildlife Conservation Regulations LI685 (1971) (as amended)	C1.1/C1.2/C1.3	Provides further regulations for hunting, commercialisation of animals and various other provisions for the conservation and protection of faunal species in Ghana.	For information purposes. Not directly relevant to the project.	n/a	n/a	n/a	n/a
EP5	Forestry Commission Act, 571 (1999)	C1.1/C1.2	This Act re-established the Forestry Commission in order to bring under the Commission the main public bodies and agencies implementing the functions of protection, development, management and regulation of forests and wildlife resources and to provide for related matters.	For information purposes. Not directly relevant to the project.	n/a	n/a	n/a	n/a
EP6	Fisheries Commission Act, 457 (1993)	C1.1;C1.2	The Act established a Fisheries Commission and provides for its composition and functions relating to the regulation and management of the utilisation of fishery resources of Ghana and for connected purposes.	For information purposes. Not directly relevant to the project.	n/a	n/a	n/a	n/a
EP7	Fisheries Act, 625 (2002)	C1.1;C1.2	<p>The Act provides for the regulation, management and development of fisheries and promotes the sustainable exploitation of fishery resources.</p> <p>Section 93 of the Fisheries Act stipulates that if a proponent plans to undertake an activity which is likely to have a substantial impact on the fisheries resources, the Fisheries Commission should be informed of such an activity prior to commencement.</p> <p>The Commission may require information from the proponent on the likely impact of the activity on the fishery resources and possible means of preventing or minimising adverse impacts.</p> <p>The Project will need to ensure that it meets the requirements of this Act with regard to any impacts on fishing.</p>	For information purposes. Not directly relevant to the project.	n/a	n/a	n/a	n/a

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
<b>Other Regulations</b>								
OR1	Ghana Investment Code, PNDCL 116, (1985)	n/a	The 1985 Investment Code, PNDCL 116, requires that the Ghana Investment Promotion Centre, which is the government agency for the promotion and coordination of private investment in the Ghanaian economy must in its appraisal of enterprise, have regards to any effect the enterprise is likely to have on the environment and the measures proposed for the prevention and control of any harmful events to the environment before giving approval for its establishment.	The Ghana Investment Promotion Centre, taking into considerations its appraisal, will provide approval of the project	n/a	X	n/a	n/a
OR2	Boiler and Pressure Vessel Safety Regulations, LI 663 (1970)	n/a	In Ghana manufacturers, operators and importers of boilers and pressure vessels must conform to LI 663.	Ongoing requirement through the life of the project	n/a	X	X	X
OR3	Public Utilities Regulatory Commission (PURC) Act 538 (1997)	n/a	The Public Utilities Regulatory Commission (PURC) 1997, Act 538 requires the PURC to set up guidelines for pricing of power generated by utility companies taking into consideration assurance of financial viability of power produced, investor interests and best use of natural resources. PURC is also responsible for the determination of actual tariffs for both production and service providing utilities including electricity hence will be responsible for pricing of the electric power to be generated from the plant.	Relevant to the operational life of the project	n/a	n/a	X	n/a
OR4	Pesticides Control and Management (regulated under Part II of the EPA Act 490 (1994))	C1.3	The Act enables the control, management and regulation of chemicals and pesticides in Ghana. It provides the EPA the powers to register and classify chemicals, to determine restricted and suspended chemicals, to license and approve dealers, and to ensure enforcement and penalties. The Act states that no person shall import, export, manufacture, distribute, advertise, sell or use any chemical in Ghana unless the chemical has been	Ongoing requirement through the life of the project	n/a	X	X	X

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
			registered by the Environmental Protection Agency in accordance with this Act.					
OR5	Ghana National Fire Service Act, Act 537 (1997)	n/a	The Ghana National Fire Service Act of 1997 (Act 537) states that a Fire Certificate shall be required for premises used as a public place or place of work. The owner or occupier of the premises shall apply to the Chief Fire Officer for a Fire Certificate, which will be valid for 12 months from the date of issue and subject to renewal. Hospitality facilities require a fire certificate.	Requirements through the operational phase of the project on a 12-month basis	n/a	n/a	X	n/a
OR6	Fire Precaution (Premises) Regulations, LI 1724 (2003)	n/a	LI 1724 among other requirements requires that adequate measures are taken to eradicate potential sources of fire outbreaks and that a fire certificate be acquired for any project or facility.	Ongoing requirement through the life of the project	X	X	X	X
OR7	Electricity Company of Ghana (ECG) Act, Act 461 of (1997)	n/a	The Electricity Corporation of Ghana (ECG) was established by a decree (NLC Decree No.125) in 1967 and replaced the Electricity Department of the Ministry of Works and Housing. However, under the provisions of the Statutory Corporations (Conversions to Company) Act, 1993 (Act 461), ECG has since 1997 been converted into a limited liability company called Electricity Company of Ghana. Prior to 1987, ECG was responsible for distributing electricity throughout Ghana when it receives bulk supply from the VRA. The ECG's responsibility for distribution is now limited to the Ashanti, Western, Central, Eastern, Greater Accra and Volta Regions.	For information purposes only. Relevant to the operational life of the project	n/a	n/a	X	n/a
OR8	Electricity Regulations, LI 1937: (2008)	n/a	The purpose of these Regulations is to provide for (a) the planning, expansion, safety criteria, reliability and cost effectiveness of the national interconnected transmission system; (b) the regulation of a wholesale electricity market; (c) the market operations of the electricity transmission utility; (d) the technical operations of the electricity transmission utility; (e) minimum standards and procedures for the construction and maintenance of facilities and installations; (f) the protection of the mains and electrical installations and services; (g) the protection of life and property and the general safety of the public in respect of electricity services; (h) minimum reserve	Relevant to the construction and operational life of the project	n/a	X	X	n/a

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
			margins to satisfy demand; and (i) the development and implementation of programmes for the conservation of electricity.					
OR9	Local Government Act, 1993 (Act 462) and The Tema Metropolis	n/a	The Tema Metropolis was created from the Tema Municipality in 2007 with the promulgation of Legislative Instrument (LI) 1929. In 2012, the Kpone-Katamanso SubMetropolitan Council was carved out of the Tema Metropolis to establish the Kpone-Katamanso District. The Tema Metropolis has three Sub-Metropolitan Councils namely; Tema West, Tema East and Tema Central.	In accordance with the Local Government Act, 1993 (Act 462), the assembly exercises Deliberative, Legislative and Executive functions, including approval of development plans and enforcement of bye-laws. As such, the Early Power Project will require approval by the TMA.	n/a	X	X	X
OR10	National Museums Decree, NLCD 387 (1969)	n/a	NLCD 387 provides for the care of any archaeological finds. This is the law governing the activities and operations of the National Museums and Monuments Board. Procedures to be followed on the discovery of any such artefacts are outlined in NLCD 387.	Requirements through construction phase and decommissioning	n/a	X	n/a	X
<b>Other requirements (International Laws, Conventions, Standards)</b>								
LCS1	ISO14001:2015	n/a	ISO14001:2015 is an International Standard for environmental management. The latest issue of the standard was issued in September 2015. This standard sets new requirements from the previous issue ISO14001:2004.	The ESMS of the Ghana Bridge project has been set up to conform to ISO14001:2015. The ESMS Manual sets out how each of the standard requirements is met. The requirements of ISO14001:2015 will be applied to the construction, operation and decommissioning of the project.	n/a	X	X	X
LCS2	OHSAS1801:2007	n/a	OHSAS18001 is an International Standard for Occupational Health and Safety. NB ISO45001 is due to be issued in 2017. It is thought that this will supersede OHSAS18001 and be the predominant standard for health and safety management.	OHSAS18001 for Occupational Health and Safety will be applied to the construction, operation and decommissioning of the project.	n/a	X	X	X
LCS3	ISO9001:2015	n/a	ISO9001:2015 is an International Standard for Quality Management.	ISO9001:2015 for Occupational Health and Safety will be applied to the	n/a	X	X	X

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
				construction, operation and decommissioning of the project				
LCS4	IFC Performance Standards for Environmental and Social Sustainability (2012) ("The IFC Standards")	All Aspects	<p>The IFC's Performance Standards on Environmental and Social Sustainability (2012) ("The IFC Standards" or "PS") are a key aspect of the IFC's Sustainability Framework and strategic commitment to sustainable development which underpin the IFC's approach to risk management. The PS were developed to provide guidance to prospective IFC clients on risk management, particularly in countries where the national legal framework and/or regulator/enforcement capacity is not yet sufficiently developed to be relied upon solely to manage these risks.</p> <p>The standards define the responsibilities and requirements expected from IFC clients in identifying and managing a project's environmental and social (including labour, health, safety and security) risks associated through the project lifetime, through to decommissioning. The PS are designed to help avoid, mitigate and manage risks and impacts as a way of doing business in a sustainable way, including community and stakeholder engagement and disclosure.</p> <p>The IFC has also developed a series of Guidance Notes which are companion documents to each corresponding Performance Standard, providing more detailed guidance to clients in meeting the Performance Standards.</p> <p>The PS have effectively become the international industry standard for E&amp;S risk management of private sector projects. The PS are often applied whether or not the IFC is directly involved in financing a project, unless one of the other lending institutions has its own set of standards and/or guidance.</p> <p>Under the Equator Principles III, projects located in non-designated countries such as Ghana are required to be compliant with the IFC PS and the corresponding applicable industry specific IFC Environmental, Health and Safety (EHS) Guidelines.</p>	<p>The IFC standards have been applied to this project at all stages as detailed in the ESMS Manual. Of the standards, the following apply:</p> <ul style="list-style-type: none"> <li>• Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts (PS1);</li> <li>• Performance Standard 2: Labour and Working Conditions (PS2);</li> <li>• Performance Standard 3: Resource Efficiency and Pollution Prevention (PS3);</li> <li>• Performance Standard 4: Community Health, Safety, and Security (PS4); and</li> <li>• Performance Standard 5: Land Acquisition and Involuntary Resettlement (PS5).</li> </ul> <p>The following standards are not currently triggered:</p> <ul style="list-style-type: none"> <li>• Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources (PS6);</li> <li>• Performance Standard 7: Indigenous Peoples (PS7); and,</li> </ul> <p>Performance Standard 8: Cultural Heritage.</p>	n/a	X	X	X

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
LCS5	<b>AKOBEN Performance Rating and Public Disclosure scheme</b>	<b>O1.1, O2.1, O3, O4, O5, O7.1 O9</b>	The AKOBEN programme is an environmental performance rating and disclosure initiative of the Environmental Protection Agency (EPA), Government of Ghana which aims to strengthen public awareness and participation. Further details can be found here; <a href="http://www.epaghanaakoben.org">http://www.epaghanaakoben.org</a>	Under the AKOBEN initiative, environmental performance is assessed using a five-colour rating scheme, indicating environmental performance ranging from excellent to poor. Participation in the scheme is a requirement of the Environmental Permit and needed for permit renewal in 2017.	X	X	X	X
LCS6	<b>Conventions regarding pollution, chemicals and wastes</b>	<b>C3.1 O4.1/ O4.2 D3.1</b>	<ul style="list-style-type: none"> <li>Bamako Convention on the Ban of the Import into Africa and the Control of Transboundary Movements of Hazardous Wastes within Africa- ratified 1990</li> <li>Rotterdam Convention of Prior Informed Consent Chemicals – ratified 1998</li> <li>The Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal – ratified 2003</li> <li>International Convention on Civil Liability for Oil Pollution Damage – ratified 1969 (aims to ensure adequate compensation where damage is caused by oil pollution from maritime oil tanker accidents)</li> <li>International Convention on the Establishment of an International Fund for Compensation of Oil Pollution Damage- ratified 1971 (adopted to relieve ship owners from unfair liabilities due to unforeseen circumstances)</li> <li>International Convention of Oil Preparedness, Response and Co-operation (ORPC) – ratified 1990 (aims to ensure measures are in place for dealing with marine oil pollution incidents and co-operation between countries)</li> <li>Stockholm Convention- ratified 2001 (aims to eliminate or restrict the production and use of persistent organic pollutants)</li> </ul>	The project must also comply with international Conventions to which Ghana is a signatory	n/a	n/a	n/a	n/a
LCS7	<b>Conventions regarding Climate Change and Ozone Depletion</b>	<b>C2.1 O2.1 D2.1</b>	The Vienna Convention on the Protection of Ozone Layer – ratified 1993	The project must comply with international Conventions to which Ghana is a signatory. Project requirements relating to ozone	n/a	X	X	X

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
			<p>Montreal Protocol on Substances that Deplete the Ozone Layer – ratified 1993</p> <p>United Nations Framework Convention on Climate Change- – ratified 1996</p> <p>Kyoto Protocol to the FCCC-ratified 1997</p>	depleting substances are captured within the ESMS.				
LCS8	The Equator Principles III	All Aspects	<p>The Equator Principles are a voluntary set of standards intended to ensure that projects financed by Equator Principle Finance Institutions (EPFIs) are developed in a manner which is environmentally and socially responsible. The Equator Principles apply to all new project finance (or project finance advisory) with a total project capital cost in excess of US\$10 million or to project-related corporate loans or bridge loans (where certain criteria are met).</p> <p>There are ten principles:</p> <ul style="list-style-type: none"> <li>• Principle 1: Review and Categorisation;</li> <li>• Principle 2: Environmental and Social Assessment;</li> <li>• Principle 3: Applicable Environmental and Social Standards;</li> <li>• Principle 4: Environmental and Social Management System and Equator Principles Action Plan;</li> <li>• Principle 5: Stakeholder Engagement;</li> <li>• Principle 6: Grievance Mechanism;</li> <li>• Principle 7: Independent Review;</li> <li>• Principle 8: Covenants;</li> <li>• Principle 9: Independent Monitoring and Reporting; and,</li> <li>• Principle 10: Reporting and Transparency.</li> </ul>	<p>All of the principles have been applied to the project, primarily through the implementation of the ESIA process in line with IFC PS and preparation of this ESMS (Principles 1 through 6 and the disclosure aspect of Principle 10). Principles 7, 8 and 9 will be applied through relevant aspects of financing agreements. The remaining reporting requirement of Principle 10 (GHG reporting) will be completed by the project during operation.</p>	n/a	X	X	X
LCS9	Electricity Transmission (Technical, Operational and Standards Of Performance) Rules, LI 1934 (2008)	n/a	LI 1934 provide rules and define the national interconnected transmission system; and establish the requirements, procedures, practices and standards that govern the development, operation, maintenance and use of the high voltage national interconnected transmission system. The rules are to ensure that the transmission	For information purposes only. Relevant to the operational life of the project	n/a	n/a	X	n/a

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
			system provides a fair, transparent, non-discriminatory, open access, safe, reliable, secure and cost efficient transmission and delivery of electricity.					
LCS10	<p>World Bank Group / IFC:</p> <p>General EHS Guidelines (2007);</p> <p>EHS Guidelines for Thermal Power Plants (2008);</p> <p>EHS Guideline for Electric Power Transmission &amp; distribution (2007); and,</p> <p>EHS Guidelines for Onshore Oil and Gas Development (2007).</p>	n/a	<p>The Environmental, Health, and Safety (EHS) Guidelines ("the EHS Guidelines") are technical reference documents with general and industry-specific examples of Good International Industry Practice (GIIP). The EHS Guidelines contain the performance levels and measures that are generally considered to be achievable in new facilities by existing technology at reasonable costs.</p> <p>The use of EHS Guidelines is required by the IFC PS. For complex projects such as this, use of multiple industry-sector guidelines is necessary.</p>	<p><b>The General EHS Guidelines (2007):</b> provide a general framework for management of environmental, health, and (occupational and community) safety (EHS) issues during construction, operation and decommissioning.</p> <p><b>EHS Guidelines for Thermal Power Plants (2008):</b> includes information relevant to combustion processes fueled by gaseous, liquid and solid fossil fuels and biomass and designed to deliver electrical or mechanical power, steam, heat, or any combination of these, regardless of the fuel type (except for solid waste</p> <p><b>EHS Guideline for Electric Power Transmission &amp; distribution (2007):</b> include information relevant to power transmission between a generation facility and a substation located within an electricity grid, in addition to power distribution from a substation to consumers located in residential, commercial, and industrial areas.</p>	X	X	X	X
LCS11	Governance Structure of Ghana	n/a	In Ghana there are two parallel government systems operating at the local level, the district assembly administrative structure and the traditional administrative	For information purposes only	n/a	X	X	X

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
			<p>system. The district administration consists of elected representatives and central government appointed personnel, whereas the traditional administration is derived from the chieftaincy institutions. At the community level, an elected assembly person serves as the main link between the district assembly and the community.</p> <p>Chiefs and elders comprise the traditional administrative institution and they have both judicial and executive functions within the communities.</p> <p>In the Tema area the land is termed “Stool Lands” and comes under the control of the Paramount Chief but the right of use lies with the families who are direct beneficiaries of any returns from the land. The Stool is the custodian of the land and as such can release land for projects of community or national interest. They can also reassign land, for example making land available to compensate displaced farmers.</p>					
LCS12	National HIV/AIDS STI Policy (2004)	<p>C.9.4</p> <p>O9.1</p> <p>D8.1</p>	<p>The National HIV/AIDS STI Policy has been developed to address the very serious health and developmental challenges posed by HIV/AIDS.</p> <p>The policy provides the framework for Ghana’s strategy to reduce the spread of HIV infection. It provides the necessary statement of commitment around which a legislative framework will be built for an Expanded Multi-Sectoral response to reduce further spread of the epidemic, and for the protection and support of people infected with HIV/AIDS in Ghana.</p> <p>Subsequently, a National HIV/AIDS Strategic Framework for Ghana has been formulated in recognition of the developmental relevance of the disease. Ghana, by this document has joined the global community in a united effort to combat the epidemic.</p> <p>The Strategic Framework document is updated periodically and it provides for a “Workplace HIV Policy”. Ghana has now developed a National HIV/AIDS Strategic Plan 2011-15.</p>	<p>Establishment of a HIV/AIDS prevention programme and awareness campaign are required by the project permit and are set out in the ESMS manual.</p>	X	X	X	X

Reference	Regulation	Relevant Aspects	Objectives of the Legislation	Summary of Requirements	Relevance to Ghana Bridge Project			
					Permit requirements	Construction	Operational	Decommissioning
LCS13	Conventions regarding social and cultural aspects	C 2.2/ C 2.3/ C.8.6/ C.9.7  O7.1/O9.3  D 6.1  D8.3	<ul style="list-style-type: none"> <li>• Convention 29 on Forced Labour Convention- ratified 1930</li> <li>• ILO Convention 87 on Freedom of Association and Protection of the Right to Organize Convention- ratified 1948</li> <li>• ILO Convention 98 on the Right to Organize Collective Bargaining- ratified 1949</li> <li>• Convention 100 on Equal Remuneration – ratified 1951</li> <li>• Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices similar to Slavery – ratified 1956</li> <li>• Convention 105 Concerning the Abolition of Forced Labour - ratified 1957</li> <li>• Convention 111 on Discrimination – ratified 1958</li> <li>• International Convention on the Elimination of All Forms of Racial Discrimination – ratified 1969</li> <li>• The Convention Concerning the Protection of World Cultural and Natural Heritage – ratified 1972</li> <li>• International Covenant on Civil and Political Rights – ratified 1976</li> <li>• Convention concerning the protection of workers against occupational hazards in the work environment due to air pollution, noise and vibration ( ILo No.148) – ratified 1987</li> <li>• African Charter on Human and Peoples' Rights – ratified 1989</li> <li>• International Covenant on Economic, Social and Cultural Rights – ratified 2000</li> </ul>	The principles of these conventions have been captured within the ESMS.	n/a	X	X	X
LCS14	International Labour Organisations Conventions	C9.7, O9.4, D8.4	In addition to the environmental conventions, Ghana is a signatory to 51 of the International Labour Organisations Conventions	These are detailed in the ESIA and the principles of the conventions have been captured within the ESMS.	n/a	X	X	X

**End of Legal and Other Requirements Register**