PROJECT SPECIFIC

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

FALEOLO INTERNATIONAL AIRPORT

BOUNDARY FENCE REPLACEMENT PROJECT

ENVIRONMENTAL STEWARDSHIP

SOCIAL RESPONSIBILITY

COMPLIANCE

STAKEHOLDER ENGAGEMENT

SUSTAINABLE DEVELOPMENT

PREPARED FOR:

SAMOA AIRPORT AUTHORITY (SAA)

PROJECT:

SAMOA AVIATION AND ROADS INVESTMENT PROJECT (SARIP)

DATE:

JULY 2026

PROJECT-SPECIFIC ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

Faleolo International Airport Boundary Fence Replacement Project

Prepared as an Integral Part of the Preliminary Environmental Assessment Report (PEAR)

Project:
Samoa Aviation and Roads Investment Project (SARIP)

Project Location:
Faleolo International Airport, Upolu, Samoa

Prepared for:
Samoa Airport Authority (SAA)
SARIP Project Implementation Unit (PIU)

Prepared by:
Mr. Patea Setefano, ESS Consultant, SAA SARIP PIU

Purpose:
Supporting the Development Consent Application (DCA) to MWTI–PUMA

Date:
August 2026

These ESMP forms part of the PEAR for the FIA Boundary Fence Replacement Project. The revision history below records substantive updates arising from project review, supplementary field verification and comments received from MWTI–PUMA, SAA/SARIP PIU and the World Bank.

Revision History

Version	Date	Description of Revision	Prepared By	Reviewed By
Draft 1/ Rev. 0	June 2026	Initial ESMP prepared as part of the PEAR for the FIA Boundary Fence Replacement Project, establishing project-specific environmental and social mitigation, monitoring, implementation and reporting requirements.	Mr Patea Setefano, ESS Consultant	Ms Ruseta Taaloga, Project Manager, SARIP PIU/SAA
Draft 2/ Rev. 1	July 2026	Revised following MWTI–PUMA review comments to strengthen project-specific mitigation, monitoring, institutional responsibilities, stakeholder engagement, GRM, incident management and construction-phase environmental and social controls.	Mr Patea Setefano, ESS Consultant	Ms Ruseta Taaloga, Project Manager, SARIP PIU/SAA; MWTI–PUMA review process
Revised Draft/ Rev. 2	July 2026	Updated following supplementary field inspection and RTK GNSS survey undertaken on 4 July 2026. Strengthened controls for drainage and stormwater infrastructure, coastal and ground conditions, existing airport infrastructure, ecological conditions, airport security, OHS, monitoring and site rehabilitation.	Mr Patea Setefano, ESS Consultant	Ms Ruseta Taaloga, Project Manager, SARIP PIU/SAA
Revised Draft/ Rev. 3	August 2026	Revised following World Bank and SAA/SARIP PIU review comments. Updates include public access to the terminal, car parks and drop-off areas; waste and fence-removal controls; drainage, erosion and water-quality protection; coastal safeguards; spills and hazardous materials; labour and working conditions; airport operations, security and OHS; Contractor compound and laydown requirements; and strengthened mitigation and monitoring measures in Table 6.1. The Contractor's environmental and social documentation requirements were also simplified to require a proportionate, project-specific CESMP supported by a TOC/template and implementation tools in the bidding documents.	Mr Patea Setefano, ESS Consultant	Ms Ruseta Taaloga, Project Manager, SARIP PIU/SAA

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Executive Summary

This Environmental and Social Management Plan (ESMP) has been prepared for the Faleolo International Airport (FIA) Boundary Fence Replacement Project, to be implemented by the Samoa Airport Authority (SAA) under the Samoa Aviation and Roads Investment Project (SARIP). The ESMP accompanies the Preliminary Environmental Assessment Report (PEAR) and forms part of the Development Consent Application (DCA) submitted to the Ministry of Works, Transport and Infrastructure – Planning and Urban Management Agency (MWTI–PUMA).

The project involves replacing the existing deteriorated airport perimeter fence with approximately 2,985 metres of Fibre Reinforced Polymer (FRP) Mesh Security Fence, including reinforced concrete footings, mowing strips, pedestrian and vehicle access gates. The works are confined to the existing airport operational corridor on Government-owned land managed by the SAA and do not require land acquisition, resettlement, reclamation or expansion beyond the existing airport boundary.

The purpose of this ESMP is to provide the environmental, social, health and safety (ESHS) management framework for project implementation. It translates the commitments and mitigation measures identified in the PEAR into practical management actions, monitoring requirements, performance indicators, reporting procedures and institutional responsibilities.

The ESMP has been prepared in accordance with the Planning and Urban Management Act 2004, Environmental Impact Assessment Regulations 2007, applicable Codes of Environmental and Social Practice (COESP), the World Bank Environmental and Social Framework (ESF), the SARIP Environmental and Social Management Framework (ESMF) and relevant International Civil Aviation Organization (ICAO) requirements.

The PEAR concluded that the environmental and social impacts of the project are expected to be temporary, localised and manageable, with the majority occurring during the construction phase. Accordingly, this ESMP establishes management measures for:

- air quality, noise and vibration;
- waste, spill and pollution prevention;
- concrete wash water management;
- protection of drainage systems, stormwater infrastructure and coastal areas;
- protection of existing airport infrastructure and utilities;
- occupational health and safety (OHS);
- airport operational safety and security;
- traffic and construction management;
- stakeholder engagement and the Grievance Redress Mechanism (GRM);
- environmental monitoring, incident reporting and corrective actions; and
- site rehabilitation and project close-out.

Implementation of this ESMP will be supported through routine inspections, measurable performance indicators, environmental monitoring and compliance reporting. Environmental and social performance will be monitored by the Contractor, Environmental and Social

Specialist (ESS), Supervising Engineer (SE), SARIP Project Implementation Unit (PIU) and the SAA, with regulatory oversight provided by MWTI–PUMA.

Prior to construction, the successful Contractor shall prepare and obtain approval for a project-specific Contractor's Environmental and Social Management Plan (CESMP) and all supporting management plans required under the construction contract.

Stakeholder engagement will continue throughout project implementation. Consultation records, monitoring reports, incident registers, grievances and corrective actions will be maintained to demonstrate compliance with the ESMP, Development Consent conditions and contractual obligations, and to support continuous environmental and social performance.

Implementation of this ESMP will ensure that construction is undertaken in a manner that protects the environment, maintains airport safety and security, safeguards workers and the public, preserves existing drainage systems, coastal processes and infrastructure, and minimises disruption to airport operations.

Subject to implementation of this ESMP, the approved CESMP and all applicable Development Consent conditions, the project is expected to comply with national legislative requirements, World Bank environmental and social safeguard requirements, and recognised Good International Industry Practice (GIIP).

List of Acronyms

CESMP	Contractor's Environmental and Social Management Plan
COESP	Codes of Environmental and Social Practice
DCA	Development Consent Application
ERP	Emergency Response Plan
ESF	Environmental and Social Framework (World Bank)
ESCP	Environmental and Social Commitment Plan
ESHS	Environmental, Social, Health and Safety
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Specialist
ESSP	Environmental and Social Safeguards Plan *(only include if used in the ESMP; otherwise omit)*
FIA	Faleolo International Airport
FRP	Fibre Reinforced Polymer
GIIP	Good International Industry Practice
GRM	Grievance Redress Mechanism
ICAO	International Civil Aviation Organization
LTI	Lost Time Injury
MWTI	Ministry of Works, Transport and Infrastructure
MWTI–CAD	Ministry of Works, Transport and Infrastructure – Civil Aviation Division
MWTI–PUMA	Ministry of Works, Transport and Infrastructure – Planning and Urban Management Agency
OHS	Occupational Health and Safety
OHSP	Occupational Health and Safety Plan
PEAR	Preliminary Environmental Assessment Report
PIU	Project Implementation Unit
PPE	Personal Protective Equipment

PUM Act	Planning and Urban Management Act 2004
RTK GNSS	Real-Time Kinematic Global Navigation Satellite System
SAA	Samoa Airport Authority
SARIP	Samoa Aviation and Roads Investment Project
SE	Supervising Engineer
SEP	Stakeholder Engagement Plan
SPRP	Spill Prevention and Response Plan
SWMS	Safe Work Method Statement
TMP	Traffic Management Plan
WMP	Waste Management Plan

1. Introduction.

1.1 Purpose.

This ESMP has been prepared for the FIA Boundary Fence Replacement Project to establish the environmental, social, health and safety (ESHS) requirements for project implementation. The ESMP forms part of the PEAR and supports the Development Consent Application (DCA) submitted to the MWTI–PUMA.

The ESMP provides the framework for implementing the mitigation measures identified in the PEAR. It establishes environmental and social commitments, monitoring requirements, performance indicators, reporting procedures and institutional responsibilities to ensure compliance with applicable legislation, Development Consent conditions, contractual obligations and recognised good international practice throughout the project.

1.2. Objectives.

The objectives of this ESMP are to:

- implement the environmental and social commitments identified in the PEAR;
- avoid, minimise and manage environmental and social impacts during construction;
- protect workers, airport users, adjacent infrastructure, drainage systems and the surrounding environment;
- maintain airport operational safety, security and continuity of operations;
- establish clear roles, responsibilities, monitoring, reporting and corrective action procedures;
- provide measurable environmental and social performance indicators;
- support stakeholder engagement and operation of the Grievance Redress Mechanism (GRM); and
- demonstrate compliance with the PUM Act 2004, EIA Regulations 2007, applicable COESP, the World Bank Environmental and Social Framework (ESF) and relevant International Civil Aviation Organization (ICAO) requirements.

1.3. Relationship with the PEAR.

This ESMP shall be read together with the PEAR and forms an integral component of the Development Consent documentation. The PEAR identifies and assesses the potential environmental and social impacts of the proposed development, while this ESMP establishes the mitigation measures, monitoring requirements and management actions necessary to implement those commitments during construction.

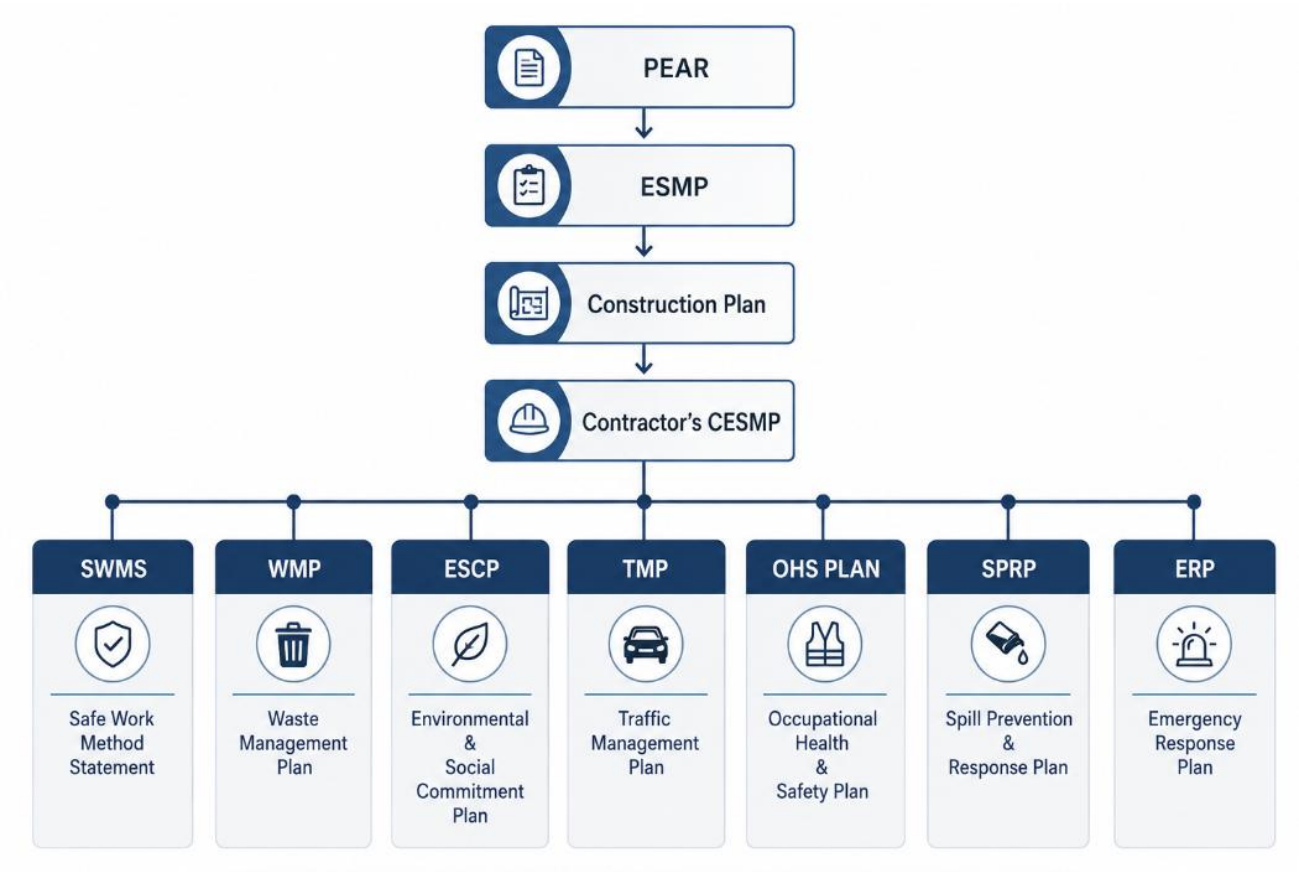
The ESMP sets the minimum environmental and social performance requirements for the project and shall be incorporated into the construction contract.

Following contract award, the successful Contractor shall prepare a project-specific CESMP consistent with this ESMP. The CESMP shall describe the Contractor's construction methodology, work programme, site-specific controls and supporting management plans, and

shall be submitted to the SAA, SARIP PIU, SE and ESS for review and approval before construction commences.

1.4. Document Hierarchy.

The environmental and social management framework for the project is structured as follows:



Explanation

The PEAR identifies and assesses the project's environmental and social impacts. The ESMP establishes the mitigation measures, monitoring requirements and environmental and social obligations for project implementation. These requirements are incorporated into the Construction Contract. Following contract award, the successful Contractor shall prepare a project-specific CESMP and supporting management plans, consistent with the ESMP, for approval before construction commences.

1.5. Scope.

This ESMP applies to all activities associated with the FIA Boundary Fence Replacement Project, including:

- site establishment and mobilisation;
- removal and lawful disposal of the existing perimeter fence;
- construction of reinforced concrete footings and mowing strips;
- installation of approximately 2,985 metres of FRP Mesh Security Fence;

- installation of pedestrian and vehicle access gates;
- protection of existing drainage systems, utilities, airport infrastructure and operational areas;
- environmental, social, health and safety management during construction;
- rehabilitation of disturbed areas; and
- environmental monitoring, reporting and project close-out.

This ESMP applies to all organisations and personnel engaged on the project, including the SAA, SARIP PIU, SE, ESS, Contractor, subcontractors and authorised site personnel.

1.6. Limitations.

This ESMP establishes the environmental and social management requirements for the project but does not replace the Contractor's responsibility to prepare detailed construction management documentation.

Before construction commences, the successful Contractor shall prepare and obtain approval for a project-specific CESMP and all supporting management plans required under the construction contract, including:

- Safe Work Method Statements (SWMS);
- Occupational Health and Safety (OHS) Plan;
- Waste Management Plan (WMP);
- Erosion and Sediment Control Plan (ESCP);
- Traffic Management Plan (TMP);
- Spill Prevention and Response Plan (SPRP);
- Emergency Response Plan (ERP); and
- any other plans required by the SAA, SARIP PIU, MWTI–PUMA or the construction contract.

The ESMP is a live management document and may be revised to reflect approved design changes, regulatory requirements, construction methodologies, monitoring results or lessons learned during project implementation. Any material amendments shall be reviewed and approved by the SAA, SARIP PIU and MWTI–PUMA, where required.

2. Project Description.

2.1. Project Location.

The project is located at FIA, Upolu, on Government-owned land managed by the Samoa Airport Authority (SAA). The works are confined to the existing airport operational corridor along the northern and eastern perimeter and remain within the established airport boundary.

2.2. Existing Perimeter Fence.

The existing perimeter fence extends 2,341.14 metres, as confirmed by an RTK GNSS survey undertaken on 18 June 2026. The fence comprises timber posts and rails, plastic mesh, steel components and reinforced concrete footings.

Site inspections confirmed widespread deterioration resulting from prolonged exposure to marine conditions, including salt spray, corrosion, weathering and localised coastal erosion. These defects have reduced the fence's structural integrity, security performance and serviceability.

2.3. Proposed Development.

The project will replace the existing fence with approximately 2,985 metres of Fibre Reinforced Polymer (FRP) Mesh Security Fence, supported by reinforced concrete footings and continuous concrete mowing strips, together with four pedestrian gates and three vehicle access gates.

The proposed alignment generally follows the existing perimeter, with localised extensions incorporated in the approved engineering design to satisfy current airport operational and security requirements. The works do not require land acquisition, reclamation, significant earthworks or expansion beyond the existing airport boundary.

2.4. Construction Activities.

The principal construction activities include:

- site establishment and survey set out;
- removal and lawful disposal of the existing fence;
- excavation and construction of reinforced concrete footings and mowing strips;
- installation of FRP fence panels, posts and access gates;
- localised reinstatement of disturbed areas; and
- testing, commissioning and site rehabilitation.

2.5. Existing Infrastructure.

Construction will be undertaken adjacent to existing airport infrastructure, including:

- perimeter access roads;
- airport security facilities and access gates;
- reinforced concrete culverts;
- drainage channels and stormwater outfalls;
- underground and above-ground utilities; and
- runway and airside security areas.

These assets will remain operational during construction and shall be protected through the implementation of this ESMP, the Contractor's approved CESMP, and coordination with SAA Operations and Airport Security.

2.6. Project Duration.

The project is expected to be implemented over approximately 11 months, comprising procurement, manufacture, shipping and mobilisation, followed by approximately 4 months of on-site construction.

Construction will be undertaken in stages to maintain airport security, operational safety and continuity of airport operations, while minimising disruption to existing infrastructure and airport users.

3. Legislative and Safeguard Framework.

Implementation of this ESMP shall comply with the applicable national legislation, environmental safeguard requirements, aviation standards and recognised GIIP relevant to the FIA Boundary Fence Replacement Project.

Table 3.1. Legislative and Safeguard Framework

Legislation/Framework	Responsible Agency	Application to the Project
Planning and Urban Management Act 2004 (PUM Act)	MWTI–PUMA	Development Consent and regulatory compliance.
Environmental Impact Assessment Regulations 2007	MWTI–PUMA	Environmental assessment and implementation of mitigation measures.
Codes of Environmental and Social Practice (COESP)	MWTI	Environmental management, construction, OHS and monitoring requirements.
World Bank Environmental and Social Framework (ESF)	World Bank	Environmental and social risk management under SARIP, including applicable Environmental and Social Standards (ESS).
ICAO Standards and Recommended Practices (SARPs)	ICAO	Airport operational safety, perimeter security and airside access requirements.
SARIP Environmental and Social Management Framework (ESMF)	SAA/SARIP PIU	Project-specific environmental and social management requirements.

3.1. Compliance.

These ESMP forms part of the project's environmental and social management framework and shall be implemented in conjunction with the PEAR and all conditions of the Development Consent.

The SAA, SARIP PIU, SE, ESS and the Contractor shall ensure compliance with the applicable legislative, contractual and safeguard requirements throughout the project.

Before construction commences, the successful Contractor shall prepare and obtain approval for a project-specific CESMP and all supporting management plans required under the construction contract.

4. Roles and Responsibilities.

Effective implementation of this ESMP requires coordinated responsibilities among the project owner, Contractor, supervision team and regulatory authorities.

Table 4.1 Roles and Responsibilities

Organisation	Primary Responsibility
SAA	Project Owner; contract administration; airport operational coordination; implementation of the approved ESMP.
SARIP PIU	Project management; safeguard coordination; compliance reporting; liaison with regulatory agencies.
Supervising Engineer (SE)	Contract administration; construction supervision; quality assurance; verification of compliance with the PEAR, ESMP and contract requirements.

Environmental and Social Specialist (ESS)	Environmental and social monitoring; site inspections; compliance audits; incident investigation; monitoring reports; corrective action recommendations.
Contractor	Prepare and implement the approved CESMP and supporting management plans; comply with the PEAR, ESMP, Development Consent conditions and construction contract.
MWTI–PUMA	Development Consent administration; regulatory inspections; compliance monitoring and enforcement.
MWTI–CAD	Aviation regulatory oversight and advice on airport operational and airside safety requirements, where applicable.
World Bank	Oversight of environmental and social requirements under the SARIP financing arrangements.

5. Environmental and Social Commitments.

This ESMP establishes the minimum environmental and social management requirements for the FIA Boundary Fence Replacement Project. These requirements shall be incorporated into the construction contract and implemented throughout project delivery.
The PEAR identifies and assesses the project's environmental and social risks and impacts; this ESMP establishes the mitigation, monitoring and management requirements; and the Contractor's Environmental and Social Management Plan (CESMP) translates these requirements into practical, site-specific procedures for construction.

5.1. Contractor's CESMP
Prior to mobilisation, the successful Contractor shall prepare a concise and proportionate project-specific CESMP consistent with the PEAR, this ESMP, Development Consent conditions and construction contract requirements.

Given the defined scope and relatively low-complexity risks associated with the fence replacement works, the CESMP shall consolidate the applicable environmental, social, labour, OHS, airport security and construction controls into a single practical implementation document.

Separate standalone management plans are not required unless specifically warranted by the Contractor's methodology, site conditions, contract requirements or directions of the SAA/SARIP PIU. As a minimum, the CESMP shall address:

- site establishment, Contractor compound and laydown areas;
- SWMS, OHS, worker induction, PPE and toolbox requirements;
- labour and working conditions and worker Code of Conduct;
- airport operational safety, airside access and temporary perimeter security;
- traffic, plant, pedestrian and public-access management;
- waste management, including removal and disposal of existing fence materials;
- erosion, sediment, drainage and stormwater controls;
- concrete handling and designated washout arrangements;
- fuel, hazardous-material and spill prevention and response;
- coastal and ecological protection;
- stakeholder communication and GRM;

- emergency preparedness and response;
- environmental and social monitoring and reporting; and
- incident notification, corrective action and close-out.

The Contractor shall ensure that all workers and subcontractors receive project induction appropriate to their duties before commencing work, including relevant environmental, social, OHS, airport security, emergency and Code of Conduct requirements.

5.2. CESMP Review and Implementation

A CESMP TOC/template and relevant implementation, inspection and monitoring tools shall be provided through the bidding/contract documents to guide Contractor preparation and ensure consistency with this ESMP. The CESMP shall be submitted for review and acceptance by the SAA/SARIP PIU, SE and ESS, in accordance with the construction contract, before mobilisation or commencement of the relevant works.

The accepted CESMP shall be implemented throughout construction and updated where necessary to address changes in construction methodology, site conditions, identified risks, corrective actions or applicable project requirements.

This revision responds directly to the World Bank's concern: one proportionate CESMP rather than a CESMP plus nine separate mandatory plans, while retaining all the substantive environmental and social controls required for the project.

6. Environmental and Social Mitigation Plan.

The mitigation measures in Table 6.1 establish the minimum environmental and social controls required during construction. The Contractor shall incorporate these measures into the approved CESMP and implement them throughout the construction period.

Table 6.1. Environmental and Social Mitigation Plan.

Environmental /Social Aspect	Potential Impact/Risk	Mitigation Measures	Performance Indicator	Monitoring Frequency	Responsibility
Air Quality	Dust generation	• Water exposed surfaces during dry conditions. • Cover stockpiles and trucks transporting loose materials. • Enforce low vehicle speeds. • Minimise the extent and duration of exposed work areas.	No visible dust beyond the work area; dust complaints addressed within 24 hours.	Daily	Contractor/ESS
Noise and Vibration	Construction noise and disturbance to airport users and operations	• Restrict works to approved construction hours. • Maintain plant and equipment in good operating condition. • Coordinate high-noise activities with SAA Operations. • Schedule noise-generating works within 50m of the terminal or public areas to avoid peak passenger movement periods, where practicable.	Noise controlled within the work area; no justified unresolved complaints.	Daily	Contractor/ESS
Waste Management	Construction and demolition waste; uncontrolled disposal	• Segregate waste at source. • Reuse or recycle materials where practicable. • Dispose of residual waste only at approved facilities. • Maintain waste transfer and disposal records. • Progressively segregate removed fence materials, including wire, steel, timber, concrete and FRP, for reuse, recycling or disposal. • Prohibit burning or burial of waste on site. • Provide final waste disposal records to SAA at contract completion.	No uncontrolled waste; waste appropriately segregated; disposal records maintained and submitted to SAA.	Weekly	Contractor
Concrete and Cement	Alkaline wash water; contamination of soil, drains or coastal waters	• Use designated contained concrete washout areas. • Prevent concrete slurry and wash water entering drains or the coastal environment. • Store cement away from drainage lines and exposed areas. • Remove concrete waste promptly.	No concrete residue or wash water discharged to drainage or coastal waters.	Daily	Contractor/ESS

Environmental /Social Aspect	Potential Impact/Risk	Mitigation Measures	Performance Indicator	Monitoring Frequency	Responsibility
Drainage and Culverts	Sediment discharge, blockage or damage	• Protect drainage channels, pits, culverts and outfalls. • Install sediment controls where required. • Inspect drainage following rainfall. • Remove accumulated sediment or construction debris promptly.	Drainage infrastructure remains functional and free from construction-related blockage.	After rainfall and as required	Contractor/ESS
Stormwater	Localised flooding or disruption of existing drainage	• Maintain existing drainage pathways. • Keep drains and flow paths clear. • Do not stockpile spoil or materials near drains, culverts or outfalls. • Reinstate disturbed drainage immediately.	Existing stormwater drainage remains functional throughout construction.	Weekly and after significant rainfall	Contractor
Water Quality	Pollution of drainage or coastal waters	• Prevent fuel, oil, concrete, sediment and waste entering drainage systems. • Maintain spill kits at relevant work areas. • Implement spill prevention and response procedures. • Contain, report and clean spills immediately.	No construction-related pollution affecting drainage or coastal waters; spills recorded and closed out.	Daily	Contractor/ESS
Existing Infrastructure	Damage to airport assets and operational infrastructure	• Identify infrastructure before works commence. • Protect adjacent airport assets. • Notify the SE before working near critical infrastructure. • Immediately notify SAA of accidental damage and undertake approved repairs.	No unauthorised damage or unplanned disruption to airport infrastructure.	Daily	Contractor/SE
Coastal Environment	Shoreline disturbance, erosion or pollution	• Confine works to the approved fence alignment. • Avoid works below the high-water mark. • Undertake localised stabilisation only where required and approved. • No reclamation or unapproved seaward works. • Do not place construction materials, waste or equipment on or below the high-water mark along the northern coastal boundary.	No construction-related adverse effect on shoreline condition or coastal processes.	Weekly and after significant coastal/weather events	Contractor/ESS

Environmental /Social Aspect	Potential Impact/Risk	Mitigation Measures	Performance Indicator	Monitoring Frequency	Responsibility
Vegetation	Localised vegetation disturbance	• Restrict clearing to the approved construction footprint. • Protect vegetation outside the work area. • Reinstate disturbed areas following construction.	Clearing confined to approved areas; disturbed areas rehabilitated.	Weekly	Contractor
Cultural Heritage	Unexpected finds	If any item of potential cultural or historical significance is uncovered, work must cease immediately in that area. The Contractor must notify SAA and the PIU, and works must not resume until clearance is given.	Chance-find procedure implemented; no unauthorised disturbance of identified cultural or historical material.	Daily during excavation; as required	Contractor
Airport Security	Unauthorised airside access or perimeter security breach	• Establish secure work areas. • Coordinate all restricted-area access with SAA Airport Security. • Maintain airport perimeter security continuously. • Comply with SAA airport security procedures. • Submit the staging sequence for progressive fence removal and temporary barrier installation to SAA for approval before works commence. • Do not remove an existing fence section until a temporary security barrier of equivalent integrity is in place. • Inspect temporary barriers at the start and end of each working day and immediately rectify any defect or breach. • Ensure all active work sections are secured at the end of each working day. • Immediately notify SAA Operations of an unplanned perimeter breach and cease work in the affected section until security is restored.	Zero unauthorised access or unresolved perimeter security breaches; approved staging arrangement implemented.	Continuous	Contractor/SAA Airport Security
Public and Airport Safety	Injury, unsafe access or disruption to airport users	• Install appropriate barriers and warning signage. • Maintain safe pedestrian and vehicle access. • Coordinate works with SAA Operations.	Safe public access maintained; no construction-related public	Daily	Contractor/SAA

Environmental /Social Aspect	Potential Impact/Risk	Mitigation Measures	Performance Indicator	Monitoring Frequency	Responsibility
		• Restrict public access to construction areas. • Maintain public access to the International Terminal Building, car parks and drop-off areas throughout the works. • Provide SAA at least 48 hours' advance notice of any proposed temporary public-access closure and provide clear alternative-route signage in Samoan and English. • Schedule works near public areas to avoid peak passenger movements where practicable. • Respond promptly to complaints.	safety incidents; complaints promptly addressed.		
Occupational Health and Safety (OHS)	Worker injury, illness, near misses and unsafe working conditions	• Develop and implement an approved OHSP. • Designate a Site Safety Officer before works commence. • Require all workers to complete site induction covering OHS, airside conduct, Worker Code of Conduct and grievance procedures. • Require workers to sign the Work er Code of Conduct before commencing work. • Ensure personnel requiring airside access hold valid SAA airside access permits. • Conduct regular toolbox meetings. • Enforce minimum PPE: hard hat, high-visibility vest, steel-capped boots and gloves; provide eye and hearing protection where required. • Develop and implement SWMS for relevant high-risk activities. • Maintain first-aid equipment and at least one currently certified first-aid worker per shift. • Record injuries, near misses and dangerous occurrences and report incidents to SAA within 24	Required OHS controls in place; no uncontrolled high-risk activities; incidents recorded, investigated and corrective actions closed out.	Daily/Continuous	Contractor

Environmental /Social Aspect	Potential Impact/Risk	Mitigation Measures	Performance Indicator	Monitoring Frequency	Responsibility
		hours; notify the PIU of serious incidents in accordance with project requirements. • Supervise heavy machinery; prohibit plant entering active airside areas without SAA authorisation. • Schedule rest breaks during peak heat hours (11:00 am–2:00 pm), where practicable, particularly for exposed coastal works. • Provide suitable shade or shelter at the site establishment area.			
Traffic and Plant	Collision, obstruction and unsafe plant or vehicle movements	• Implement the approved TMP. • Use trained and appropriately licensed operators and spotters. • Enforce site speed limits. • Separate construction traffic from airport/public traffic where practicable. • Use designated haul routes agreed with SAA. • Do not park construction vehicles in public areas or obstruct the main airport access road. • Require valid SAA permits for workers and vehicles operating airside. • Maintain copies of applicable operator licences and insurance documentation on site and make them available for inspection.	Safe movement of vehicles and plant; no unauthorised airside vehicle access or obstruction of airport access.	Daily	Contractor
Utilities and Services	Damage to underground or surface services; interruption to airport operations	• Locate and verify underground services before excavation. • Protect utilities and service infrastructure. • Notify SAA immediately of damage or unidentified services encountered. • Reinstate affected services promptly in consultation with SAA and the SE.	No unplanned interruption of airport services; damage promptly reported and rectified.	Daily	Contractor/SE

Environmental /Social Aspect	Potential Impact/Risk	Mitigation Measures	Performance Indicator	Monitoring Frequency	Responsibility
Fuel and Hazardous Materials	Soil, drainage or water contamination	• Store fuel and hazardous materials in secure, bunded areas. • Refuel only in designated areas. • Maintain appropriate spill kits. • Train relevant personnel in spill response. • Dispose of contaminated materials through approved methods/facilities.	No uncontrolled spills; incidents recorded, responded to and closed out.	Daily	Contractor
Laydown and Contractor Compound	Pollution, unsafe storage, drainage obstruction or public/airport interference	• Submit a Site Establishment Plan identifying compound and material-storage areas to SAA for approval before mobilisation. • Locate laydown areas away from drainage lines, the coastal foreshore and public access areas. • Secure stored materials within the airport boundary. • Fully clear and reinstate compound and laydown areas at demobilisation.	Site Establishment Plan approved before mobilisation; compound and laydown areas maintained in accordance with the approved plan.	Prior to commence ment; weekly	Contractor/SAA
Sanitation and Worker Facilities	Inadequate or unhygienic worker facilities	• Provide separate toilet facilities for male and female workers before construction commences. • Maintain facilities in a clean and hygienic condition. • Provide dedicated worker facilities separate from facilities used by airport staff and the public.	Appropriate separate worker sanitation facilities available and maintained throughout construction.	Prior to commence ment; weekly	Contractor
Labour and Worker Conditions	Exploitation, underpayment, poor working conditions or unresolved worker grievances	• Engage workers under written employment agreements specifying duties, hours, remuneration and applicable entitlements, consistent with Samoa's applicable labour legislation. • Maintain a site attendance register available to SAA and the ESS on request. • Maintain an accessible worker grievance mechanism throughout construction.	Written employment arrangements in place; attendance register maintained; worker grievances documented and addressed.	Monthly	Contractor / PIU

Environmental /Social Aspect	Potential Impact/Risk	Mitigation Measures	Performance Indicator	Monitoring Frequency	Responsibility
SEA/SH and Worker Conduct	Sexual exploitation and abuse, sexual harassment, misconduct or inappropriate worker behaviour	• Require all workers to sign a Worker Code of Conduct prohibiting SEA/SH, harassment, unauthorised airside access, alcohol/drug use on site, theft and obstruction of public access. • Display a Code of Conduct summary at the site establishment area in Samoan and English. • Report Code of Conduct breaches to SAA within 24 hours and undertake prompt investigation and appropriate action. • Immediately report SEA/SH incidents through the designated PIU process; manage them confidentially and in accordance with the SARIP SEA/SH referral pathway. • Do not record SEA/SH complaints in the general site grievance register.	All workers sign the Code of Conduct before commencing work; confidential reporting procedures maintained; no SEA/SH report left without appropriate follow-up.	Prior to commence ment; ongoing	Contractor/ PIU
Adjacent Land Users and Community	Disruption of external access or adjacent land/coastal use	• Do not obstruct, block or damage an external access track, pathway or existing land use without prior agreement with SAA and the relevant land user. • Record community or adjacent-land-user complaints in the site grievance log and refer them to SAA and PIU within 24 hours.	No unauthorised interference with external access; no unresolved complaints without documented follow-up.	Weekly	Contractor/ SAA/ESS
Grievance Redress Mechanism (GRM)	Worker or community grievances not recorded or resolved	• Display SARIP GRM contact information at the site establishment area in Samoan and English before works commence. • Maintain a site Grievance Register. • Acknowledge complaints within 3 working days and seek resolution within 10 working days. • Manage SEA/SH complaints separately and confidentially and do not enter identifying information in the general register.	GRM information displayed; Grievance Register current; no complaint outstanding beyond 10 working days without documented reason/action.	Continuous tracking; monthly reporting	Contractor/ PIU/SAA

Environmental /Social Aspect	Potential Impact/Risk	Mitigation Measures	Performance Indicator	Monitoring Frequency	Responsibility
		• Include grievance status in the monthly E&S Compliance Summary to SAA and PIU.			
Emergency Contacts and Site Signage	Delayed emergency response; inadequate public/project information	• Display emergency contact details for ambulance, fire, police, SAA Operations and PIU before works commence. • Install a site sign showing the project name, Contractor, Contractor's site focal person and contact number, and SAA/PIU contact details. • Maintain signage throughout construction.	Site signage and emergency contacts installed before commencement and maintained throughout the works.	Prior to commencement; ongoing	Contractor/SAA
Insurances	Uninsured construction, public liability or worker risks	• Before commencement, provide SAA with evidence of Contractor's all-risk insurance, public liability insurance, and workers' compensation or accident insurance covering all workers, as required by the contract.	Valid insurance certificates submitted to and accepted by SAA before works commence and maintained as required.	Prior to commencement; thereafter as required	Contractor/SAA
Site Rehabilitation and Close-out	Residual waste, disturbance or construction damage	• Remove temporary works, equipment and surplus materials. • Remove and lawfully dispose of residual waste. • Reinstate disturbed ground, drainage and affected areas. • Clear and reinstate compound and laydown areas. • Undertake a joint final environmental inspection. • Close outstanding environmental and social corrective actions before handover.	Site reinstated and accepted following final inspection; waste records complete; outstanding corrective actions closed.	At completion	Contractor /SE/ESS/SAA

6.2. Residual Impacts.

Implementation of the mitigation measures specified in Table 6.1 is expected to reduce environmental and social impacts to low and acceptable levels. Residual impacts will be temporary, localised and largely confined to the construction period. No significant long-term impacts on airport operations, surrounding land uses, drainage systems, coastal processes, biodiversity or existing infrastructure are anticipated.

7. Environmental and Social Monitoring Plan.

The monitoring programme verifies compliance with the PEAR, ESMP, Development Consent conditions, COESP and the approved CESMP. Monitoring shall be undertaken throughout construction, with corrective actions implemented where non-compliance is identified.

Table 7.1. Environmental and Social Monitoring Plan

Parameter	Performance Indicator	Frequency	Responsibility
Air Quality (Dust)	• No visible dust beyond the work area. • Dust complaints investigated within 24 hours.	Daily	• Contractor • ESS
Noise	• Construction confined to approved working hours. • No justified noise complaints.	Weekly	• Contractor • ESS
Waste Management	• Waste segregated on site. • Disposal at approved facilities. • Disposal records maintained.	Weekly	• Contractor • ESS
Concrete Works	• No concrete wash water entering drains. • Washout area maintained.	Daily	• Contractor
Drainage and Stormwater	• No sediment discharge. • Drains and culverts remain unobstructed. • Drainage inspected after rainfall.	Weekly and after rainfall	• Contractor • ESS
Water Quality	• No fuel, oil or chemical spills entering drainage or coastal waters. • Spill kits available.	Daily	• Contractor • ESS
Existing Infrastructure	• No damage to roads, drainage, utilities or airport facilities. • Damaged assets repaired immediately.	Daily	• Contractor • SE
Airport Security	• Zero security breaches. • Restricted access maintained. • Security procedures complied with.	Continuous	• SAA • Contractor
Public Safety	• Safe pedestrian and vehicle access maintained. • Warning signs and barriers in place. • No public safety incidents.	Daily	• Contractor
Occupational Health and Safety (OHS)	• Zero fatalities. • PPE compliance maintained. • Toolbox meetings conducted. • Incidents investigated.	Daily	• Contractor • ESS
Traffic Management	• Safe movement of construction vehicles. • TMP implemented.	Daily	• Contractor

	• No traffic incidents.		
Fuel and Hazardous Materials	• Zero uncontrolled spills. • Bunded storage maintained. • Spill response equipment available.	Daily	• Contractor
Site Rehabilitation	• Temporary works removed. • Disturbed areas reinstated. • Final inspection completed.	At project completion	• Contractor • SE • ESS

8. Incident Management.

The Contractor shall establish and implement an Incident Management Procedure as part of the approved CESMP to ensure that environmental, social, health and safety incidents are promptly reported, investigated and resolved.

Table 8.1. Incident Management Framework.

Incident Type	Required Action	Responsibility	Reporting Time
Environmental Incident	• Stop work where necessary. • Contain the impact. • Notify the ESS. • Investigate the cause. • Implement corrective actions.	• Contractor	Immediately (within 24 hours)
Near Miss	• Record the event. • Investigate contributing factors. • Implement preventive measures.	• Contractor	Within 24 hours
Fuel or Chemical Spill	• Stop the source. • Deploy spill kits. • Prevent contamination of drains or coastal waters. • Clean up affected areas. • Notify the ESS.	• Contractor	Immediately
Public Complaint	• Register the complaint. • Investigate the issue. • Respond to the complainant. • Implement corrective actions where required.	• Contractor • ESS	Within 24 hours
Workplace Accident	• Provide emergency response. • Secure the site. • Notify the SE and ESS. • Investigate the incident. • Implement corrective actions.	• Contractor	Immediately
Airport Security Incident	• Notify SAA Security immediately. • Secure the affected area. • Follow airport emergency procedures.	• Contractor • SAA	Immediately
Non-Compliance	• Record the non-compliance. • Implement corrective actions.	• Contractor • ESS	As directed by the ESS or SE.

	• Verify close-out through follow-up inspection.		

8.2. Corrective Actions.

All incidents, complaints and non-compliances shall be managed as follows:

- Record the incident in the site register.
- Investigate the root cause.
- Implement corrective and preventive actions.
- Verify the effectiveness of corrective actions through follow-up inspections.
- Close out the incident once compliance has been achieved.
- Suspend work immediately where there is an unacceptable risk to airport operations, public safety or the environment until corrective measures have been implemented.

9. Stakeholder Engagement.

Stakeholder engagement shall continue throughout project implementation to support environmental compliance, airport operational safety, timely communication and effective resolution of project-related issues. Engagement shall be coordinated by the SAA, SARIP PIU, SSE, ESS and the Contractor.

Table 9.1 Stakeholder Engagement Plan

Stakeholder	Purpose of Engagement	Project Stage
SAA	Project oversight, airport operations, security coordination and approvals.	Entire project
SARIP PIU	Project management, safeguard coordination and stakeholder communication.	Entire project
MWTI–PUMA	Development Consent, regulatory inspections and compliance monitoring.	Pre-construction, construction and completion
MWTI–CAD	Aviation regulatory advice and operational compliance, where required.	Design review and construction
SE	Contract administration, construction supervision and quality assurance.	Construction
ESS	Environmental and social monitoring, inspections, compliance reporting and corrective action recommendations.	Construction
Contractor	Implementation of the approved CESMP, environmental controls and stakeholder liaison.	Construction
Airport Security	Airside access control, security clearances and operational coordination.	Pre-construction and construction

Airport Users and Adjacent Landowners	Notification of construction activities, access arrangements and safety information, where required.	As required
Relevant Government Agencies	Technical or regulatory advice within their statutory responsibilities, where required.	As required

9.2. Consultation Status.

Stakeholder consultation commenced during project planning and will continue throughout project implementation.

An inception meeting held on 15 June 2026 involved the SARIP PIU, Project Manager, engineering, consultants and the ESS to confirm the project scope, engineering design, implementation programme, procurement arrangements and environmental and social management requirements.

On 18 June 2026, the ESS and Survey Technician met with the Project Manager and Airport Security to obtain site orientation, security clearance and approval to access restricted airside areas for the RTK GNSS survey. Airport security procedures were completed before field investigations commenced.

The SARIP PIU advised that project information and engineering documentation had been circulated to relevant Government agencies and project stakeholders, including MWTI–CAD, design consultants and survey consultants, with follow-up correspondence issued where appropriate. Any comments received during the Development Consent process or project implementation shall be incorporated into the project, this ESMP or the Contractor's CESMP, where applicable.

9.3. Consultation Records.

The SAA and SARIP PIU shall maintain consultation records, including meeting minutes, attendance registers, correspondence and stakeholder feedback. These records shall form part of the project documentation and be available for regulatory review and compliance auditing.

10. Grievance Redress Mechanism (GRM).

The project shall implement a Grievance Redress Mechanism (GRM) to receive, register, investigate and resolve environmental, social, health, safety and operational concerns raised by workers, airport users, stakeholders or members of the public during project implementation. All grievances shall be managed in accordance with the approved CESMP and recorded in the project Grievance Register. Complaints shall be treated confidentially where appropriate and managed promptly, fairly and transparently.

Figure 10.1. Grievance Redress Process.

Table 10.1 Grievance Management Procedure.

Step	Action	Responsibility
1. Receive	• Receive complaints verbally, in writing, by email or telephone.	Contractor/SAA
2. Register	• Record the complaint in the Grievance Register. • Acknowledge receipt.	Contractor/ESS
3. Investigate	• Investigate the issue. • Identify the cause. • Recommend corrective actions.	ESS/SE/Contractor
4. Resolve	• Implement agreed corrective actions. • Monitor effectiveness.	Contractor
5. Respond	• Advise the complainant of the investigation findings and proposed resolution.	Contractor/SAA
6. Close-out	• Verify completion of corrective actions. • Update the Grievance Register. • Close the grievance.	ESS/SAA

10.2. Response Time.

The following response targets shall apply:

- Acknowledge receipt: within 2 working days.
- Complete investigation: within 10 working days, where practicable.

- Implement corrective actions: as soon as reasonably practicable.
- Close-out: following verification that corrective actions have been completed and the complainant has been advised of the outcome.

Where a grievance cannot be resolved at the project level, it shall be referred to the SAA and SARIP PIU for further review and resolution.

10.3. Monitoring and Reporting

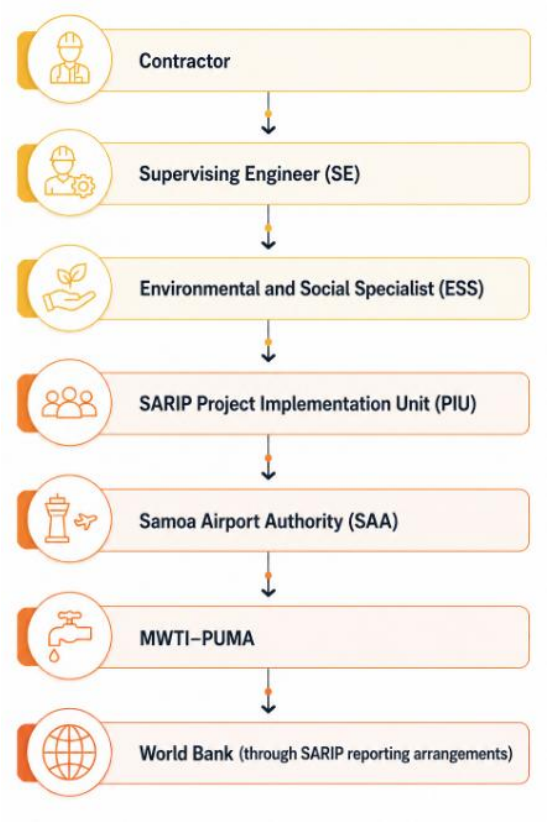
The Contractor shall maintain a Grievance Register documenting all complaints, investigations, corrective actions and close-out dates.
A summary of grievances, their resolution status and any outstanding actions shall be included in the Contractor's monthly environmental and social compliance reports submitted to the SAA, SARIP PIU, SE and ESS.

11. Reporting

Environmental and social reporting shall be undertaken throughout the construction period to verify compliance with the **PEAR**, **ESMP**, approved **CESMP**, Development Consent conditions and the construction contract.

The Contractor shall maintain accurate environmental and social records and submit compliance reports in accordance with the reporting framework below.

Figure 11.1. Environmental and Social Reporting Framework



11.2. Reporting Requirements

Report	Responsibility	Frequency
Daily Site Inspection Records	Contractor	Daily
Toolbox Meeting Records	Contractor	Weekly/As required
Environmental and Social Compliance Report	Contractor	Monthly
Environmental Monitoring Report	ESS	Monthly
Incident and Corrective Action Report	Contractor	Within 24 hours of any incident and updated as required
Non-Compliance Report	Contractor/ESS	As required
Compliance Inspection Report	SE/ESS	Following inspections
Project Completion Report	Contractor	At project completion

12. Project Completion Requirements.

Upon completion of construction, the Contractor shall restore the site to a safe, clean and stable condition and demonstrate compliance with the approved environmental, social, health and safety requirements.

Table 12.1. Project Close-out Requirements.

Activity	Requirement	Responsibility
Temporary Works	• Remove temporary facilities, equipment, fencing and stockpiles.	Contractor
Waste Management	• Remove construction waste. • Dispose of waste at approved facilities. • Submit disposal records.	Contractor
Site Reinstatement	• Reinstate disturbed areas. • Restore drainage and affected infrastructure. • Remove surplus materials. • Rectify construction-related damage.	Contractor
Final Inspection	• Undertake a joint inspection with the SAA, SARIP PIU, SE and ESS to verify compliance with the Development Consent and contract requirements.	Contractor/SAA/ SE/ESS
Completion Report	• Submit a Project Completion Report confirming implementation of the approved CESMP, environmental monitoring, incidents, corrective actions, waste disposal and site reinstatement.	Contractor

12.2. Project Close-out.

The project shall only be considered complete after:

- all construction activities have been completed;
- temporary facilities, equipment and construction materials have been removed;
- disturbed areas have been reinstated to the satisfaction of the SAA;
- construction waste has been lawfully disposed of and disposal records submitted;
- all environmental and social commitments have been implemented;
- outstanding incidents, grievances and corrective actions have been closed;
- the SE and ESS have verified compliance with the PEAR, ESMP, approved CESMP, Development Consent conditions and construction contract; and
- the SAA has accepted the completed works and environmental close-out documentation.

Final Environmental Close-out.

Following completion of the final inspection, the ESS shall prepare an Environmental and Social Close-out Memorandum confirming that the project has been implemented in accordance with the approved environmental and social management requirements and identifying any outstanding actions, where applicable.

13. Appendices:

The following templates form part of this ESMP and shall be used by the Contractor, Supervising Engineer (SE), Environmental and Social Specialist (ESS), Samoa Airport Authority (SAA) and SARIP Project Implementation Unit (PIU) during project implementation.

Appendix A:

Environmental and Social Monitoring Form

Project: FIA Boundary Fence Replacement Project

Item	Observation	Compliance (✓/X)	Corrective Action	Responsible Person	Date Closed
Air Quality					
Noise					
Waste Management					
Drainage					
Water Quality					
Airport Security					
OHS					
Public Safety					
Site Rehabilitation					

Appendix B:

Environmental Inspection Checklist

Inspection Date:

Inspector:

Location:

Environmental Compliance:

☐ Dust adequately controlled

☐ Noise acceptable

☐ Waste segregated

☐ Drainage protected

☐ No sediment discharge

☐ No concrete wash water entering drains

☐ Spill kits available

☐ Fuel storage compliant

☐ No environmental pollution observed

Safety Compliance:

☐ PPE worn

☐ Toolbox meeting completed

☐ Traffic management in place

☐ Warning signs installed

☐ Airport security requirements complied with

Corrective Actions Required:

Appendix C:

Incident Report Form

Item	Details
Incident No.	
Date	
Time	
Location	
Incident Type	
Description	
Immediate Action Taken	
Root Cause	
Corrective Action	
Reported By	
Verified By (ESS/SE)	
Date Closed	

Appendix D:

Grievance Register

No.	Date	Complainant	Issue Raised	Action Taken	Status	Date Closed

Appendix E

Toolbox Meeting Register

Date	Topic	Presenter	No. Attended	Key Issues Discussed	Signatures

Appendix F

Daily Site Inspection Register

Date	Weather	Work Activity	Environmental Issues	Safety Issues	Corrective Actions	Inspector

Appendix G

Waste Register

Date	Waste Type	Quantity	Disposal Method	Disposal Location	Receipt No.	Remarks

Appendix H

Corrective Action Register

No.	Non-Compliance	Corrective Action	Responsible Person	Target Date	Date Closed	Verified By

Appendix I

Spill Register

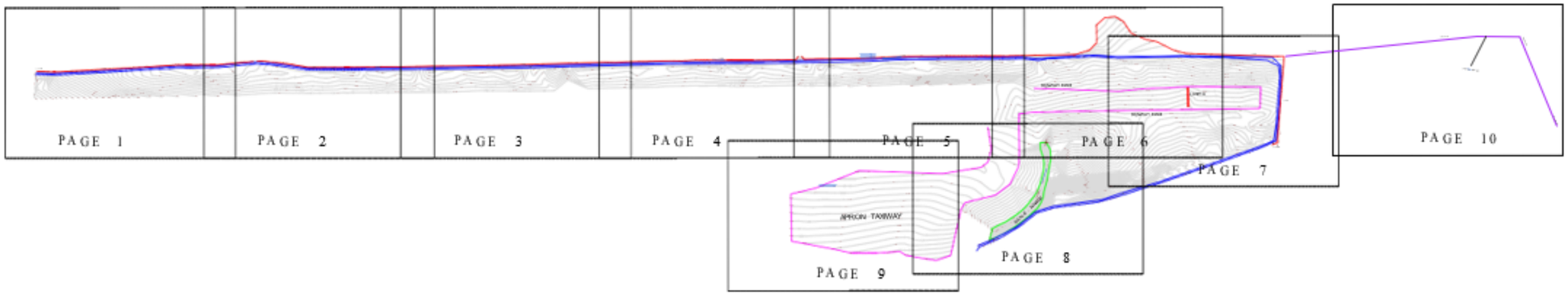
Date	Location	Material Spilled	Estimated Quantity	Action Taken	Environmental Impact	Closed

Appendix J

Training and Induction Register

Date	Training Topic	Trainer	Personnel Attending	Organisation	Signature

LEGEND	
Road	
Runway Edge	
Lights	
Fence-Line	
Proposed Fence	
Contours	



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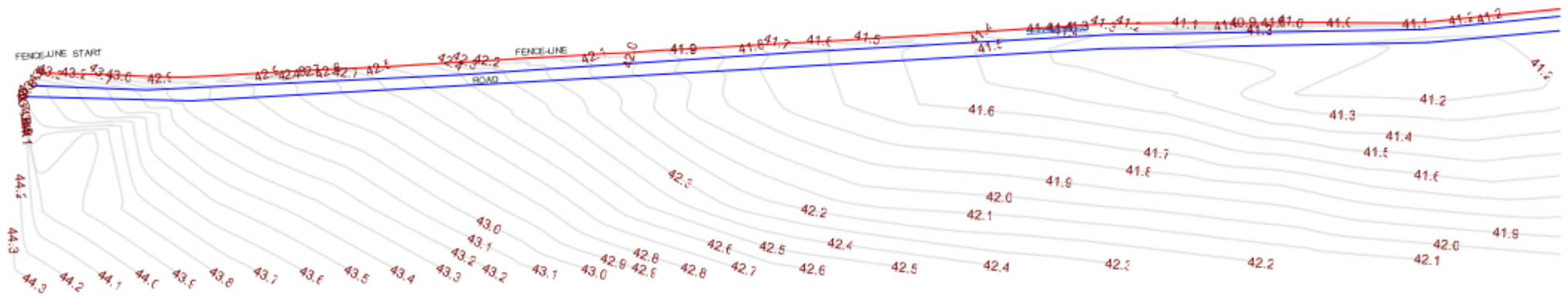

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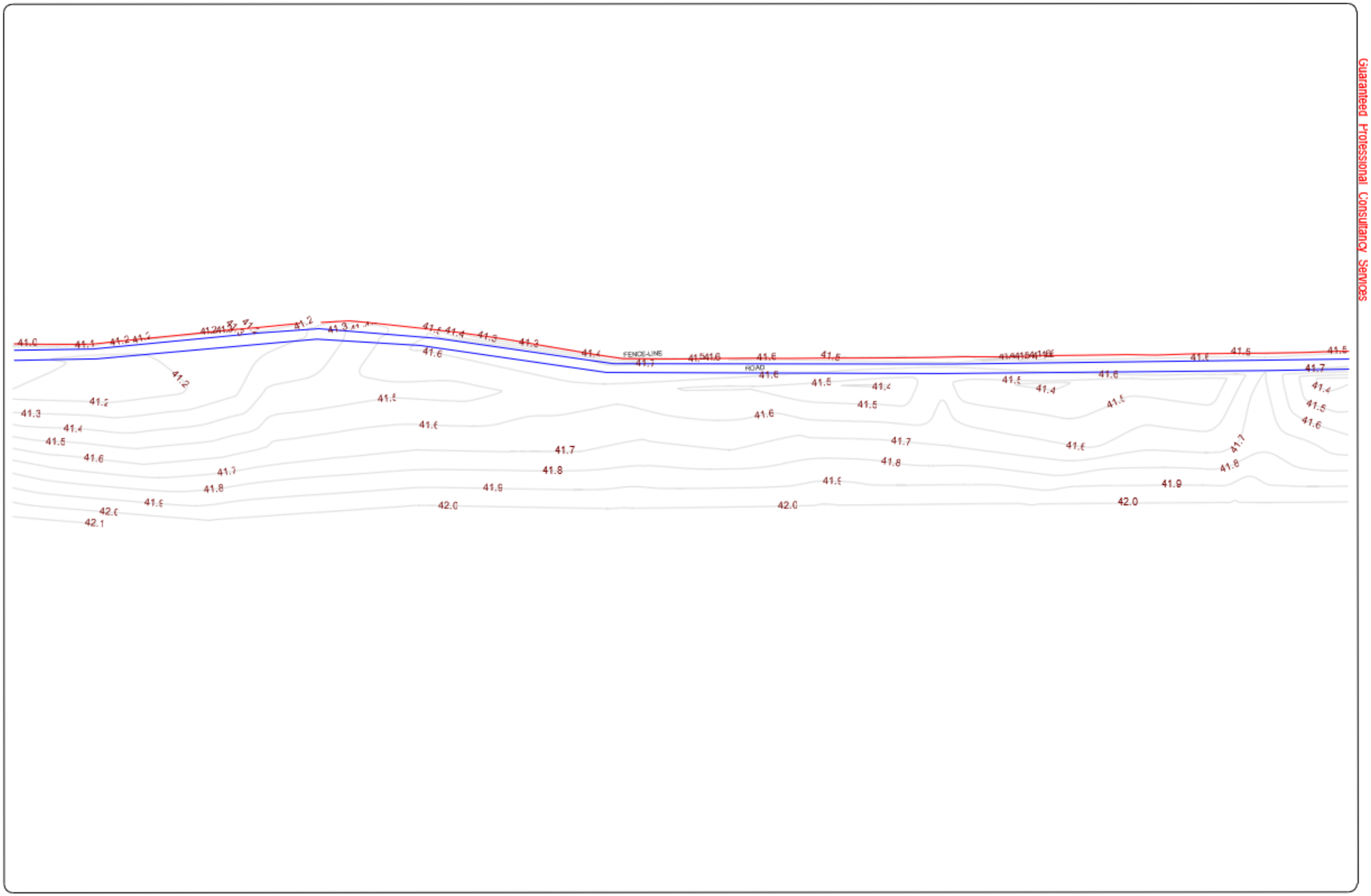

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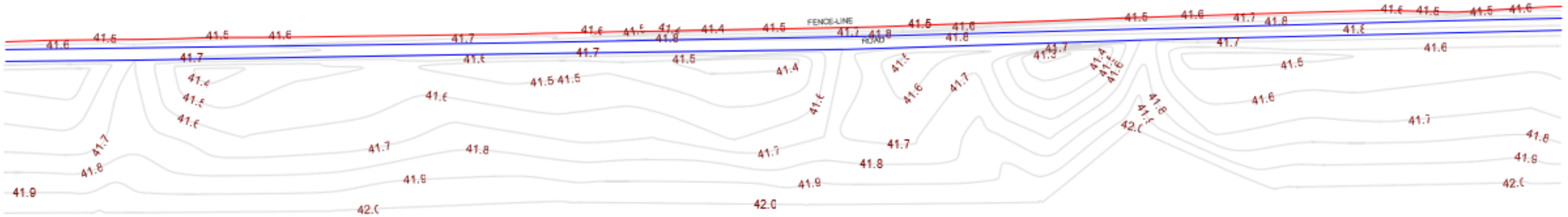

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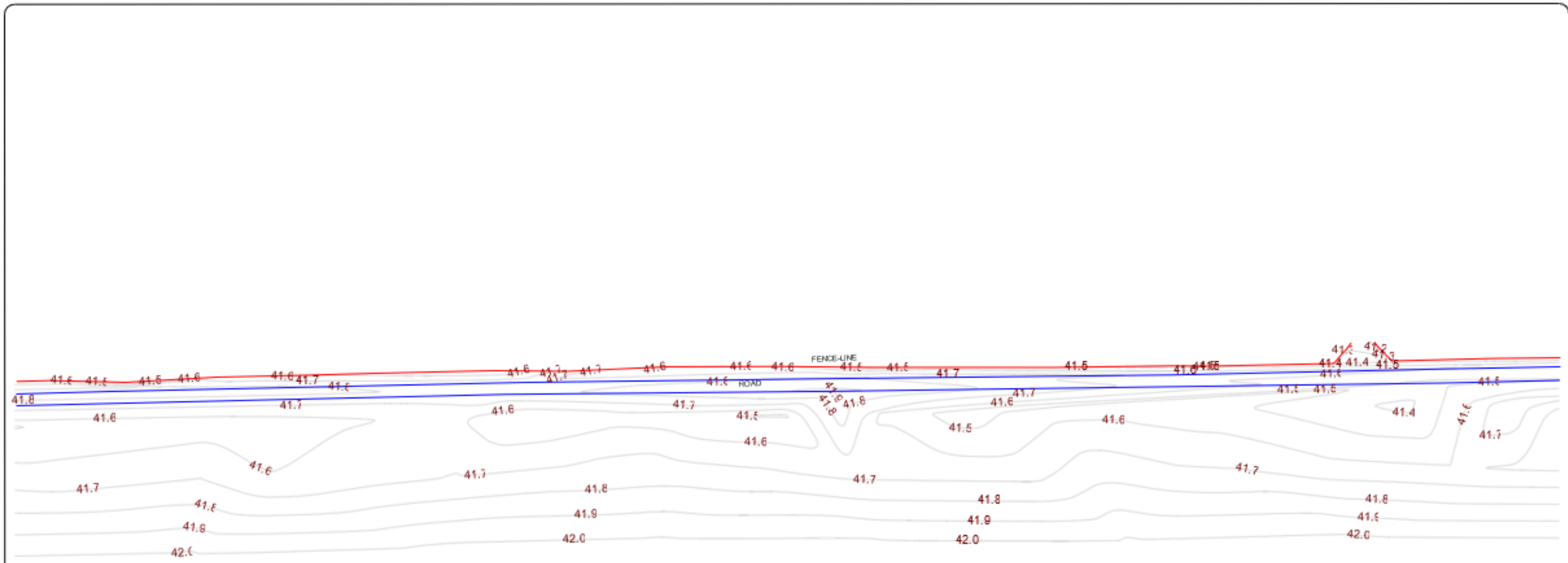

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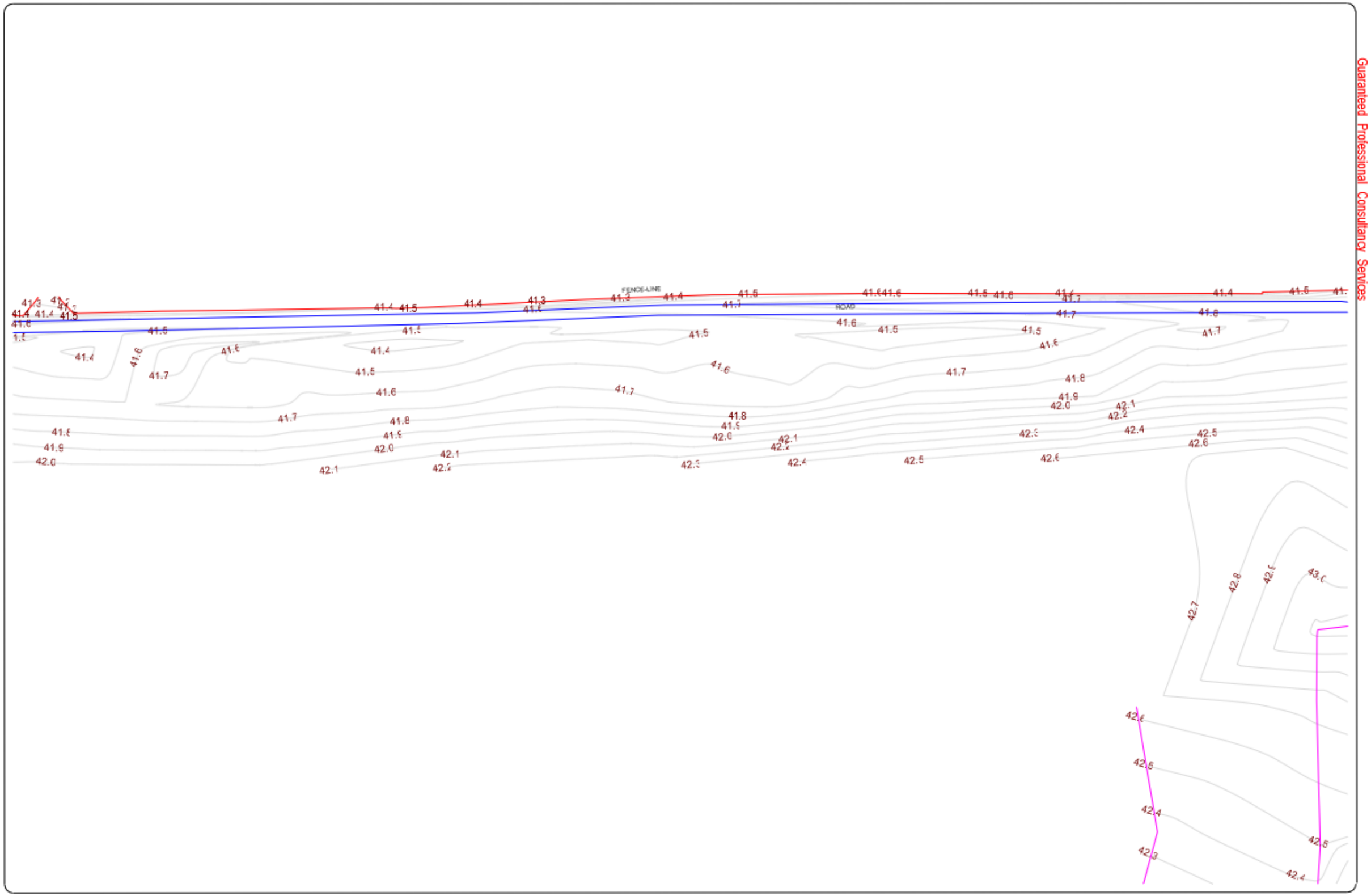

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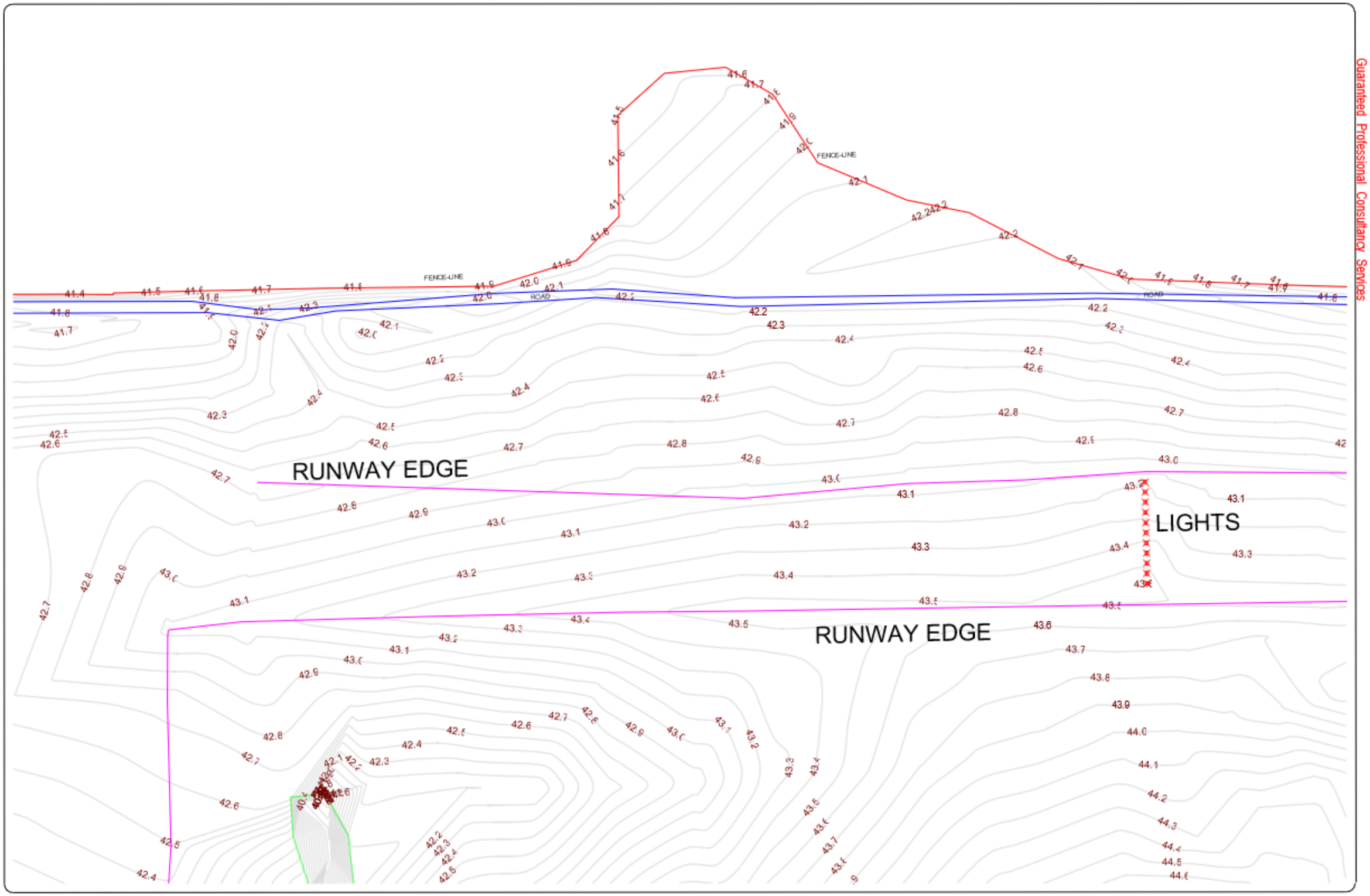

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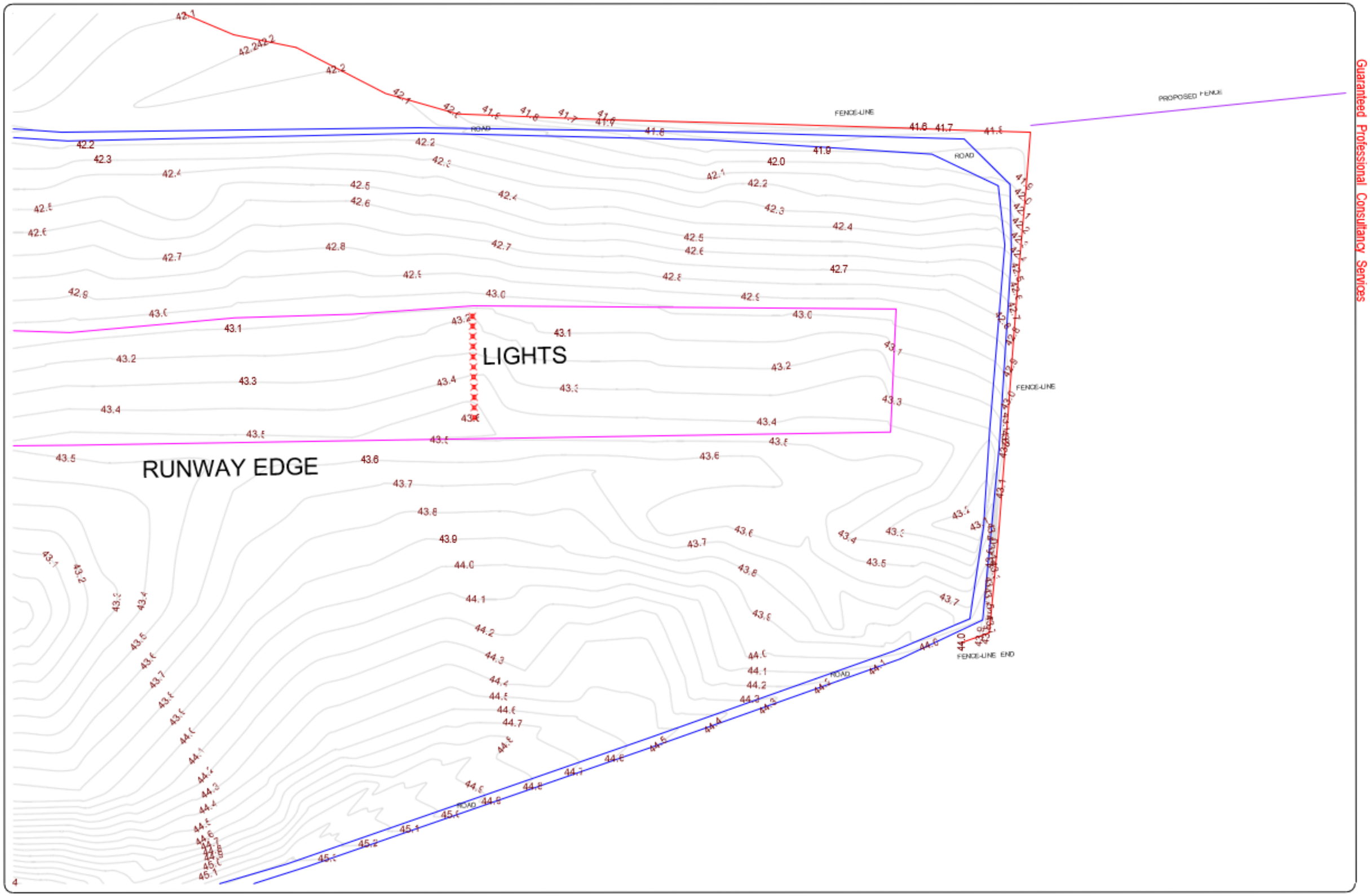
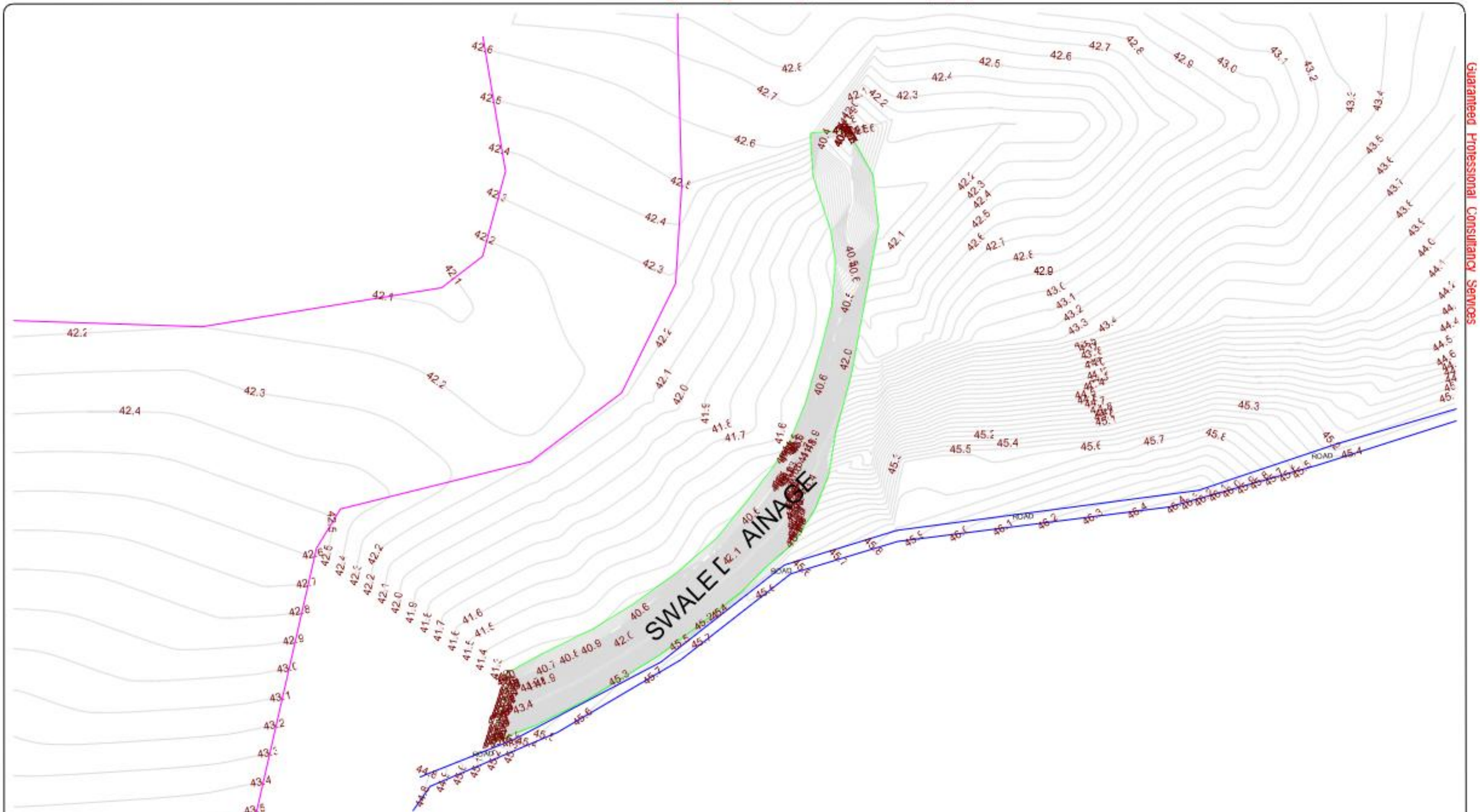


Guaranteed Professional Consultancy Services

CONSULTANTS: XPMS & Associates Ltd	CLIENT: SAA SARIP-PIU	PROJECT: FALEOLO INTERNATIONAL AIRPORT BOUNDARY FENCE REPLACEMENT PROJECT.	TITLE:



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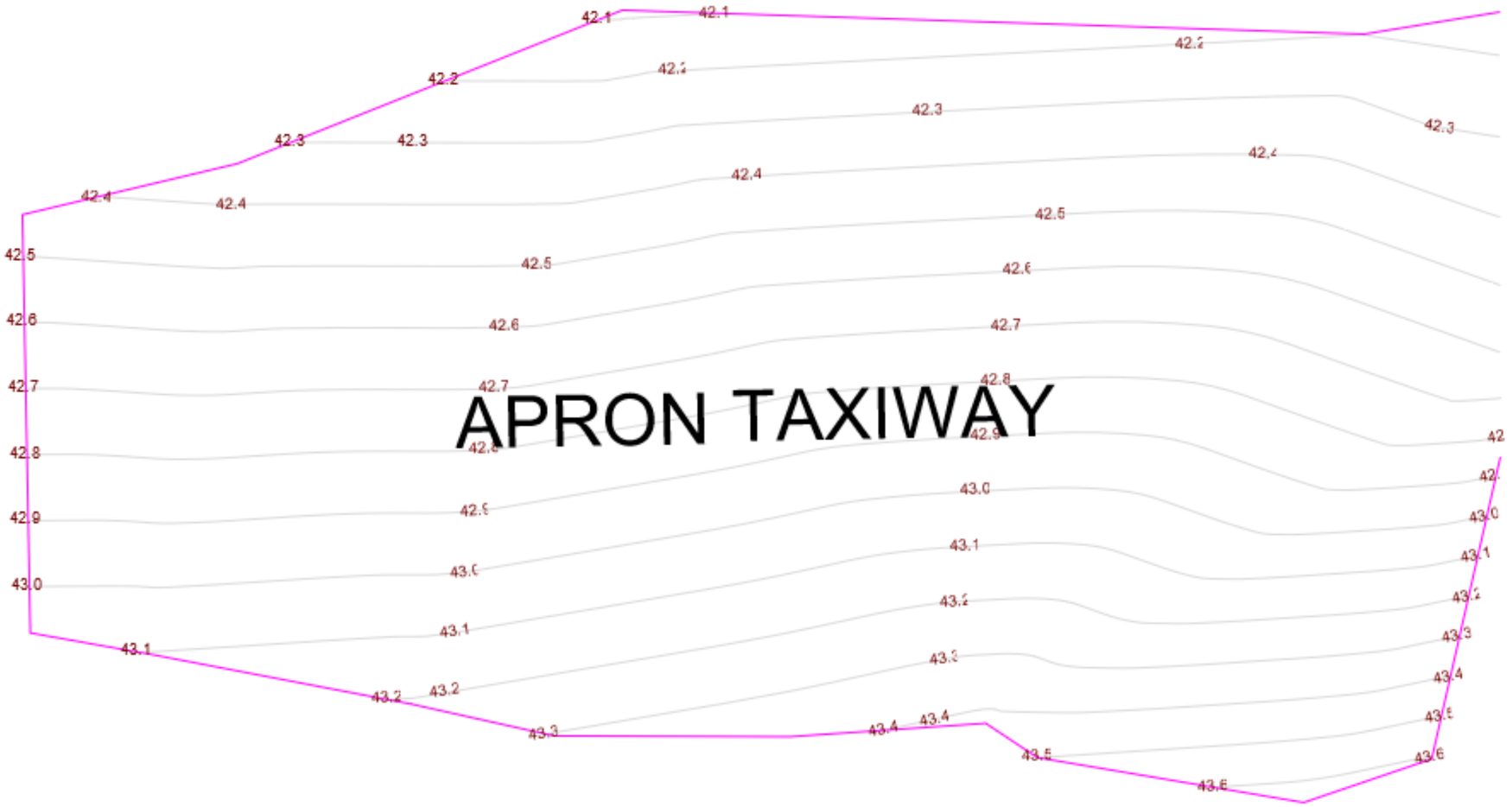

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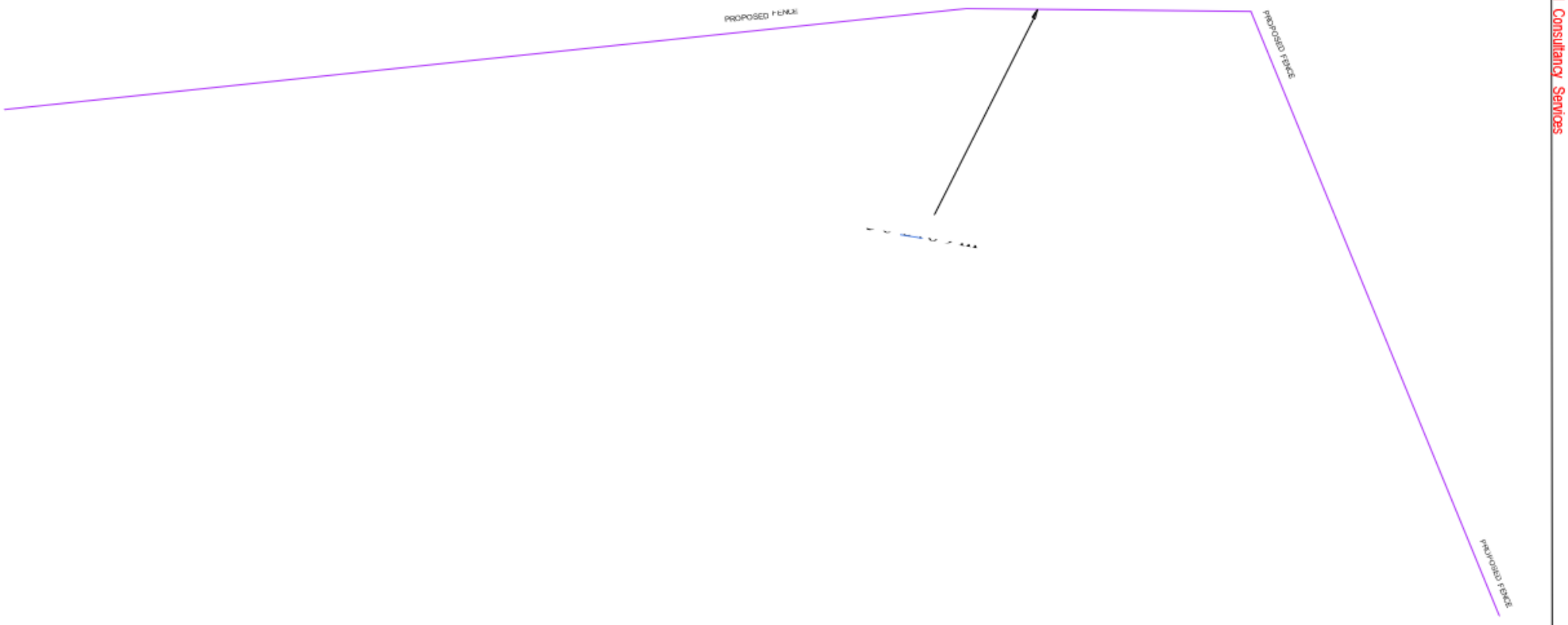

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SHEET: 10

----------END OF REPORT----------