

FINANCE FOR JOBS III PROJECT- F4J III

DAI-PROJECT IMPLEMENTATION AGENCY (PIA)

Zaytona for Trade and Marketing Company

Jamma'in – Nablus Governorate

**ENVIRONMENTAL AND SOCIAL SCREENING AND
CATEGORIZATION REPORT**

July 2025

SECTION 1: ACTIVITY/SUBPROJECT

Component	Component 2: Investment Co-Financing Facility (ICF)
Activity / Subproject Name	Zaytona for Trade and Marketing Company
Name of the Beneficiary of Subproject	Zaytona for Trade and Marketing Company
Financed Activities by the Project	Coffee Bean Production Line
Expected Start Date & Expected Duration of Project Implementation Phase	Expected Start Date: Q4/2025 Expected Duration of Project Implementation: 18 Months
Contact Person and Contact Details	Laith Kittani Business Development Manager laith.kittani.ie@gmail.com 059-4040303

SECTION 2: SCREENING PROCESS

The Objective of the Screening Process	<p>Zaytona Company for General Trading & Marketing (hereinafter referred to as “ Zaytona ”) is a Palestinian company operating in the field of in the agribusiness and food supply sectors . Since its establishment, Zaytona has distinguished itself as a trusted producer and exporter of food products inspired by Palestinian heritage, with extra virgin olive oil continuing to serve as the cornerstone of its offerings. As part of its strategic plan for expansion and diversification of revenue streams, Zaytona is currently preparing to acquire production lines specialized in tahini and coffee (beans).</p> <p>Zaytona for Trade and Marketing Company has applied for financial support from the Finance for Jobs III (F4J III) project, to support their expansion project. F4J III is the third project in the Finance for Jobs (F4J) Series of Projects (SoP). The F4J III is implemented by DAI on behalf of the Ministry of Planning and International cooperation (MoPIC) and funded by the World Bank, with the overarching objective of mobilizing private investments and creating employment opportunities in the West Bank and Gaza. The ICF is a risk-sharing, grant-financed support for commercially sound job-creating private sector investment that may otherwise not be considered viable due to market and institutional failures and other Fragile Conflict Violent (FCV) risk considerations.</p> <p>As part of the due diligence process, and in line with the F4J III’s Environmental and Social Management Framework (ESMF)¹, the environmental and social screening constitutes the first step in the environmental management process for proposed subprojects to be eligible for investment support by the F4J III Project. Based on this assessment, sub-projects with potentially significant environmental/</p>
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¹ https://www.f4j.ps/cached_uploads/download/2023/05/14/f4j-iii-esmf-final-version-1684046900.pdf

	<p>social issues are identified at an early stage, determining their eligibility for investment support against preset exclusion criteria, or the need for further environmental and social management planning.</p> <p>Environmental and social screening is undertaken through the established screening requirements and procedures, to enhance the environmental and social sustainability of the proposed projects. The screening process focuses on both the environmental and social benefits of a project and the potential negative impacts. Based on this, the main objective of this screening process is to:</p> <ul style="list-style-type: none"> • Provide a brief description of the activity / subproject and its background. • Provide general details of the site, its environment, coordinates, and a brief environmental and social baseline. • Determine if the proposed activity / subproject falls within the exclusion list and hence is not eligible for support / financing. • Determine the level and types of potential environmental and social risks. Where the sub-projects are anticipated to have potential cumulative impact related to impacting biodiversity, natural resources or causing pollution that doesn't fall under high environmental risk, then assess the risk of cumulative environmental and social impacts related to the proposed activity / subproject under ESIA's. • Determine the initial appropriate mitigation measures for activities with adverse impacts. • Determine the activity / subproject's environmental and social risk classification. • Determine the level of required environmental and social assessment.
<p>ESMF Risk Classification and Project Applicable ESSs per the ESMF</p>	<p style="text-align: center;">(Moderate Risk) ESS1, ESS2, ESS3, ESS4, ESS10</p>
<p>E&S Management tools to be developed</p>	<p>The screening report covers all the mitigation measures related the expansion project. Thus, no additional ES tools will be prepared and the PIA will share the mitigation measures with the company and ensure the commitment towards them.</p>
<p>Date of Screening Visit</p>	<p style="text-align: center;">21/07/2025</p>
<p>Description of Screened Site Location</p>	<p>Zaytona Co. is situated in Zaita-Jamma'in Village, Nablus governorate. The site is around 16-18 km to the Southwest of Nablus city, and 12 km to the North of Salfit. It is bordered by bordered by Jamma'in and 'Asira al Qibliya to the east, Tell to the north, Deir Istiya to the west, Kifl Haris and Qira to the south. According to the Palestinian Central Bureau of Statistics (PCBS), Zeita Jamma'in had a population of 2,740 inhabitants in 2017. The village receives electricity and water from the village council, with no sewage system or wastewater treatment, hence relying on cesspits and septic tanks.</p> <p>Zaytona's proposed expansion project will be implemented within the boundaries of the company-owned land plot in Zaita-Jamma'in with an area of 5.73 donums. The facility comprises two adjacent buildings with a total plan area of 1400 m². While the remaining area is a paved parks for loading and unloading the raw materials and the products. The first building consists of a basement and a ground floor, each with an area of 1,000 square meters. The basement is currently used for storing extracted olive oil, while the ground floor houses the olive mill production lines, rest areas for farmers, and administrative offices. The second building is a five-story structure. The basement</p>

	<p>is designated for storing various products, including rice, tea, vegetables, thyme, and other items. The ground and first floors are planned to accommodate the new coffee and tahini production lines as part of the expansion. Administrative operations will be relocated to the second floor to support the new production activities (4 stories * 400 m²). The rooftop includes two small rooms totaling 60 square meters, which will serve as rest areas for workers. The factory's pictures can be seen in Annex III – Site Visit Pictures. The company owns the lands of the factory (land plot of 2/2 pf a parcel 6) with an area of 5738 m² and holds an adjacent land with an area of 3000m². It is also worth noting that the company owns the land across from the facility and uses as a park for farmers and company's cars.</p> <p>The site is a Category B land according to Oslo accords geopolitical land categorization, according to Geomolg (accessed 21 July 2025 at 11:00). Around factory's sides, there are olive trees and agricultural lands with few scattered residential units. The company's location is approximately 1,200 meters to the northeast of the village centre, where archaeological sites are situated. While there are no archaeological sites in the vicinity of the location.</p> <p>In terms of roads and access, the company is connected to the paved road network of the village and has a separate entrance on its southern area for unloading raw materials and loading of finished products. As the company, including the area required for the expansion are already built, the expansion project is not expected to entail any civil works outdoors and will be limited to finishing works and preparation for the area of the expansion project in the production factory. Additionally, as there are no civil works, the hydrology, geology, and soil within the area are not expected to be impacted. Moreover, the area does not contain any natural reserves, protected areas, or biodiversity areas, hence there are no sensitive biological or physical features.</p> <p>Available literature and meeting conducted during site visits do not reflect that the site area is located near any historical or cultural areas and is not considered a site of natural scenery. The site has been inspected during the visit, where there is no ambient noise due to the insulation of the production factory and the type of operations which are not typically noise generating. Additionally, there have not been seen any sources of ambient fumes, or air pollution. The site is generally quiet and does not receive high traffic except for the olive mill season to unload the collected olive, load the oil, and to transport the packaged products to the market which occurs upon request.</p>
<p>Coordinates of Site Location/s</p>	<p>Factory Site - Palestinian XY: (X: 166660.26943, Y: 171156.35902)</p> <p>See annex II for Site Maps</p>

SECTION 3: SUBPROJECT DESCRIPTION

Project Brief & Background	<p>Zaytona Company for General Trading & Marketing (hereinafter referred to as “ Zaytona ”) is a Palestinian company operating in the field of in the agribusiness and food supply sectors . Established and registered in 2007 with a factory in Zaita-Jamma'in at Nablus city, Zaytona has focused on high-quality production since its inception.</p> <p>Since its establishment, Zaytona has distinguished itself as a trusted producer and exporter of food products inspired by Palestinian heritage, with extra virgin olive oil continuing to serve as the cornerstone of its offerings. Zaytona operates one of the largest and most advanced olive oil production facilities in Palestine, which extends over an area of 14,000 square meter. The facility is equipped with three fully operational extraction lines, allowing for the efficient processing of substantial olive volumes with precision, hygiene, and full traceability. This ensures that the oil produced consistently meets or surpasses international food safety and quality standards. Additionally, the company upholds rigorous quality control systems and has formed strong, sustainable partnerships with local farmers, ensuring a reliable and consistent supply of raw materials.</p> <p>Over the years, the company has broadened its operations to encompass a diverse portfolio of agricultural and food products. In addition to olive oil, Zaytona offers olives, thyme, freekeh, legumes, grains, canned foods, preserved vegetables, and other essential pantry items to both domestic and international clients. The company’s commitment to international quality standards, coupled with its investment in advanced production technologies, has enabled it to establish a strong presence in several key regional and global markets, including North America, Europe, Saudi Arabia, the United Arab Emirates, and Qatar.</p> <p>Since 2010, the company has actively participated in Palestinian public procurement tenders, recognizing itself as one of the primary suppliers to various government entities. This has been achieved through the provision of a wide range of food products, including vegetable oils, grains, legumes, canned goods, tuna, sugar, and salt, as well as non-food items such as cleaning agents and disinfectants. The company has earned a strong reputation in this sector due to its commitment to timely delivery, ensuring product quality, and full compliance with the procurement requirements of the purchasing entities.</p> <p>The Company currently employs 21 full-time staff members and four part-time employees. Of these, 7 are dedicated to production tasks, 4 for warehouse, 6 working on administrative duties, 2 on transportation, and 2 for maintenance. The gender distribution among Zaytona's staff consists of 15 male and 6 female employees. The workforce can be categorized into skilled and non-skilled roles:</p> <ul style="list-style-type: none"> • 76% are in skilled positions, which include machinery operation, production oversight, sales, distribution, and managerial duties. • 24% are in non-skilled roles, primarily supporting production activities. <p>As part of its strategic plan for expansion and diversification of revenue streams, Zaytona is currently preparing to:</p> <ol style="list-style-type: none"> 1. Acquire production lines specialized in tahini: Tahini is among the products experiencing growing demand in global markets, particularly in Europe, North America, and the Gulf countries, due to its versatile uses, high nutritional value, and long shelf life. By establishing an advanced tahini production line, Zaytona aims to make a strong entry into these markets and expand its export network through partnerships with international distributors and commercial partners. 2. Acquire production lines specialized in coffee: Coffee is considered a strategic product with high demand in the local market, especially within government and public institution procurement tenders. Zaytona seeks to meet this demand by establishing a
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	<p>fully integrated coffee roasting and packaging line, which will provide a competitive edge in the public procurement sector and reduce reliance on external suppliers.</p> <p>3. Install a PV solar panel with a capacity of 250-300KWP, to cover the energy demands.</p>
<p>Activity / Subproject Description</p>	<p>The expansion project aims to introduce tahini and coffee to the company’s offerings. The ground and first floors are planned to accommodate the new coffee and tahini production lines as part of the expansion. Administrative operations will be relocated to the second floor to support the new production activities. The rooftop includes two small rooms totaling 60 square meters, which will serve as rest areas for workers (See annex III for photos). Also, the company aims to install PV solar panels with a capacity of 250-300 KWP.</p> <p>The area needed for the expansion is already built, only requiring minor civil works that include electrical connections, water, and plumbing. Additionally, there is an elevator dedicated area that connects this floor with the other stories, which allows for unloading finished products to the sales vehicles. However, the company did not yet initiate its licensing procedures for the expansion.</p> <p>This proposal assesses the project based on the investment cost of approx. USD \$2,450,000 of which, USD \$300,000 have already been disbursed. Of the USD \$2,450,000, 82% will be allocated for Capital Expenditures (CAPEX) and 18% for Working Capital Requirements. The investment cost breakdown would be as follows:</p> <ul style="list-style-type: none"> • USD \$600,000 towards building construction and finishing, USD \$300,000 of which have already been disbursed in building construction. • USD \$800,000 towards machinery and equipment for both Tahini and Coffee (including machinery installation, shipping, transportation, and testing expenses). • USD \$200,000 towards 250-300 kWh solar power system. • USD \$400,000 towards vehicles. • USD \$450,000 towards working capital. <p>The F4J-ICF proposes a grant of USD \$350,000 to co-finance the new machinery and equipment related to the Coffee Production Line.</p>
<p>Estimated Investment</p>	<p>CAPEX: US\$ 2.00 Million</p> <p>Working Capital: US\$ 0.45 Million</p> <p>Total Investment Cost: UD\$ 2.45 Million</p>

SECTION 4: SUBPROJECT ELIGIBILITY SCREENING

Parameter	Activities	Yes	No	I Don't Know	If yes, Elaborate
Environmental and Social Assessment	<p>1- Does the proposed subproject / activity meet any of the criteria of “C” classified projects under the Guidelines of EIA of the PEAP? Is the subproject’s sector one of the identified in the list of “C” grade projects?</p> <p>Does it require preparing an ESIA / EIA from scratch? Mark “NO” if the project has an already prepared ESIA / EIA report or if it’s being conducted.</p>		No		
Environmental and Health Impacts	2- Does the activity / subproject expected to cause long term, sensitive, diverse, unprecedented, permanent and/or irreversible (e.g., loss of major natural habitat) adverse impacts. Is it possible that these impacts might affect an area broader than the sites or facilities of the subproject?		No		
	3- Could any of the anticipated impacts be classified as high?		No		
	4- Is the proposed site of medium and high agricultural value classification?				Th company is in an area of classification of medium agricultural value. However, the company is dealing with the agrifood business and has obtained a license from MoA.
	5- Is the proposed site on a land of high scenic value?		No		
	6- Could the activity / subproject involve the construction of any new large water storage structures - such as weirs, new large irrigation canals , and underground dams or any activity directly or indirectly related to the safety of dams?		No		
	7- Could the activity / subproject involve the production or use of genetically modified organisms or other biotechnology that has not undergone proper safety assessments?		No		

	8- Do the activities to be financed have potential adverse environmental or social impacts on human populations? Are any of these impacts irreversible, long-term, or high risk?		No		
Biodiversity	9- Is the site located within or within the area of influence of protected areas? Does it contain protected species, or has an area of influence extending to natural biodiversity, protected, or biologically sensitive areas?		No		
	10- Any subproject that is located in areas of high value and sensitivity and is likely to be affected by subproject activities, for example sensitive and valuable ecosystems and habitats (legally protected and internationally recognized areas of high biodiversity value).		No		
	11- Is the activity / subproject expected to convert or lead to conversion and/or degradation of significant areas of critical natural habitats (areas officially protected) and/or Sites of Conservation Importance and designated forest areas; including extraction of raw materials from such areas?		No		
Social Impacts	12- Is the activity / subproject suspected of involving the use of child or forced labor, or to violate basic human rights or labor laws?		No		
	13- Will the activity/ subproject could have adverse social impacts and may give rise to significant social conflict		No		
	14- Could the project involve involuntary land acquisition, relocation of households, temporary or permanent land take, resulting in impacts on livelihoods, including those that may occur through restriction of access to resources. This includes Affecting the lands or rights of vulnerable minorities and would require Free Prior Informed Consent. Is the subproject location NOT a state owned / private owned land?		No		
	15- Will the supported activities carry any negative irreversible impacts on vulnerable groups?		No		
	16- Are there any reasons preventing stakeholder engagement and information disclosure?		No		
	17- Do the activities to be financed carry adverse impacts in terms of emissions? Do they carry adverse impacts on human and environmental health?		No		
Resource Efficiency and Pollution Prevention	18- Does the activity /subproject entail any solid waste management activity which does not consider it in an integrated manner – (without proper plan from source till disposal)?		No		
	19- Do the supported activities entail the purchase and application of banned chemicals or hazardous material?		No		
	20- Do the activities to be financed pose risks of heavy exploitation of resources? Will it impact the community’s use and share of these resources? Will it lead to significant depreciation of these resources?		No		

	21- Does the activity / subproject involve the production or use of persistent organic pollutants (POPs) or other toxic chemicals that could have long-lasting environmental or health impacts? These also include subprojects that involve the production or use of persistent organic pollutants (POPs) or other toxic chemicals that could have long-lasting environmental or health impacts.		No		
	22- Does the activity / subproject manufacture pesticides (or any activity involving pesticides that are banned by the Palestinian MoA and World Health Organization), insecticides, herbicides, and other dangerous chemicals; (e.g., asbestos cement pipes for irrigation) ?		No		
Cultural Heritage	23- Could the activity / Subproject result in adverse impacts on cultural heritage and triggering ESS8, this includes both tangible and intangible cultural heritage?		No		

Recommendations:

The Project is eligible for financing as it does not trigger any of the F4J III exclusion criteria as established in the Project’s ESMF, and as long as the detailed E&S Screening in the following section does not result in any of the E&S impacts being of “High Risk”.

SECTION 5: DETAILED ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

5.1. CONSTRUCTION AND INSTALLATION PHASE DETAILED E&S SCREENING CHECKLIST

Table 1: E&S SCREENING CHECKLIST – CONSTRUCTION AND INSTALLATION PHASE (MINOR CIVIL WORKS AND INSTALLATIONS)

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
ESSI: Assessment and Management of Environmental and Social Risks and Impacts							
Are there potential physical impacts related to biota on site (floristic and faunistic species)?		No			<p>The site conditions and characteristics have been checked using MoLG's GIS (GEOMOLG) – Available in Annex II, as well as available literature and through questions during site visit.</p> <p>The proposed does not contain sensitive species, protected areas, or natural reserves. No potential impacts related to biota are expected during the Construction and installation phase.</p> <p>Additionally, the site is already constructed and the area for expansion will only undergo minor civil</p>	NA	NA

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
					works internally within the building which includes finishing works, and infrastructure and utility connections		
<p>Have there been any complaints raised by local affected population, groups, NGOs, or other parties in relation to the subproject area, or the facilities to be used?</p> <p>Will the financed activities remedy these complaints?</p>		No		GM F4J III SEP	<p>The expansion phase works did not yet begin. during the design phase, the company shall ensure consulting with stakeholders prior to the start of any works.</p> <p>The company does not employ a comprehensive GM, and rather depends on the traditional methods to uptake and resolve the complaints using verbal channels, written letters, and through email. However, these are uptake channels only. A systematic GM with clear complaints / grievances resolution mechanisms, timeframe, responsibility demarcation, registry, and other aspects in line with ESS10 are not available.</p>	<p>Engage and consult with the local stakeholders, residents, and official entities.</p> <p>Establish a company GM in line with the F4J GM.</p>	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
will the project affect the livelihoods of the local communities, particularly those who are dependent on natural resources?		No		F4J III GM F4J III SEP	<p>The company provides employment opportunities for the local population, where its workers are from the village and neighbouring communities. And where 28% of the company's workers are females. The expansion phase is not expected to result in impacts on livelihoods of local communities as it pertains to minor civil works within established premises in the factory.</p> <p>The construction and installation phase is not expected to result in significant increase in energy or water consumption.</p>	-	-
Is there a risk of capturing project benefits by certain parties? Or diversion of financed activities benefits?		No			Contracting in the construction and installation phase with contractors and suppliers will be done through an open and competitive procurement process.	Implement F4J III procurement procedures	Zaytona DAI

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
					Hence, no such impacts are expected. The tendering process for the construction and installation phase will be done in accordance with the F4J III procurement standards which are based on the World Bank's to ensure transparency and fair competition.		
Is there a risk of lack of monitoring of financed activities due to remoteness of location?		No		F4J III ESMF	No project specific risks are expected which could impact monitoring activities during the Construction and installation phase.	Conduct Quarterly monitoring throughout the grant agreement validity.	DAI
Is there a likelihood that the activities would have inequitable or discriminatory adverse impacts on affected populations? Or to exclude individuals or groups? Including vulnerable and marginalized groups?		No			The tendering process for the installation phase will be done in accordance with the F4J III procurement standards which are based on the World Bank's to ensure transparency and fair competition. Employment activities are the only ones that might result with inequitable	Implement F4J III Procurement Process Code of Conduct	Zaytona DAI

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
					impacts on local populations. The Code of conduct (CoC) shall include measures to prevent exclusion, and ensure employment to be only related to the inherit requirements of the job.		
Does the subproject management have the institutional environmental and social capacity to manage and implement the E&S risks and mitigation measures?		No		Law No.3 of 2019 PLL F4J III LMP Cabinet Decision No. 9 of 2020 on the classification of industries' occupational hazards ISO 9001/14001	The production manager has gained a training related to the OHS. However, he has not been certified by the MoL. Also, there is no dedicated E&S focal point or internal capacity for managing E&S risks. The company should encourage the production manager to obtain the OHS certificate and appoint hem as an ES focal point. Currently, the company is initiating the GRM system and the contracts are being reviewed and updated according to the PL.	The company is advised to appoint the OHS supervisor as their E&S focal point. Otherwise, an E&S focal point should be hired / appointment with adequate qualifications. The OHS supervisor shall be accredited by MoL in line with Law No.3 of 2019 prior to the start of the Construction and installation phase activities.	Zaytona DAI

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
Is the subproject location owned by, licensed, or rented by the project / subproject proponent?	Yes			Subproject Licenses Land Ownership Documents	There is a formal land ownership document- Annexes – Permits and Ownership documents – Figure I.	NA	NA
Does the subproject proponent / service provider or contractor have valid operating permits, licenses, approvals, etc.? If not, please explain. Permits to screen for include construction permits, operational/use permits, waste management permits, environmental permits, land permits, water management permits... If not, will financing be used to obtain the required permit(s)?		No		Authorities' Approvals	The factory's land is owned, and the current operations are licensed by MoNE. Where according to Palestinian Licensing procedures, MoNE communicates with other relevant ministries such as MoH and EQA. The company is communicating with EQA to obtain an environmental approval for their current factory and operations. MoH license has been stated to be available but will be further verified at a later stage.	Obtain the civil defence license for the current facility. Initiate licensing procedures for the expansion project (EQA, MoNE, MoH, Civil Defence, MoLG, and others as required by MoNE). DAI to monitor the company's licensing process, including EQA's environmental permit and ensure that support for the project is only conducted following obtaining all required licenses and approvals in	Zaytona DAI

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
					<p>The expansion phase has not yet been licensed.</p> <p>The company started working on obtaining the licensing of the building, EQA approvals, and civil defence permits.</p>	line with national laws and requirements	
Do the financed activities in any of their implementation phases pose significant fire risk due to material used, processes, operations or other factors?		No		F4J III ESMF	<p>Life and fire safety risks are not expected during the Construction and installation phase.</p> <p>The finishing works activities do not pose significant fire risk. The area is already established, and minor works are needed. The Construction and installation phase includes electrical, water, and plumbing connections. Following, the machinery will be installed, tested, and commissioned with hiring and training of staff. However, civil defence</p>	<p>Initiate Civil Defence licensing process.</p> <p>Ensure adequate number of fire extinguishers on site in line with the civil defence requirements.</p>	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
					approvals are needed for the new area.		
Does the subproject facilities have appropriate mitigation measures for fire risks? (based on national civil defence instructions, including but not limited to fire extinguishers, alarms, fire exit and signs)		No		National Civil Defence Regulations	The Construction and installation phase will require having adequate number of fire extinguishers on site. The design and works in this phase shall ensure meeting all civil defence requirements such as the design and installation of fire exists, fire-resistant doors, fire alarms, and other measures and having the required infrastructure for them.	Apply to Civil Defence license for the expansion area. Adhere to the civil defence requirements. Install smoke detectors, sprinklers, water hoses, hand-held fire extinguishers, FM 200 system, fire exists, fire resistant doors, and others as required by the civil defence.	Zaytona
Will the subproject activities entail the use of new technologies for which E&S impacts are not yet clearly studied or which could result in moderate / substantial / or high E&S impacts?		No			No new technologies.	-	-
ESS2: Labor Rights and Working Conditions							

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
Will works financed include construction, reconstruction or demolition works?		No		F4J III ESMF F4J III LMP	The expansion phase will entail minor civil and finishing works for the preparation of the expansion project's area. No other physical expansion / civil works/ construction or demolition is expected.	Include E&S measures in bidding documents for contractors. Contractors to adhere to the mitigation measures proposed in this screening report .	Zaytona Contractors
Will the subproject activities include industry specific OHS risks such as exposure to fumes, electricity, chemicals and others as defined in the industry specific EHS Guidelines?		No			No adverse specific risks are anticipated during the expansion phase. Workers however during the minor civil works, procurement, and installation of equipment and machinery may be exposed to OHS hazards, that include electrical shocks, mechanical injuries, slip and falls, fall from heights, and physical injuries and strains.	Include OHS measures in the E&S clauses in the bidding documents. Develop an OHS and ERP Plan to be provided by the supplier for the new lines. Supplier to provide operational training to workers. Supplier to provide an OHS and ERP Plan to workers.	Zaytona Supplier
Will the subproject be able to provide workers with worksite facilities including potable water, sanitation, resting area?	Yes			F4J III LMP and National Legislations (PLL)	The factory in its current state is equipped with toilets, drinking water, and resting area.	Install sufficient temporary toilets for workers (1 for every 15 male workers/ 1 for every 12 female	Contractors Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
				Cabinet Decision No.15 of 2003 on Required Health Conditions in the Workplace	During the Construction and installation phase, the company shall ensure that a drinking water source remains, and temporary washrooms are also provided if needed during the Construction and installation phase on the construction site, otherwise, workers can use the existing facilities.	workers per decision No.15 of 2003). Ensure the availability of a potable water source during the Construction and installation phase.	
Do the subproject and financed activities carry GBV (SEA / SH) risks to its workers? Are the financed activities expected to be sensitive to such risks?		No			Not expected during Construction and installation phase.	NA	NA
Are there adequate mitigation measures for workplace GBV risks?		No		F4J III ESMF F4J III SEP F4J III LMP	No measures have been found at company level.	CoC Workers' GM GBV (SEA / SH) Referral mechanism Conduct E&S training and awareness to workers including on the GM,	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
						CoC, and referral mechanism	
Are associated OHS risks High?		No		F4J III ESMF F4J III LMP Minister of Labor Decision No.1 of 2005 regarding Cabinet Decision No.49 of 2004 on Protecting workers from Occupational Risks and Illnesses	The expansion project's activities entail minor civil and finishing works, the installation phase will entail the connection works procurement and installation for new machinery, testing and commissioning. Yet, the OHS risks in this phase are expected to be moderate.	OHS plan to be part of the E&S measures in contractual agreement with contractors. Company emergency preparedness and response plans to be updated in line with the F4J III ESMF. Suppliers for new production lines to provide process specific manuals, OHS and ERP plans. Supplier to provide operational training to workers. Adequate PPEs for each process to be provided to workers. Company's OHS Supervisor must be accredited by MoL and to assume their duties prior	Contractors Suppliers Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
						<p>to the Construction and installation phase</p> <p>Workplace to be designed to account for OHS measures including ventilation, non-slip floors, adequate and interrupted passages, and one-way work rotation.</p> <p>Contractors to have an OHS supervisor & ES focal point on site.</p> <p>Contractors to comply with PLL and relevant MoL and Cabinet decisions on OHS.</p> <p>Construction site to be closed off for other company workers on site, the OHS plan shall ensure integrating mitigation measures to protect the workers in the current factory.</p>	
Is there a risk that any employment resulting from the execution of the financed		No			Contracting in the Construction and installation phase with	Implement F4J III procurement procedures	Zaytona DAI

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
activities will be biased towards marginalized and vulnerable groups (e.g., women, people with disability)					contractors and suppliers will be done through an open and competitive procurement process. Hence, no such impacts are expected. The tendering process for the Construction and installation phase will be done in accordance with the F4J III procurement standards which are based on the World Bank's to ensure transparency and fair competition.		
Is there a risk of unfair recruitment process if the financed activities will require recruitment activities?		No			As above	-	-
Does the subproject apply national measures and commit to the Ministry of Health regulations in regard to communicable diseases?		No			Not anticipated during Construction and installation phase.	-	-
In terms of communicable diseases risks, do the financed activities and their execution require any public gatherings of any sorts?		No			Not applicable.	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
ESS3: Resource Efficiency and Pollution Prevention and Management							
Are there potential physical impacts related to ambient air quality, including dust and emissions?		No		F4J III ESMF	The expansion phase is not expected to result in significant air quality risks. Risks however can be related in this phase to OHS. The company should also take precautions to ensure that works do not impact other areas of the factory.	Include E&S Clauses and safety measures in the bidding documents for contractors. Establish safe driving measures and control vehicle speed. Cover loaded vehicles during the construction phase. Provide workers with adequate PPEs.	Zaytona Contractors
Are there potential physical impacts related to nuisance, including noise and vibrations?	Yes			F4J III ESMF	Ambient noise levels have been checked during the visit and there is no noise or nuisance. Indoors, the operations -except for olive milling season- do not produce noise levels beyond acceptable levels. During expansion, minor excessive noise can be expected, however it is for short durations,	Comply with Palestinian ambient noise standards and working hours. Provide workers with adequate PPEs and ear muffs. Ensure that any high-noise generating equipment in the operations phase are isolated and noise suppressing partitions are	Contractors Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
					<p>contractors and suppliers shall provide their workers with adequate PPEs as required.</p>	<p>installed and integrated in the installation phase.</p> <p>Ensure periodic maintenance for machinery per manufacturers' specifications.</p> <p>Develop a maintenance log for all equipment and machinery.</p> <p>Procure a noise measurement equipment for periodically noise monitoring.</p> <p>Consult with residents and the municipality and inform them with the expected construction schedule and working hours.</p> <p>Maintain an open and accessible GM during the Construction and installation phase.</p> <p>Establish a green belt around the facility</p>	

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
Are there potential physical impacts related to water resources (surface / ground) and their pollution?		No		F4J III ESMF	The area is already built. Expansion phase activities are not expected to result in such impacts.	-	Zaytona Contractors
Are there potential physical impacts related to high consumption of energy or other utilities?		No		F4J III ESMF	The Construction and installation phase's activities are not expected to result in excessive consumption of energy or utilities.	-	-
Are the financed activities expected to be associated with generation of substantial quantities of construction/demolition waste?		No		F4J III ESMF Construction and demolition waste management system No. 16 of 2023	Expansion area already built. Minor solid waste generation is expected to result from installation works, infrastructure, fittings, plumbing, and other required for the successful installation and commissioning of the new production lines.	Comply with the construction and demolition waste management system No.16 of 2023 Provide adequate number of containers and segregate demolition / construction waste from municipal waste. Include construction/demolition waste management measures in contractual agreements through E&S clauses.	Contractors Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
						Construction and demolition waste should be collected separately and transported to the demolition / construction waste landfill in liaison with the municipality.	
Are the financed activities expected to entail the use / generation of hazardous chemical material / waste?			X	F4J III ESMF Hazardous Waste Management System No.6 of 2021	Not expected during the expansion phase. However possible spills of hazardous substances during the installation and commissioning of machinery could occur (oils, lubricants).	Include response measures for spills in the ERP.	Zaytona Contractors
Are there potential physical impacts related to solid waste generation?	Yes			F4J III ESMF	During the Construction and installation phase, other than the construction waste, solid waste is expected to comprise of municipal waste and packaging waste. Where solid waste should be collected in separate containers and deposited of in liaison with the municipality.	Include Solid waste management measures in contractual agreements. Liaise with the municipality for the collection and disposal of solid waste. Assess recycling and reuse potential. Segregate and label different waste streams	Zaytona Contractors

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
Is there expected generation of e-waste?		No			-	-	-
Are there potential physical impacts related to the generation of wastewater?		No		F4J III ESMF	The Construction and installation phase is not expected to result in wastewater generation. The only wastewater streams are from municipal and human use of toilets.	Provide workers with access to adequate numbers of toilets in line with Decision No.15 of 2003 in the Construction and installation phase. Workers in the construction phase can utilize the existing restroom facilities, however if not sufficient, adequate number of temporary facilities have to be provided.	Contractors Zaytona
Will the project include the use of pesticides?		No			-	-	-
Are there other activities or projects in the area that are using natural resources or generating waste or environmental pollutants, and could potentially result in cumulative impacts when combined with the proposed subproject?		No		-	-	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
Are the impacts of existing or expected projects in the area expected to magnify, contribute, or add to the potential impacts resulting from the proposed subproject, or vice versa?		No		-	-	-	-
ESS4: Community Health and Safety							
Are the financed activities expected to include measures to facilitate the access of vulnerable or disadvantaged persons to the benefits of the project? (examples: transportation, strategic location that is reachable by the stakeholders, facility and meeting hall equipment, ramps, and others)					Not Applicable for the Construction and installation phase.	-	-
Do the financed activities carry any high or substantial risks of causing incidents (e.g., traffic, pollution, fires) to the population and neighbouring communities?		No			As all works will be conducted inhouse in the expansion phase, no significant risks are expected on local communities. Traffic movement is relatively low. Fire risks are also low.	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
Is there a risk of increasing the probability / creating GBV potential impacts due to the execution of financed activities?		No			During the Construction and installation phase, such impacts are not expected.	-	-
Does the subproject have the potential to upset community dynamics? (Impacts on community culture, roles, religious beliefs, and social structure. For example: introducing information that could contradict with the local society's beliefs or religion)		No			No Such impacts are expected.	-	-
Will the financed activities present hazards to community members on the sub-project site?		No		F4J III ESMF	As all works will be conducted inhouse in the expansion phase, no significant risks are expected on local communities. Traffic movement is relatively low. Fire risks are also low.	-	-
Will the financed activities pose traffic and road safety hazards?		No		F4J III ESMF	The expansion project is not expected to result in significant increase in traffic. However, traffic incidents due to the	Maintenance log is to be created for all machinery and vehicles.	Zaytona Contractors

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
					movement of vehicles can occur	Orientation to drivers to be conducted. Traffic safety measures to be included in contractual clauses	
ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement							
Will the subproject activities during any of its phases will result in restrictions or hindering the movement of adjacent communities to their lands or will it result in restrictions on land use?		No			The site is already constructed with appropriate access roads for the community and landowners. No such impacts are expected.	-	-
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources							
Will the subproject require clearing of land including removing trees and native flora from site?		No			Existing facility	-	-
Will the subproject affect the rights and access of communities to natural resources, especially those that they depend on for livelihood?		No			-	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
Will the subproject activities entail the utilization of specific natural resources in the area?		No			-	-	-
Is the subproject expected to have negative impacts on species of flora or fauna or their habitats?		No			-	-	-
Could the subproject impact soil stability and quality in the area?		No			-	-	-
Will the subproject's activities add or contribute to negative impacts on biodiversity that are resulting from other projects in the area? And vice versa?		No			-	-	-
ESS10: Stakeholder Engagement and Information Disclosure							
Is there a risk that the activity fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?		No		F4J III SEP	The company will ensure adequate stakeholder engagement during the preparation phase for the proposed project.	Conduct stakeholder engagement once signing the agreement with F4J project.	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
<p>Has there been previous cases of exclusion of persons with disabilities or other marginalized related to the project's implementation?</p> <p>groups (women, children, ethnic minorities, elderly) in the area?</p>		No			<p>Was not reported by the company. Site visit and documents review did not reveal such incidents.</p>	<p>Establish Workers and Public GM</p>	<p>Zaytona</p>
<p>Are women likely to participate in decision-making processes regarding the activity?</p>	Yes				<p>The company's owners includes female representation and the administrative and signatory affairs are authorized to male and female counterparts.</p> <p>The current staff only includes 6 female employees out of 21.</p>	<p>Include gender-mainstreaming measures in the CoC.</p> <p>Include non-discrimination clauses in the CoC</p>	<p>Zaytona</p>
<p>Is there a risk that exclusion of beneficiaries will lead to grievances?</p>		No			<p>No exclusion is expected</p>	<p>-</p>	<p>-</p>
<p>Will COVID-19 restrictions impact proper stakeholder engagement?</p>		No			<p>Not applicable</p>	<p>NA</p>	<p>NA</p>

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
CONSTRUCTION AND INSTALLATION PHASE E&S SCREENING CHECKLIST							
Have the financed activities been designed with sufficient stakeholder engagement activities during the design process?		No		F4J III SEP	The company did not report engaging stakeholders previously.	Conduct stakeholder engagement during further E&S tools preparation	Zaytona

5.2. OPERATION PHASE DETAILED E&S SCREENING CHECKLIST

Table 2: E&S SCREENING CHECKLIST - OPERATIONS PHASE

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
ESS1: Assessment and Management of Environmental and Social Risks and Impacts							
Are there potential physical impacts related to biota on site (floristic and faunistic species)?		No		F4J III ESMF	Not anticipated during operations phase.	-	-
Have there been any complaints raised by local affected population, groups, NGOs, or other parties in relation to the subproject area, or the facilities to be used?		No		F4J III GM F4J III SEP	Addressed in Construction and installation phase table above.	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
Will the financed activities remedy these complaints?							
will the project affect the livelihoods of the local communities, particularly those who are dependent on natural resources?		No		F4J III GM F4J III SEP	<p>The operations phase is expected to result in 40 production, operations and maintenance jobs, in addition to 14 in sales and administration. This will be in line with the company's current policy of providing opportunities to local communities.</p> <p>In terms of resources exhaustion and impacts on livelihoods, the operational phase is not expected to result in any such impacts. The company should however maintain engagement with local communities, village council, and service providers to ensure that they are able to meet their demand without impacting local populations. A GM should be established, maintained, and kept accessible and effective.</p> <p>In terms of electricity, it is provided by Zaita council which according to the company is able to meet their demand. Additionally, the company will install a PV solar system to reduce the electricity cost and meet their demand.</p>	<p>The Company should establish a public GM</p> <p>Electricity company and municipality should be consulted with regarding the project</p>	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
					For water, this is provided by the local council, but needs further investigation during the site-specific E&S tools preparation to ensure that they can also meet the expansion project's demand..		
Is there a risk of capturing project benefits by certain parties? Or diversion of financed activities benefits?		No		F4J III LMP F4J III ESMF	The project is a private sector one with identified shareholders and proper institutional arrangements. Employment shall be done based on merit and qualifications without bias regarding to socio-economic status, religion, gender and other social aspects.	Develop a Code of Conduct	Zaytona
Is there a risk of lack of monitoring of financed activities due to remoteness of location?		No		F4J III ESMF	No such impacts are expected.	Conduct Quarterly monitoring throughout the grant agreement validity.	DAI
Is there a likelihood that the activities would have inequitable or discriminatory adverse impacts on affected populations? Or to exclude individuals or groups? Including vulnerable and marginalized groups?		No		F4J III LMP F4J III ESMF	During operations, the company will ensure providing opportunities to local communities for the expansion project. The company will ensure providing equal opportunity to employment. The company's estimates indicate increasing women participation in the expansion project, where 12 out of 44 new jobs are earmarked for women.	Code of Conduct	Zaytona
Does the subproject management have the institutional environmental and social capacity		No		Law No.3 of 2019 PLL	By the operations phase, the company should have established an OHS committee, assigned an E&S focal point, and provided	Implement Construction the and	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
to manage and implement the E&S risks and mitigation measures?				F4J III LMP Cabinet Decision No. 9 of 2020 on the classification of industries' occupational hazards	them with needed training and capacity building in cooperation with the F4J III.	installation phase mitigation measures.	
Is the subproject location owned by, licensed, or rented by the project / subproject proponent?	Yes			Subproject Licenses Land Ownership Documents	Land is owned, expansion area already built– Permits and Ownership documents – Figure I.	-	-
Does the subproject proponent / service provider or contractor have valid operating permits, licenses, approvals, etc.? If not, please explain. Permits to screen for include construction permits, operational/use permits, waste management permits, environmental permits, land permits, water management permits... If not, will financing be used to obtain the required permit(s)?		No		PA Approvals and Licenses Israeli Civil Administration Licenses and Permits	Operational phase licenses have not been obtained. Licensing status is detailed in the Construction and installation phase table above.	Implement the construction and installation phase mitigation measures.	Zaytona
Do the financed activities in any of their implementation phases pose significant fire risk		No		F4J III ESMF	During the operation, the production process for coffee and Tahine do not pose significant fir risks.	Initiate Civil Defence licensing process.	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
due to material used, processes, operations or other factors?						<p>Store flammable materials in designated, fire-resistant storage areas. Keep raw materials organized and separated to minimize the risk of fire spread.</p> <p>Install sparkless lighting fixtures.</p> <p>Install adequate fire extinguishers in the storage area.</p> <p>Ensure that the storage areas for both raw material as well as finished products has all required firefighting measures in line with civil defence requirements.</p> <p>Prohibit smoking on premises and dedicate a smoking area away from waste, raw material, and finished products storage locations.</p>	

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
						<p>Conduct regular fire safety training for all employees, emphasizing proper handling and storage of flammable materials.</p> <p>Implement strict housekeeping procedures to regularly clean up dust, debris, and any spilled flammable materials.</p> <p>Maintain proper temperature and humidity levels in storage areas to reduce the risk of ignition.</p> <p>Limit access to storage areas to authorized personnel only, reducing the risk of accidental ignition.</p> <p>Conduct routine inspections of storage areas and fire safety equipment to identify and address potential hazards.</p>	

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
Does the subproject facilities have appropriate mitigation measures for fire risks? (based on national civil defence instructions, including but not limited to fire extinguishers, alarms, fire exit and signs)			x	National Civil Defence Regulations	During operations, the company should have installed all required safety measures in line with the civil defence requirements. Operations shall not commence prior to obtaining the license.	Implement Construction and installation phase mitigation measures. Implement the mitigation measures in the above row. Apply to Civil Defence license for the expansion area	Zaytona
Will the subproject activities entail the use of new technologies for which E&S impacts are not yet clearly studied or which could result in moderate / substantial / or high E&S impacts?		No			No new technologies.	-	-
ESS2: Labor Rights and Working Conditions							
Will works financed include construction, reconstruction or demolition works?		No			Not applicable in the operations phase.	-	-
Will the subproject activities include industry specific OHS risks such as exposure to fumes, electricity, chemicals and others as defined in the industry specific EHS Guidelines?		No		F4J III ESMF Minister of Labor Decision No.4 of 2005 on Permissible Noise Levels	No adverse specific risks are anticipated. Biological hazards and risks could arise however due to the handling of food products, spoiled goods, and raw material. These risks are not expected to be high in magnitude or frequency, yet adequate mitigation measures should be in place.	Develop a food safety and Hygiene Plan. - Include Health, Safety, and Hygiene measures in the CoC or as a stand-alone policy.	Suppliers Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
						<p>Ensure that procured equipment meet required noise standards, provide enclosures and noise suppressors as possible, and resort to PPEs as a proactive and protective measure.</p> <p>Suppliers to provide an OHS and ERP Plan, in addition to an operations manual.</p> <p>Develop an OHS plan in line with the template provided in the F4J III ESMF, including an ERP.</p> <p>Provide technicians with appropriate PPEs specific to the process based on supplier's operational manual.</p> <p>Enforce the use of PPEs in the factory.</p>	
Will the subproject be able to provide workers with worksite facilities including potable water, sanitation, resting area?	Yes			F4J III LMP and National Legislations (PLL)	The new factory is connected to water source and has a rainwater collection system. The factory as reported by the	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
				Cabinet Decision No.15 of 2003 on Required Health Conditions in the Workplace	company has a septic tank, with adequate internal plumbing. The area in its current state is equipped with toilets, drinking water, and resting area. Some of the existing facilities will be utilized in the expansion project, while new ones such as toilets and washrooms will be constructed in the expansion area.		
Do the subproject and financed activities carry GBV (SEA / SH) risks to its workers? Are the financed activities expected to be sensitive to such risks?	Yes			F4J III GM F4J III ESMF F4J III SEP	While GBV (SEA / SH) risks are not expected, yet such risks could occur at the workplace. As the current female representation only is 6 female workers out of 21, the expansion project aims to increase female participation where 12 out of the 44 new jobs are earmarked for women. However, the factory is not expected to be sensitive to such risks. Yet, adequate mitigation and preventive measures should be in place.	CoC GM GBV (SEA / SH) Referral mechanism Conduct E&S training and awareness to workers including on the GM, CoC, and referral mechanism.	Zaytona
Are there adequate mitigation measures for workplace GBV risks?		No		F4J III ESMF F4J III SEP F4J III LMP	No measures have been found at company level in current location and operations.	CoC Workers' GM GBV (SEA / SH) Referral mechanism Conduct E&S training and awareness to workers including on the GM,	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
						CoC, and referral mechanism	
Are associated OHS risks High?		No		F4J III LMP F4J III ESMF Minister of Labor Decision No.1 of 2005 regarding Cabinet Decision No.49 of 2004 on Protecting workers from Occupational Risks and Illnesses	During the operations phase, OHS risks are expected to be moderate given that the production lines are automatic and expected to be equipped with emergency stops, flaps, and other safety measures.	Implement the Construction and installation phase OHS organizational measures. The company should develop an OHS plan with ERP in accordance with the F4J III ESMF. All workers involved in the project should receive comprehensive OHS training, covering site safety protocols, electrical safety, emergency procedures, and correct use of PPE. This training must be conducted by the equipment supplier or a qualified representative prior to commissioning and installation activities. Supplier to provide operational training to workers.	Suppliers Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
						<p>Adequate PPEs for each process to be provided to workers.</p> <p>Workplace to be designed to account for OHS measures including ventilation, non-slip floors, adequate and interrupted passages, and one-way work rotation.</p>	
Is there a risk that any employment resulting from the execution of the financed activities will be biased towards marginalized and vulnerable groups (e.g., women, people with disability)		No			The company employs locals as part of their practice. It is not expected that employment will be biased.	-	-
Is there a risk of unfair recruitment process if the financed activities will require recruitment activities?		No			The company employs locals as part of their practice. It is not expected that employment will be biased.	-	-
Does the subproject apply national measures and commit to the Ministry of Health regulations in regard to COVID-19 and other communicable diseases?					Communicable diseases are a risk with moderate to substantial severity yet low probability of materialization. This relates to the handling of raw material, food processing, and spoiled goods.	<ul style="list-style-type: none"> - Develop a food safety and Hygiene Plan. - Include Health, Safety, and Hygiene measures in the CoC or as a stand-alone policy. 	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
In terms of COVID-19 risks, do the financed activities and their execution require any public gatherings of any sorts?					Not Applicable. No communicable diseases risks.	-	-
ESS3: Resource Efficiency and Pollution Prevention and Management							
Are there potential physical impacts related to ambient air quality, including dust and emissions?		No			No ambient air quality risks expected. Inhouse emission levels have been tested and were within permissible limits.	-	-
Are there potential physical impacts related to nuisance, including noise and vibrations?	Yes			F4J III ESMF	<p>Ambient noise levels have been checked during the visit and there is no noise or nuisance in the area. However, the olive mill produces high noise level during the season.</p> <p>During the operations, the noise level may increase beyond levels as a result from roasting of coffee and sesame.</p>	<p>Comply with Palestinian ambient noise standards and working hours.</p> <p>Ensure that procured machinery adhere to national noise standards.</p> <p>Provide workers with adequate PPEs and ear muffs.</p> <p>Ensure that any noise equipment are isolated and noise suppressing partitions and enclosures are installed.</p> <p>Conduct weekly noise level monitoring during the first month of</p>	<p>Suppliers Zaytona</p>

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
						<p>operations. If noise levels are within acceptable standards, they are to be conducted monthly unless required otherwise by MoL or EQA. And establish a noise measurement log.</p> <p>Ensure periodic maintenance for machinery per manufacturers' specifications.</p> <p>Develop a maintenance log for all equipment and machinery.</p> <p>Procure a noise equipment for periodically noise monitoring.</p> <p>Maintain an accessible and functioning GM</p>	
Are there potential physical impacts related to water resources (surface / ground) and their pollution?		No			impacts are not expected.	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
Are there potential physical impacts related to high consumption of energy or other utilities?		No		F4J III ESMF	The new production lines are expected to increase the company's electricity consumption. Continuous engagement is necessary to ensure the consistent ability of the municipality to provide the company with needed utilities without impacting the community. It is also worth noting that the company is planning to install a Solar PV system to meet part of their electricity needs.	Include the municipality in expansion project's consultations.	Zaytona
Are the financed activities expected to be associated with generation of substantial quantities of construction/demolition waste?		No		Construction and demolition waste management system No. 16 of 2023	Not applicable for the operations phase	-	-
Are the financed activities expected to entail the use / generation of hazardous chemical material / waste?		No		F4J III ESMF hazardous waste management system No.6 of 2021	The proposed two lines do not entail hazardous wastes. According to the meeting with the company management, all the waste generated from its activity are being recycled including (olive mill wastewater, pumice, and flown leaves) and no hazardous material / waste are included in company's operations. Any spoiled goods should be discarded with in liaison with MoH and are transported by MoH for disposal	Liaise with the municipality for hazardous waste disposal, if any. Dispose hazardous waste, if any, in line with hazardous waste management system No.6 of 2021	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
Are there potential physical impacts related to solid waste generation?		No		F4J III ESMF	Solid waste during operations will include defected or spoiled raw material which are mostly green waste (vegetables), other waste expected include wrapping and carboard.	Include Solid waste management measures in E&S tools to be developed.	Zaytona
Is there expected generation of e-waste?		No		F4J III ESMF	-	-	-
Are there potential physical impacts related to the generation of wastewater?	Yes			F4J III ESMF Cabinet Decision No.15 of 2003 on Required Health Conditions in the Workplace F4J III LMP	During operations, the coffee production line not expected to result in generation of industrial wastewater streams as water is not a part of the manufacturing process. However, the production of Tahine, which includes the sesame dehulling process generates wastewater. Thus, the company should establish an on-site wastewater treatment unit.	Provide workers with adequate numbers of toilets in line with Decision No.15 of 2003 The company should establish an onsite wastewater treatment plant to treat the wastewater generated from Tahine production line. Also, the company should explore the possibility of using the treated wastewater for agriculture purposes.	Zaytona
Will the project include the use of pesticides?		No			-	-	-
Are there other activities or projects in the area that are using natural resources or generating waste or environmental pollutants, and could potentially result in cumulative		No		-	-	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
impacts when combined with the proposed subproject?							
Are the impacts of existing or expected projects in the area expected to magnify, contribute, or add to the potential impacts resulting from the proposed subproject, or vice versa?		No		-	-	-	-
ESS4: Community Health and Safety							
Are the financed activities expected to include measures to facilitate the access of vulnerable or disadvantaged persons to the benefits of the project? (examples: transportation, strategic location that is reachable by the stakeholders, facility and meeting hall equipment, ramps, and others)	Yes				Project benefits which include final products, and its distribution are done by the company and are available nearly across the west bank through a supply chain. The project in general is not for public benefit or access. Yet the company has an equipped meeting hall for stakeholder events, and an external yard which can be equipped to enhance access to the site.	-	-
Do the financed activities carry any high or substantial risks of causing incidents (e.g., traffic, pollution, fires) to the population and neighbouring communities?		No			No significant risks are expected on local communities. Traffic movement is relatively low. Fire risks are also low	Maintain an accessible and functioning GM	Zaytona
Is there a risk of increasing the probability / creating GBV potential impacts due to the execution of financed activities?		No		F4j III SEP F4j III SEP	During operations, risks remain low due to the nature of operations and as there is no interaction with the community for the operations.	CoC GM	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
						E&S Training and awareness GBV (SEA / SH) Referral mechanism	
Does the subproject have the potential to upset community dynamics? (Impacts on community culture, roles, religious beliefs, and social structure. For example: introducing information that could contradict with the local society's beliefs or religion)		No			No Such impacts are expected.	-	-
Will the financed activities present hazards to community members on the sub-project site?	Yes				<p>Incidents such as wastewater leakage could lead to hazards and impacts that extend beyond the factory's boundary.</p> <p>Food safety and hygiene impacts due to spoiled goods, contaminated batch, or other aspects of food safety and hygiene could result on severe impacts on the consumers and community health and safety, in addition to impacting the company's reputation and operations.</p>	<p>Maintenance log is to be created for all machinery</p> <p>Periodic checks for facility to be implemented and logged.</p> <p>Quarterly monitoring to be conducted.</p> <p>The company should develop an ERP which should detail measures to deal with incidents of spoiled goods or food safety and hygiene.</p>	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
						<ul style="list-style-type: none"> - Develop a food safety and Hygiene Plan. - Include Health, Safety, and Hygiene measures in the CoC or as a stand-alone policy. 	
Will the financed activities pose traffic and road safety hazards?		No			The expansion project is not expected to result in significant increase in traffic. Additionally, as the project site is relatively distant from residential areas. Yet, traffic accidents and hazards remain through the transport of goods through company vehicles.	Maintenance log is to be created for all machinery and vehicles. Orientation to drivers to be conducted.	Zaytona
ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement							
Will the subproject activities during any of its phases will result in restrictions or hindering the movement of adjacent communities to their lands or will it result in restrictions on land use?		No			The site is already constructed with appropriate access roads for the community and landowners. No such impacts are expected.	-	-
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources							
Will the subproject require clearing of land including removing trees and native flora from site?		No			-	-	-

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
Will the subproject affect the rights and access of communities to natural resources, especially those that they depend on for livelihood?		No			-	-	-
Will the subproject activities entail the utilization of specific natural resources in the area?		No			-	-	-
Is the subproject expected to have negative impacts on species of flora or fauna or their habitats?		No			-	-	-
Could the subproject impact soil stability and quality in the area?		No			-	-	-
Will the subproject's activities add or contribute to negative impacts on biodiversity that are resulting from other projects in the area? And vice versa?		No			-	-	-
ESS10: Stakeholder Engagement and Information Disclosure							
Is there a risk that the activity fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?		No		F4J III SEP	The company will ensure adequate stakeholder engagement with stakeholders throughout the project's operations	Maintain an accessible and effective GM for stakeholders to communicate with the company and raise any concerns they might have.	Zaytona

POTENTIAL ENVIRONMENTAL / SOCIAL RISKS	Yes	No	I don't know	If answer is "yes", Please refer to for due diligence/action	Remarks	Recommended Mitigation Measures	Implementation Responsibility
OPERATIONS PHASE E&S SCREENING CHECKLIST							
Has there been previous cases of exclusion of persons with disabilities or other marginalized groups (women, children, ethnic minorities, elderly) in the area?		No			Was not reported by the company. Site visit and documents review did not reveal such incidents.	Develop a company specific GM.	-
Are women likely to participate in decision-making processes regarding the activity?	Yes				The company's owners includes female representation and the administrative and signatory affairs are authorized to male and female counterparts. The current staff only includes 6 female employees out of 21.	Include gender-mainstreaming measures in the CoC. Include non-discrimination clauses in the CoC	Zaytona
Is there a risk that exclusion of beneficiaries will lead to grievances?		No			No exclusion is expected	-	-
Will COVID-19 restrictions impact proper stakeholder engagement?		No			Not applicable	NA	NA
Have the financed activities been designed with sufficient stakeholder engagement activities during the design process?		No		F4J III SEP	The company did not report conducting stakeholder engagements previously.	Conduct stakeholder engagement during E&S tools preparation	Zaytona

SECTION 6: SUMMARY OF THE SCREENING PROCESS

E&S Screening		Results and Recommendations		
	Relevant ESSs for this subproject	List ESSs: ESS1, ESS2, ESS3, ESS4, ESS10		
Phase (Construction and installation / Operations)	Summary of Critical Risks and Impacts identified	E&S Risk / Impact	Individual Risk/ Impact Rating (low, moderate, substantial)	Summary of Mitigation Measures
Construction and installation phase and Operations phases	1. GM	Lack of effective GM with adequate uptake mechanisms	moderate	Establish a company specific GM. Inform local communities and stakeholders of the GM in the public consultation meeting.
All Phases	2. Stakeholder Engagement	Lack of consultation and continuous engagement with the project's stakeholders, especially the electricity company and municipality for utilities availability and consumption	low	Conduct stakeholder engagement with local stakeholders, residents, and official entities. Consult with the municipality and electricity company early in the project preparation phase. Maintain continuous liaison and engagement thereafter.
Construction and installation phase and Operations phases	3. Monitoring and Reporting	Lack of frequent monitoring and reporting on ESF implementation	Moderate	Conduct Quarterly monitoring throughout the grant agreement validity.
Construction and installation phase	4. E&S Capacity	The production manager has gained a training related to the OHS. However,	low	The company is advised to appoint the OHS supervisor as their E&S focal point. Otherwise, an E&S focal point

<p>and Operations phases</p>		<p>he has not been certified by the MoL. Also, there is no dedicated E&S focal point or internal capacity for managing E&S risks.</p> <p>The company should encourage the production manager to obtain the OHS certificate and appoint him as an ES focal point.</p> <p>Currently, the company is initiating the GRM system and the contracts are being reviewed and updated according to the PL.</p>		<p>should be hired / appointment with adequate qualifications.</p> <p>The OHS supervisor shall be accredited by MoL in line with Law No.3 of 2019 prior to the start of the Construction and installation phase activities.</p>
<p>Preparation Phase</p>	<p>5. Licensing</p>	<p>The factory's land is owned, and the current operations are licensed by MoNE. Where according to Palestinian Licensing procedures, MoNE communicates with other relevant ministries such as MoH and EQA. The company is communicating with EQA to obtain an environmental approval for their current factory and operations. MoH license has been stated to be available but will be further verified at a later stage.</p> <p>The expansion phase has not yet been licensed.</p> <p>The company started working on obtaining the licensing of the building, EQA approvals, and civil defence permits.</p>	<p>Moderate</p>	<p>Obtain the civil defence license for the current facility.</p> <p>Initiate licensing procedures for the expansion project (EQA, MoNE, MoH, Civil Defence, MoLG, and others as required by MoNE).</p> <p>DAI to monitor the company's licensing process, including EQA's environmental permit and ensure that support for the project is only conducted following obtaining all required licenses and approvals in line with national laws and requirements</p>

<p>All Phase</p>	<p>6. Life and Fire Safety</p>	<p>Life and fire safety risks are not expected during the Construction and installation phase.</p> <p>The finishing works activities do not pose significant fire risk. The area is already established, and minor works are needed. The Construction and installation phase includes electrical, water, and plumbing connections. Following, the machinery will be installed, tested, and commissioned with hiring and training of staff. However, civil defence approvals are needed for the new area.</p> <p>In all cases, the Construction and installation phase will require having adequate number of fire extinguishers on site. The design and works in this phase shall ensure meeting all civil defence requirements such as the design and installation of fire exists, fire-resistant doors, fire alarms, and other measures and having the required infrastructure for them.</p> <p>During the operation, the production process for coffee and Tahini do not pose significant fir risks.</p>	<p>Moderate</p>	<p>Initiate Civil Defence licensing process.</p> <p>Ensure adequate number of fire extinguishers on site in line with the civil defence requirements.</p> <p>Adhere to the civil defence requirements.</p> <p>Install smoke detectors, sprinklers, water hoses, hand-held fire extinguishers, FM 200 system, fire exists, fire resistant doors, and others as required by the civil defence.</p> <p>Store flammable materials in designated, fire-resistant storage areas. Keep raw materials organized and separated to minimize the risk of fire spread.</p> <p>Install sparkless lighting fixtures.</p> <p>Install adequate fire extinguishers in the storage area.</p> <p>Ensure that the storage areas for both raw material as well as finished products has all required firefighting measures in line with civil defence requirements.</p> <p>Prohibit smoking on premises and dedicate a smoking area away from waste, raw material, and finished products storage locations.</p> <p>Conduct regular fire safety training for all employees, emphasizing proper handling and storage of flammable materials.</p> <p>Implement strict housekeeping procedures to regularly clean up dust, debris, and any spilled flammable materials.</p> <p>Maintain proper temperature and humidity levels in storage areas to reduce the risk of ignition.</p>
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				<p>Limit access to storage areas to authorized personnel only, reducing the risk of accidental ignition.</p> <p>Conduct routine inspections of storage areas and fire safety equipment to identify and address potential hazards.</p>
<p>Construction and installation phase and Operations phases</p>	<p>7. OHS</p>	<p>The expansion project’s activities entail minor civil and finishing works, the installation phase will entail the connection works procurement and installation for new machinery, testing and commissioning. Yet, the OHS risks in this phase are expected to be moderate.</p> <p>During the operations phase, No adverse specific risks are anticipated. Biological hazards and risks could arise however due to the handling of food products, spoiled goods, and raw material. These risks are not expected to be high in magnitude or frequency, yet adequate mitigation measures should be in place.</p>	<p>Moderate</p>	<p>In construction and installation phase:</p> <ul style="list-style-type: none"> • Include OHS measures in the E&S clauses in the bidding documents. • The company should develop an OHS and ERP Plan • Supplier to provide operational training to workers. <p>In Operations phase:</p> <ul style="list-style-type: none"> • Develop a food safety and Hygiene Plan. • Include Health, Safety, and Hygiene measures in the CoC or as a stand-alone policy. • Ensure that procured equipment meet required noise standards, provide enclosures and noise suppressors as possible, and resort to PPEs as a proactive and protective measure. • All workers involved in the project should receive comprehensive OHS training, covering site safety protocols, electrical safety, emergency procedures, and correct use of PPE. This training must be conducted by the equipment supplier or a qualified representative prior to commissioning and installation activities.

				<ul style="list-style-type: none"> • Develop an OHS plan in line with the template provided in the F4J III ESMF, including an ERP. • Provide technicians with appropriate PPEs specific to the process based on supplier’s operational manual. • Enforce the use of PPEs in the factory.
Construction and installation phase and Operations phases	8. Noise	<p>Ambient noise levels have been checked during the visit and there is no noise or nuisance. Indoors, the operations -except for olive milling season- do not produce noise levels beyond acceptable levels.</p> <p>During expansion, minor excessive noise can be expected, however it is for short durations, contractors and suppliers shall provide their workers with adequate PPEs as required.</p> <p>During the operations, the noise level may increase beyond levels as a result from roasting of coffee and sesame.</p>	Moderate to Low	<p>Comply with Palestinian ambient noise standards and working hours.</p> <p>Provide workers with adequate PPEs and ear muffs.</p> <p>Ensure that any high-noise generating equipment in the operations phase are isolated and noise suppressing partitions are installed and integrated in the installation phase.</p> <p>Consult with residents and the municipality and inform them with the expected construction schedule and working hours.</p> <p>Maintain an open and accessible GM during the Construction and installation phase.</p> <p>Ensure that procured equipment meet required noise standards, provide enclosures and noise suppressors as possible, and resort to PPEs as a proactive and protective measure.</p> <p>Conduct weekly noise level monitoring during the first month of operations. If noise levels are within acceptable standards, they are to be conducted monthly unless required otherwise by MoL or EQA. And establish a noise measurement log.</p> <p>Ensure periodic maintenance for machinery per manufacturers’ specifications.</p>

				<p>Develop a maintenance log for all equipment and machinery.</p> <p>Procure a noise equipment for periodically noise monitoring.</p> <p>Maintain an accessible and functioning GM</p> <p>Establish a green belt around the facility</p>
<p>Construction and installation phase and operations phases</p>	<p>9. Labor Rights and Working Conditions</p>	<p>Non-compliance with ESS2 and national labor requirements for direct and contracted workers</p>	<p>Moderate to low</p>	<p>CoC</p> <p>GM</p> <p>GBV (SEA / SH) Referral mechanism</p> <p>Conduct E&S training and awareness to workers including on the GM, CoC, and referral mechanism</p> <p>If possible, expand the existing resting area and locker rooms for the new workers, provide gender segregated areas. If not possible, ensure that the expansion project area has gender segregated locker rooms and resting areas adequate for the number of new workers.</p> <p>Provide workers with adequate numbers of toilets in line with Decision No.15 of 2003 in the Construction and installation phase. Workers in the construction phase can utilize the existing restroom facilities, however if not sufficient, adequate number of temporary facilities have to be provided.</p> <p>Ensure the availability of a potable water source during the Construction and installation phase.</p> <p>Workplace to be designed to account for OHS measures including ventilation, non-slip floors, adequate and interrupted passages, and one-way work rotation.</p>

<p>Operations Phase</p>	<p>10. GBV (SEA / SH)</p>	<p>Sexual exploitation and abuse and sexual harassment risks</p>	<p>low</p>	<p>Establish a public and workers' GM.</p> <p>CoC</p> <p>E&S training and capacity building</p> <p>E&S clauses in bidding documents</p> <p>Establish GBV (SEA / SH) referral mechanism.</p> <p>Conduct E&S training and awareness to workers including on the GM, CoC, and referral mechanism.</p> <p>Include gender-mainstreaming measures in the CoC.</p> <p>Include non-discrimination clauses in the CoC</p>
<p>Construction and installation phase and Operations phases</p>	<p>11. Solid waste</p>	<p>During the Construction and installation phase, other than the construction waste, solid waste is expected to comprise of municipal waste and packaging waste.</p> <p>Solid waste during operations will include defected or spoiled raw material which are mostly sesame and coffee beans other waste expected include wrapping and cardboard.</p>	<p>low</p>	<p>Include Solid waste management measures in contractual agreements.</p> <p>Liaise with the municipality for the collection and disposal of solid waste.</p> <p>Assess recycling and reuse potential.</p> <p>Segregate and label different waste streams.</p> <p>Maintain production waste recycling for the expansion project as well.</p> <p>Provide sufficient containers for waste streams.</p>
<p>Construction and installation phase</p>	<p>12. Construction and demolition waste</p>	<p>Expansion area already built. Minor solid waste generation is expected to result from installation works, infrastructure, fittings, plumbing, and other required for the successful</p>	<p>Moderate to Low</p>	<p>Comply with the construction and demolition waste management system No.16 of 2023</p> <p>Provide adequate number of containers and segregate demolition / construction waste from municipal waste.</p>

		installation and commissioning of the new production lines.		<p>Include construction/ demolition waste management measures in contractual agreements through E&S clauses.</p> <p>Construction and demolition waste should be collected separately and transported to the demolition / construction waste landfill in liaison with the municipality.</p>
Operations Phases	13. wastewater	During operations, the coffee production line not expected to result in generation of industrial wastewater streams as water is not a part of the manufacturing process. However, the production of Tahini, which includes the sesame dehulling process generates wastewater. Thus, the company should establish an on-site wastewater treatment unit.	Moderate	<p>Provide workers with adequate numbers of toilets in line with Decision No.15 of 2003</p> <p>Onsite wastewater treatment</p>
Construction & installation and Operations Phases	14. Traffic and road safety	The expansion project is not expected to result in significant increase in traffic. However, traffic incidents due to the movement of vehicles can occur.	Low	<p>Maintenance log is to be created for all machinery and vehicles.</p> <p>Orientation to drivers to be conducted.</p> <p>Traffic safety measures to be included in contractual clauses</p>
Operations Phase	15. Resources Consumption	The expansion project will result in an increased demand for electricity. However, the company will install a PV solar system to meet partially their demands.	low	<p>Include the municipality in expansion project’s consultations.</p>
Operations Phase	16. Food Safety and Hygiene	Spoiled goods due to bad raw material, storage practices, or transport could lead to communicable diseases and impact company’s reputation	Moderate	<p>- Develop a food safety and Hygiene Plan.</p> <p>- Include Health, Safety, and Hygiene measures in the CoC or as a stand-alone policy.</p>

SECTION 7: E&S RISK CATEGORIZATION AND ADDITIONAL E&S ASSESSMENT REQUIREMENTS

- The Most prominent associated risks in the expansion phase (minor civil works and installation) are related to OHS, adequate stakeholder engagement, availability of GM, licenses and approvals, E&S capacity, GBV, and labor rights. During the operations phase, potential E&S risks relate to OHS, availability of GM, resources and utility consumption, GBV, solid waste, wastewater, food safety and hygiene, labor rights, E&S capacity, noise, and traffic and road safety.
- Given that the identified potential E&S risks are of moderate to low classification, and as the identified potential risks are not preceded and can be mitigated and minimized with adequate E&S measures in place, **the subproject is classified as of Moderate E&S Risk category.** The screening report covers all the mitigation measures related the expansion project. Thus, no additional ES tools will be prepared, and the PIA will share the mitigation measures with the company and ensure the commitment towards them.

SECTION 8: E&S CLAUSES AND CHECKLIST FOR INCLUSION IN BIDDING DOCUMENTS

- Compliance with the mitigation measures presented in the screening report: The contractor/supplier shall comply with all requirements, mitigation measures, and monitoring activities outlined in the screening report.
- E&S and OHS Capacity, and the appointment of E&S Focal Point: The Company shall appoint an Environmental and Social (E&S) Focal Point responsible for ensuring the implementation of the mitigation measures during the project phases, coordinating with the supervision engineer, and reporting any environmental or social incidents, and managing the workers' GM, as well as ensuring adherence to OHS measures. The contractors shall also have an OHS supervisor as part of their staff. The OHS supervisor will coordinate with Environmental and Social (E&S) Focal Point before proceeding with any works to eliminate any expected risks.
- Construction / Demolition Waste Management: Contractors shall ensure proper disposal of construction waste in line with the construction and demolition waste management system No.16 of 2023. Construction waste shall be collected in specific and specialized containers and will be responsible for the segregation of waste streams. Construction waste shall be disposed of in landfills designated for construction/ demolition waste in accordance with the instructions of the municipality. Burning and random disposal of waste is strictly prohibited. Contractors will be required to furnish receipts and proof of disposal of construction waste in its approved final destination. Contractors shall provide an adequate number of containers and segregate demolition/construction waste from municipal waste.
- Hazardous Waste Management: Contractors/ Suppliers shall ensure that all oils, lubricants, and related substances are stored, handled, used, and disposed of in compliance with applicable environmental regulations and safety standards as required in the mitigation measures. The Contractor/ Supplier shall implement appropriate containment measures to prevent spills, ensure proper labeling and storage, and utilize designated disposal methods to avoid environmental contamination. All personnel involved in these activities shall receive proper training, and the Contractor/ Supplier shall maintain records of disposal in accordance with national requirements (Hazardous waste management system No.6 of 2021) and the screening report.
- Solid Waste Management: Solid waste other than construction waste will be collected in special containers and segregated from other waste streams. It will be disposed of in line with municipality directions and requirements. Contractors and the company managers are required to provide enough solid waste containers on site.

- Licenses and Approvals: Contractors/suppliers shall ensure having all relevant and required permits and approvals, are valid throughout the duration of their contracts.
- Labor Rights and Conditions: All labor rights and conditions shall adhere to national laws, including the Palestinian Labor Law (PLL) and the Minimum Wage Act No.4 of 2021. Contractors shall submit a worksheet of their workers' data including their identification numbers (IDs), names, and ages. Contractors shall ensure providing their workers with all needed facilities and resources including PPEs, and complying with all national policies, laws, and legislations relating to labor rights and working conditions.
- Insurance: The contractor shall provide insurance against injury and workman compensation for all workers in line with the PLL.
- Grievance Mechanism: The company shall establish and maintain a grievance mechanism. The contractor/supplier team/ workers should be able to access and submit their complaints to the grievance mechanism throughout the duration of their contracts.
- Compliance with National Laws and Legislations and GIIP: Contractors shall commit to local laws and legislations including but not limited to the Palestinian Labor Law, Palestinian General Health Law, Minimum Wage Decree, and other applicable laws and legislations as defined in the screening report.
- Training: The contractor/supplier shall provide necessary training to their staff on environmental and social issues as defined in the screening report. OHS matters shall be strictly adhered to and weekly toolbox meetings on OHS shall be committed to. Contractors shall provide their workers with E&S and OHS orientation and training before initiating work.
- Emergency Response: The contractor shall adhere to the "Emergency Response Procedures" as outlined in the F4J-ESMF and company EMS. Contractors shall notify the project owner of any incident or grievance received within 24 hours, with a detailed report following within 48 hours.
- Monitoring and Reporting: The contractor shall regularly monitor environmental and social impacts and report to the supervision engineer. Any non-compliance or incidents shall be immediately reported.
- Occupational Health and Safety: Contractors/suppliers shall ensure that all workers are provided with appropriate personal protective equipment (PPE) and are trained on its proper use. Safety measures shall be implemented to prevent accidents. Additionally, contractors/suppliers shall adhere to the Company OHS plan in line with the screening report. Contractors shall adhere to all national laws and legislation relating to occupational health and safety as listed in the screening report and as available through Palestinian legislation. Contractors shall ensure having an adequate number of first aid kits as required by law, and fire extinguishers that are easily accessible around the site.
- OHS Plan / Emergency Response Procedures (ERP): The supplier of the new production lines should comply with the company's OHS and ERP plans. This plan should be meticulously prepared in accordance with national legislation, industry standards, and best practices including the World Bank ESF and ESSs, World Bank Environment, Health, and Safety (EHS) Guidelines, and Good International Industry Practice (GIIP) to ensure the safety of workers and compliance with regulatory requirements. The OHS plan shall be in line with the F4J III EMF and the OHS plan suggested template.
- OHS / ERP Capacity Building: All workers involved in the project should receive comprehensive OHS training, covering site safety protocols, electrical safety, emergency procedures, and correct use of PPE. This training must be conducted by the equipment supplier or a qualified representative prior to commissioning and installation activities.
- Code of Conduct: All the Contractors' workforce shall read and sign the Code of Conduct available in the Annex IV.
- Noise and Vibration: The contractor shall implement measures to minimize noise and vibration impacts. The contractor shall ensure that noise levels do not exceed the permissible limits set by local regulations. Contractors shall provide their workers with the required PPEs. It is also the contractor's

responsibility to liaise with the municipality and residents for the scheduling of working hours and handling noise-related complaints during the Construction and installation phase.

- Traffic Management: The contractors and suppliers shall ensure having a maintenance log for all their vehicles and equipment and adhere to the manufacturer’s recommendations through periodic maintenance. Additionally, all loaded vehicles shall be covered to prevent dust and air pollution.
- Safe driving practices: Contractors/suppliers to include safe driving practices in the E&S orientation to their workers, and to ensure adherence to local traffic laws.
- Machinery and Vehicles maintenance: The contractors and suppliers shall ensure that all their equipment and vehicles as well as machinery are maintained in line with manufacturers’ recommendations and Ministry of Transport licenses as needed. Contractors and suppliers are required to have a maintenance log for all their equipment, vehicles, and machinery.
- Smoking: Contractors and their workers shall only smoke in designated areas and are not permitted to dispose of their cigarettes around the site, a commercial outdoor ashtray shall be provided and emptied regularly.

E&S Screening Conducted by: Mohammed Saleh
Date: 21/07/2025
Project Manager: Mazen Asaad
E&S Screening report approval date:

ANNEXES

ANNEX I: PERMITS AND OWNERSHIP DOCUMENTS

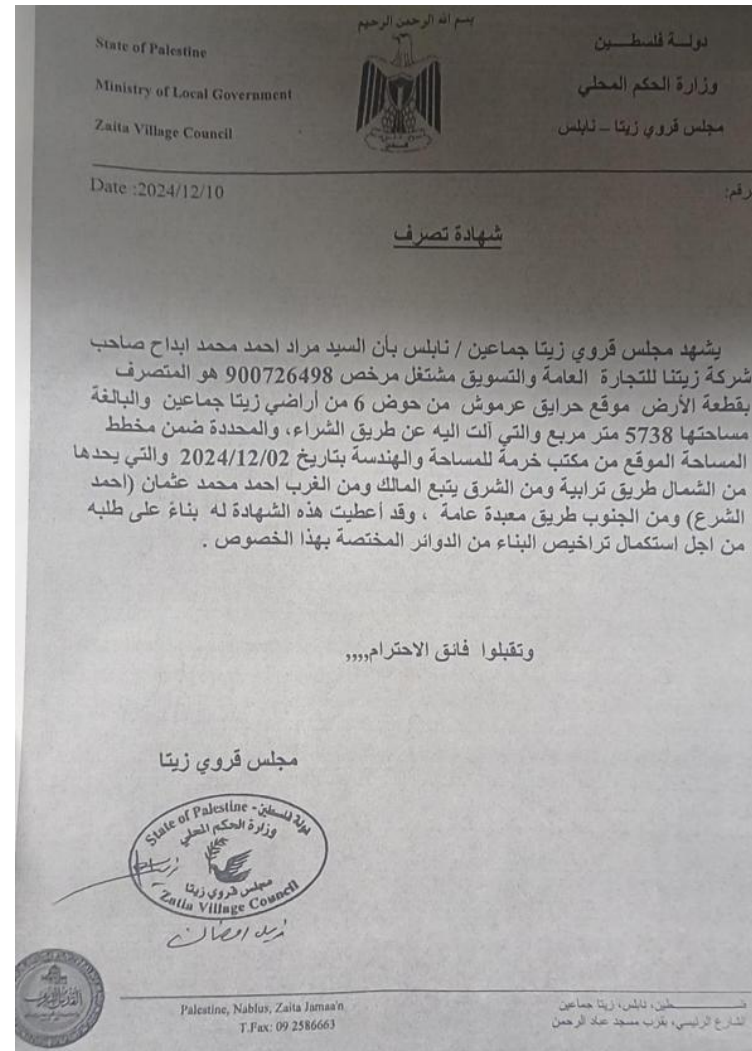


Figure 1: Zaytona Factory Land Ownership Document

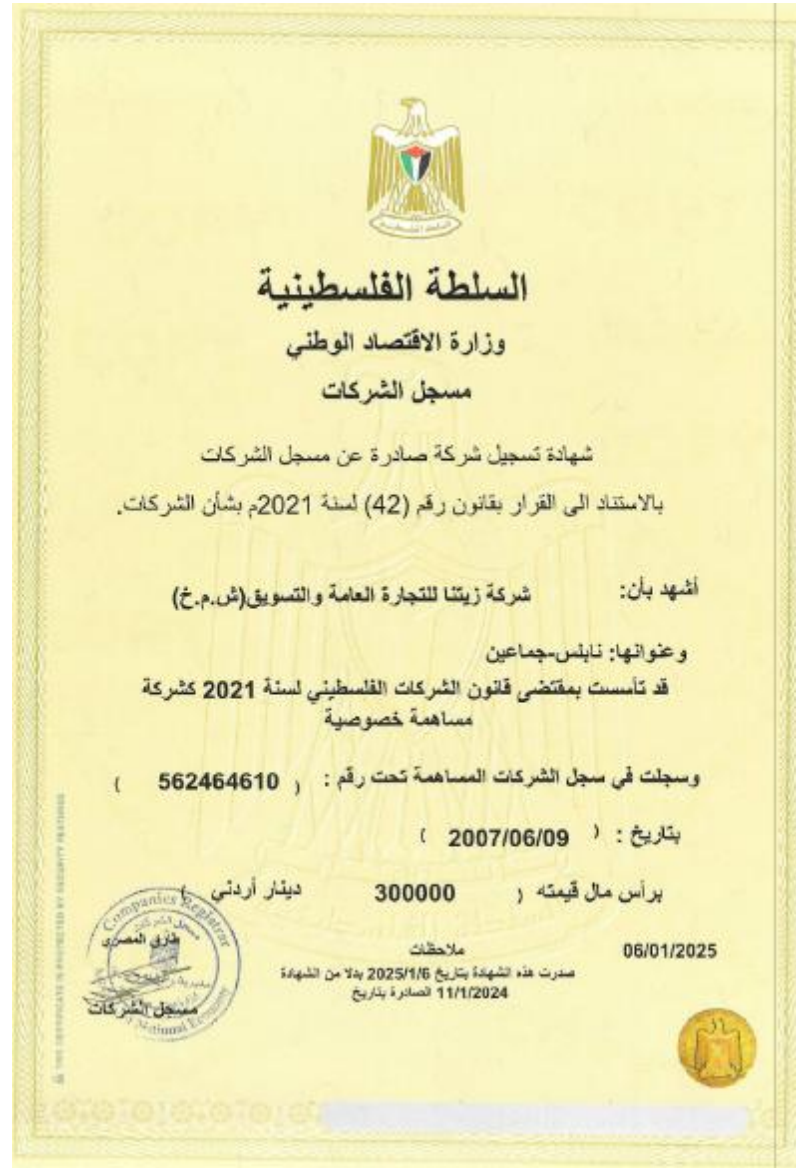


Figure 2: Industrial Registration



Figure 3: MoH Crafts and Industries License

ANNEX II: SITE MAPS

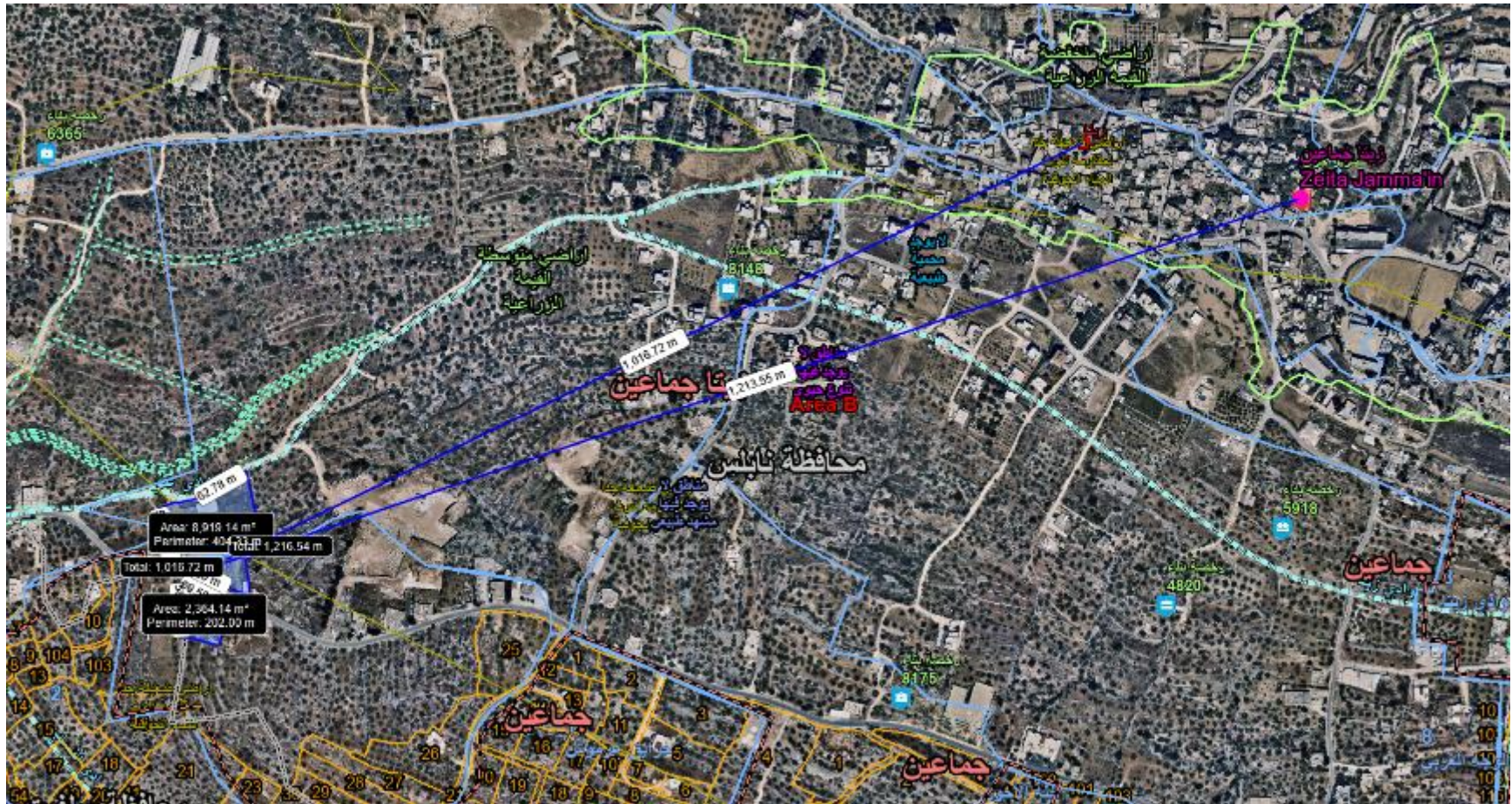


Figure 4: Zaytona Location in corresponding to Zaita-Jamma'in



Figure 5: Zaytona Premises Layout



Figure 6: Zaytona Factory Land and Zaytona Owned Additional Land Plots

ANNEX III: SITE VISIT PHOTOS



Figure 7: Factory Building



Figure 8: Current Production Area (Ground Floor)



Figure 9: Expansion project Area (1st floor)



Figure 10: Expansion project Area (Ground Floor)



Figure 11: Final Product Storage Location (Basement)

ANNEX IV: COC

مدونة قواعد السلوك وأخلاقيات العمل

مقدمة

يأتي الاهتمام بمواثيق سلوك وأخلاقيات العمل والتشغيل كأحد مداخل تطوير الاداء للعاملين واصحاب العمل. إن إعداد مدونة قواعد السلوك وأخلاقيات العمل من شأنه تعزيز قيم والممارسات الايجابية في العمل ، وتعد مدونة السلوك إطاراً عاماً يجب على العاملين في المشروع التقيد به والعمل بمقتضاه، فهي مدونة تلقي الضوء على المعايير و الاخلاق والقيم التي يجب أن يتحلى بها العامل أثناء أداء واجباته، ومن ثم فهي قواعد ستسهم على نحو فاعل في الارتقاء بمستوى جودة الاداء والارتقاء به. إن هذه المدونة تشكل جزءاً من مقتضيات العمل في المشروع بالتركيز على اجراءات الوقاية والسلامة والصحة العامة المتعلقة بكوفيد 19، ويجب تطبيقها في كل اوقات العمل وطوال فترة التشغيل، وسوف يتم تزويد كل عامل بنسخة منها، ليقراها ويعمل بموجبها.

أولاً: المبادئ الأساسية لمدونة السلوك وأخلاقيات العمل

إن جودة الاداء ونجاح العمل تتوقف على الالتزام بقواعد السوك العامة وأخلاقيات العمل، والتصرف بطريقة عادلة وصادقة كأفراد مسؤولين اجتماعياً انطلاقاً من ايماننا الراسخ بمسؤوليتنا الاجتماعية التي لها أثراً إيجابياً كبيراً على المشاريع التي نعمل بها .ولتحقيق هذا، يجب علينا احترام هذه المبادئ الأساسية:

النزاهة والامانة : الإيمان بتعزيز التصرف بأمانة في جميع العلاقات مع التقيد الصارم بجميع القوانين المعمول بها ، احترام كرامة كل شخص والحفاظ على سلامتهم .

الشفافية: الاحترام المتبادل والحوار والشفافية هي أساس العلاقة مع اصحاب العمل والسلطات ذات العلاقة ، والتي تتوافق مع مبادئ التعاون والصدق والانفتاح.

الموضوعية والإستقلالية : العمل بموضوعية واستقلالية وتجنب أي نوع من أنواع الفساد أو تضارب المصالح الذي قد يؤثر على اتخاذ القرارات المتعلقة بالعمل.

المسؤولية: توفير بيئة عمل آمنة وصحية للعامل ، واحترام الحقوق والتقيد بالواجبات من مقتضى المسؤولية ، واحترام المجتمعات التي نعمل فيها.

ثانياً: قواعد السلوك وأخلاقيات العمل**القسم الاول : الحقوق العامة**

- يلتزم العامل بتأدية عمله بإخلاص وأمانة وبالمحافظة علي أسرار العمل وأدواته، ويعتبر مسؤولاً عن الأدوات التي في عهنته وعليه الحفاظ عليها، وفي حالة وجود ظرف خارج عن إرادته او قوة قاهرة، فإن العامل لا يعتبر مسؤولاً عن خلل الأدوات أو ضياعها.
- على العامل أن يلتزم بأخلاقيات العمل والحفاظ على خصوصية السكان والعمال في منطقة العمل، دون الإشتباك معهم أو التسبب بأي أذى لهم بأي شكل كان. ويجب الإمتناع عن المشاركة في أي عنف بدني او لفظي لأي من العاملين أو السكان.

- على العامل التقيد بساعات العمل المطلوبة، وكذلك التقيد والإمتثال بالمهام المكلف بها من قبل البلدية.
- على العامل الإلتزام بإجراءات السلامة المتبعة في الموقع، خاصة عند إستخدام الآلات الخطرة، وأي إجراءات إضافية يتم طلبها من قبل البلدية.
- يجب على العامل الإبلاغ فوراً عن أي أمراض مزمنة يعاني منها أو عند الشعور بالإعياء، وعن أي عفاقر يتلقاها العامل.
- الإمتناع عن التسبب بأي نوع من المضايقات سواء اللفظية المباشرة أو غير المباشرة لأي شخص أثناء فترة العمل، وخاصة من فئة النساء والأطفال وذوي الإحتياجات الخاصة.
- من حق العامل أن يوقع عقد عمل مع صاحب العمل علي أن يكون باللغة العربية، وذلك لحفظ حقوق العامل، علماً بأن عقد العمل يجب أن يتضمن : الأجر، نوع العمل، مكانه ومدته، ساعات وأوقات العمل، كما ويجب ان يتضمن العقد الاجراءات الصحية وشروط الوقاية المتعلقة كوفيد 19، والتي اقرتها وزارة الصحة الفلسطينية، و يجب أن يوقع العقد من قبل صاحب العمل والعامل بحيث يحتفظ العامل بنسخة أصلية من العقد.
- علي صاحب العمل أن يلتزم بالتأمين على جميع عماله عن إصابات العمل لدي الجهات المرخصة في فلسطين.
- يجب أن تتخلل ساعات العمل اليومي فترة أو أكثر لراحة العامل لا تزيد في مجموعها عن ساعة مع مراعاة ألا يعمل العامل أكثر من خمس ساعات متصلة دون تخصيص وقت للراحة.
- التقيد بأوقات العمل وتكريس اوقات العمل للقيام بالمهام والواجبات المتعلقة بطبيعة العقد، كما نص عليها عقد العمل.
- ضمان حق العامل في التظلم او الشكوى من اي انتهاك لحقه او من اتخاذ قرار خاطيء بحقه.

القسم الثاني: حماية حقوق النساء

- معاملة النساء باحترام بغض النظر عن العرق أو اللون أو اللغة أو الدين أو الرأي السياسي أو غير السياسي أو الأصل أو الإعاقة أو أي وضع آخر.
- عندما يكون لدى المرأة العاملة مخاوف أو شكوك فيما يتعلق بأعمال العنف القائم على النوع الاجتماعي من قبل اصحاب العمل او اي طرف ذو علاقة بالعمل، يجب عليها الإبلاغ عن هذه المخاوف وفقاً لإجراءات الشكاوي المعتمدة في المشروع. على ان يتم التعامل مع هذه الشكاوي بخصوصية كبيرة للحفاظ على كرامة المشتكية
- يجب توفير الحماية للنساء وتهيئة أماكن آمنة في العمل للنساء وخاصة الحوامل والتأكد من عدم نقل أي امرأة حامل بشكل غير صحيح، والعمل على ازالة او منع تعرض النساء الحوامل للمخاطر.
- يجب توفير أماكن للنظافة الشخصية لإستخدامها من قبل النساء العاملات بعد الإنتهاء من العمل. وايضا توفير مرافق صحية (دورات مياه) خاصة بالنساء في اماكن العمل، ويجب أن يتم تعقيم هذه الأماكن بشكل يومي.
- يجب تنفيذ لقاءات توجيهية قبل بدء العمل في الموقع للتأكد من أن الجميع على دراية بقواعد السلوك الخاصة بالعنف القائم على النوع الاجتماعي.

القسم الثالث : حماية حقوق ذوي الاعاقات

- يلتزم اصحاب العمل بتهيئة البيئة الملائمة لاحتياجات ذوي الإحتياجات الخاصة وتوفير تسهيلات الحركة والتنقل في اماكن العمل.
- عدم التمييز بحق المعاقين والمعاقات في العمل، واحترام حقهم / هن في اختيار نوعية الاعمال التي تناسب قدراتهم /تهن، واهتمامهم/هن واحتياجاتهم/هن.
- الإلتزام بتوفير خدمات ومرافق صحية مواءمة لاستخدامات ذوي الاعاقة الحركية في مواقع العمل.

القسم الرابع : الصحة والسلامة المهنية

- على العامل التقيد بتطبيق شروط وإجراءات الصحة والسلامة العامة الصادرة عن وزارة الصحة الفلسطينية، والالتزام بقواعد السلامة والصحة المهنية في العمل.
- على صاحب العمل تقديم الإسعافات الأولية اللازمة للعامل في حال الاصابة ونقله إلي اقرب مركز للعلاج.
- الإلتزام بإجراءات ومتطلبات السلامة والصحة العامة المتعلقة بكوفيد 19 بما فيها التباعد الجسدي واللبس الواقي وكل ما ينص عليه البروتوكول الصحي.