

KINGDOM OF CAMBODIA
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Ministry of Public Works and Transport
Ministry of Rural Development



**Cambodia Road Connectivity
Improvement Project (CRCIP) P169930
Additional Financing P181396**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN
(ESCP)**

February 7, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Cambodia (the “Recipient”), through the Ministry of Public Works and Transport (MPWT) and the Ministry of Rural Development (MRD), are implementing the Cambodia Road Connectivity Improvement Project (the “Project”), with the involvement of the General Department of Resettlement of the Ministry of Economy and Finance, provincial departments of Public Works and Transport of MPWT, and provincial departments of Rural Development of MRD, as set out in the Financing Agreement. The International Development Association (the “Association”) has agreed to provide the original financing (P169930) and the additional financing (P181396) for the Project, as set out in the referred financing agreement. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient, through the MPWT and MRD, and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipients’ designated officials at MPWT and MRD. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>As a part of its regular project reporting, prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p><i>Submit quarterly reports to the Association, throughout Project implementation.</i></p> <p><i>Annual progress report, throughout the Project implementation.</i></p>	Project Implementation Teams (PITs) of MPWT and MRD
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Prepare and operationalize the Incident Reporting Mechanism</p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including road traffic related accidents on the Project roads and other incidents occurred in the Project construction sites or related to project financed civil works.</p> <p>Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate. Subsequently, as per the request of the Association, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p><i>The Incident Reporting Mechanism to be established within three months after the Project effectiveness (prior to the start of construction works)</i></p> <p><i>Notify the Association immediately after learning of the incident or accident; a report will be provided within 3 business days after the incident or accident. Provide subsequent incident-related reports to the Association on request.</i></p>	PITs of MPWT and MRD

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p>CONTRACTORS MONTHLY REPORTS</p> <p>Require contractors and supervising firms to submit monthly monitoring reports on ESHS performance and summarizing the implementation of environmental and social (ES) mitigation measures, in accordance with the metrics specified in the respective bidding documents and contracts, to the PITs of the MPWT and MRD.</p> <p>Submit such monthly reports to the Association by the MPWT and MRD, and upon request of the Association.</p>	<p><i>Submit the Monthly reports to the Association, upon request.</i></p>	<p>Contractors, and MPWT and MRD</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain the two Project Implementation Teams (“PITs”) within the MPWT and MRD, for implementing their respective Parts of the Project. These PITs shall comprise qualified staff from their respective departments, to ensure proper management of the E&S risks as follows: at MPWT PIT one environment and one social officer from the Social and Environment Office (SEO) of MPWT; and at MRD PIT one environmental, and three social officers of the DRR and SEO.</p>	<p><i>Maintained throughout Project implementation</i></p>	<p>MPWT and MRD</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Maintain and implement, in a manner acceptable to the Association, the E&S documents as follows:</p> <ul style="list-style-type: none"> - For Component 1, section specific Environmental and Social Management Plans (ESMPs); - For Component 2, Environmental and Social Management Framework (ESMF), and rural road specific ESMPs 	<p><i>Maintained and Implemented throughout the Project cycle</i></p>	<p>MPWT and MRD</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Implement Component 1 ESMPs</p> <p>Implement Component 2 subproject specific ESMPs, as required, in accordance with the ESMF and in a manner acceptable for the Association.</p>	<p><i>Component 1 and 2 ESMPs implemented throughout the Project life, with civil works scheduled with consideration of seasonal specifics of the Project areas (as specified in respective ESMPs)</i></p>	<p>PITs of MRD and MPWT</p>
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>Thereafter ensure that contractors comply with the relevant E&S documents and plans, and the Labor Management Procedures (LMP), incorporated into the ESHS specifications of their respective contracts.</p>	<p><i>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.</i></p>	<p>PITs of MRD and MPWT and Contractors</p>
1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>a) Maintain the CERC Manual which includes a description of the ESHS assessment and management arrangements, including, ESMF, RPF, IPPF, SEP, LMP and site specific ESMPs for Components 1 and 2 for the implementation of the Contingent Emergency Response Part (Part 4) in accordance with the ESSs.</p> <p>b) In accordance with the CERC Manual, Emergency Action Plan and the ESSs, implement the measures and actions required under, and within the framework of, the E&S instruments referred to in points 1.2, 2.1, 4.3, 5.1, 5.2, 7.1, 10.1 of this ESCP.</p>	<p><i>Throughout Project implementation</i></p>	<p>PITs of MRD and MPWT and MEF, including GDR if needed.</p>
<p>ESS 2: LABOR AND WORKING CONDITIONS</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Maintain and Implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<i>Maintain and Implement throughout the Project Implementation</i>	MPWT and MRD Contractors
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<i>Implement Maintain and operate the grievance mechanism throughout the Project Implementation</i>	MPWT and MRD Contractors
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Maintain and implement occupational, health and safety (OHS) measures as part of respective EMSF and ESMPs under Components 1 and 2.</p> <p>Ensure that contractors’ and supervision consultants’ teams have designated staff responsible for the implementation of OHS measures.</p> <p>Implement training of Project Workers designed to heighten awareness of OHS risks and the requirement included at the LMP (including workers’ Code of Conduct).</p>	<i>Implement throughout the Project implementation</i>	MPWT and MRD Contractors
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN:</p> <p>Maintain and implement waste management measures, as part of subproject-specific ESMPs under actions 1.2 and 1.3 above, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	<i>Maintain and implement waste management measures throughout the Project implementation.</i>	PITs of MRD and MPWT and Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</p> <p>Maintain and Implement measures for resource efficiency and pollution prevention, as part of respective ESMPs.</p>	<i>Same timeframe as for the implementation of the ESMPs. Implement throughout the Project implementation.</i>	MRD and MPWT
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY:</p> <p>Maintain and Implement measures and actions to assess and manage traffic and road safety risks as required in the ESMPs (Component 1) and the subproject ESMPs based in the ESMF (Component 2) developed under action 1.2 and 1.3 above.</p>	<i>Same timeframe as for the implementation of the ESMPs. Implement throughout the Project implementation.</i>	MRD and MPWT Contractors
4.2	<p>COMMUNITY HEALTH AND SAFETY:</p> <p>Implement measures and action to assess and manage specific risks and impacts to the communities arising from Project activities including, inter alia, behavior of contractors’ workers, risks of labor influx, response to emergency situations, as envisaged under the ESMPs (Component 1) and the subproject ESMPs based on the ESMF (Component 2), in a manner acceptable to the Association.</p>	<i>Implement throughout the Project implementation.</i>	MRD and MPWT Contractors
4.3	<p>GBV, SEA and VAC RISKS:</p> <p>Maintain and Implement a Gender-Based Violence Action Plan (GBV Action Plan) as required in the ESMPs (Component 1) and the subproject ESMPs based on the ESMF (Component 2) to manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA) and Violence Against Children (VAC).</p>	<i>Implement throughout the Project implementation.</i>	MRD and MPWT
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1.	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Maintain and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	Implement the existing RPF throughout Project implementation	MRD and MPWT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.2	<p>RESETTLEMENT PLANS:</p> <p>Maintain and Implement resettlement plans (RPs) for Component 1, and, in case involuntary resettlement is envisaged, the subproject RPs based in the RPF for Component 2, in accordance with ESS 5 in a manner acceptable to the Association. Under the unforeseen circumstances where land acquisition is required, General Department of Resettlement (GDR) will be involved.</p>	<p><i>For Component 1 RPs – implement prior to commencing Project activities that involve land acquisition and resettlement.</i></p> <p><i>For Component 2 RPs based in the RPF – implement prior to land acquisition and resettlement and throughout the Project implementation.</i></p>	General Department of Resettlement (GDR), MRD and MPWT
5.3	<p>GRIEVANCE MECHANISM:</p> <p>As part of the RPs and RPF specified in 5.1. and 5.2, maintain a Grievance Redress Mechanism (GRM) for potentially affected people as a result of land acquisition.</p>	<p><i>For Component 1 RPs – establish and apply prior to commencing Project activities that involve land acquisition and resettlement and throughout the Project implementation.</i></p> <p><i>For Component 2 RPs based on the RPF – implement prior to land acquisition and resettlement and throughout the Project implementation.</i></p>	MRD and MPWT
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS:</p> <p>Maintain and Implement measures to address biodiversity risks and impacts, as part of the Project ESMF and respective ESMPs under Component 1 and 2, consistent with ESS6.</p>	<p><i>Implement throughout the Project implementation.</i></p>	MRD and MPWT
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
7.1	<p>INDIGENOUS PEOPLES FRAMEWORK:</p> <p>For Component 2, maintain and implement Indigenous Peoples Planning Framework (IPPF), including the application of Free Prior Informed Consent (FPIC) when required in accordance with ESS7 and the IPPF, that has been prepared for the Project and ESS7, in a manner acceptable to the Association.</p>	<p><i>For Component 2 – Implement the IPPF throughout Project implementation of Component 2. If IPs are found, prepare IPP during the Project implementation</i></p>	MRD
7.2	<p>GRIEVANCE MECHANISM:</p> <p>Prepare, consult, adopt, and implement the arrangements for the grievance mechanism to address complaints submitted by Indigenous People, as required under the IPPPF and SEP and further arrangements described in the respective IPPs (the grievance mechanism is distinctive from the one established under ESS10).</p>	<p><i>For Component 2 –Based on the IPPF, prepare prior to the completion of Project appraisal, and implement throughout the Project implementation.</i></p>	MRD and MPWT
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS PROCEDURES</p> <p>Maintain and Implement chance find procedures, as part of the respective ESMF and ESMPs, consistent with ESS8.</p>	<p><i>Implement throughout the project implementation.</i></p>	MRD and MPWT
ESS 9: FINANCIAL INTERMEDIARIES			
This standard is not relevant as there are no FIs in the Project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Maintain and Implement the Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	<p><i>Maintain and Implement throughout the Project implementation.</i></p>	MRD and MPWT
10.2	<p>PROJECT GRIEVANCE MECHANISM:</p> <p>Publicize, maintain and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10 and as described in the SEP.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p><i>Maintain and operate the grievance mechanism throughout Project implementation.</i></p>	MRD and MPWT
CAPACITY SUPPORT (TRAINING)			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CS1	1. the Association. Contractors, sub-contractors and site supervisors/engineers of contactors/sub-contractors and implementation support consulting firm. Training to be provided by the SEO of MRD and MPWT with the support of the Association, on the requirements of ESF ESSs on the E&S risks at the level of contractors, sub-contractors and supervision consultants, including ESHS, OHS, RP, IPPF, EGDP, GBV, VAC, SEP and GRM	At least one month before starting the civil works.	SEO of MRD and MPWT with the support from the Association. .
	2. Communities: Road safety, GBV, VAC, SEP and GRM, and basic ESMPs and ESMF of the Project.	At least one month before starting the civil works.	SEO of MRD and MPWT.
	3. Contractors and their subcontractors, with oversight of the supervision consultants and PITs of MPWT and MRD, to ensure all workers of contractors and their Sub-contractors sign Codes of Conduct for the contractors' workers and trained on requirements of Codes of Conduct including ESHS, OHS, GBV, VAC, SEP and GRM.	At least one month before starting the civil works and throughout implementation of road works.	Contractors Supervision consultants. PIT of the MPWT and MRD