

Kingdom of Cambodia
Ministry of Rural Development (MRD)

**Contingency Emergency Response Project -
CERP (P511027)**

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

[Final version for disclosure]

[October 28, 2025]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Cambodia (the Borrower) will implement the Contingency Emergency Response Project -CERP (the Project) with the involvement of the Ministry of Economy and Finance, Ministry of Rural Development (MRD), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Health (MOH), the National Social Protection Council (NSPC), and the National Committee for Disaster Management (NCDM) as set out in the Financing / Grant Agreement (the Agreements). The International Development Association the (Association) has agreed to provide the financing for the Project, as set out in Agreements.
2. The Borrower 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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreements, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Borrower, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Borrower Representative specified in the Agreements. The Borrower shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT¹			
A	ORGANIZATIONAL STRUCTURE Under the supervision of the overseeing PIU, ensure the implementing agencies have qualified staff and resources to support management of environmental, social, and health and safety (E&S) risks and impacts of the Project, including specific positions for E&S management that are relevant, i.e., an environmental specialist, a social specialist, and an Occupational Health and Safety specialist.	Throughout project implementation	Ministry of Rural Development
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the following capacity building measures: • Training for PIU staff and stakeholders (if required) on the Environmental Social Framework aspects associated with CERP. This could include the ESMP, and its requirements, Occupational Health and Safety and E&S mitigation measures associated with CERP activation. • As part of CERP readiness and before activation, MEF, NCDM, and the CERP-PIU will ensure distribution-channel technical staff are trained on CERP Manual requirements, including E&S Standards in the ESCP. The CERP PIU will provide E&S capacity support to the NCDM E&S officers as needed during implementation and provide ESF-related training.	Throughout project implementation	Ministry of Rural Development and Implementing Agencies.
MONITORING AND REPORTING			
C	REGULAR REPORTING Upon CERP activation, Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: • Status of implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of the project. • Number and status of resolution of incidents and accidents reported under action C below. • Any other aspects requested by the Association.	Submit quarterly reports and Annual reviews to the Association throughout project implementation.	Ministry of Rural Development and Implementing Agencies.

¹ For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	INCIDENTS AND ACCIDENTS Notify the Association of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	Ministry of Rural Development and Implementing Agencies.
D	EXCLUSION LIST As per the ESMP, the following activities are excluded from the Project • Procurement of goods and services through security forces (including but not limited to Cambodia Defense Force, Cambodia Police Force, Forestry Officers, Wildlife Officers and Rangers, etc.). • Staff overtime payments for members of the security forces (as per the above). • Use of prison labor, child labor, or forced labor • Any civil works including but not limited to boreholes, water supply schemes, irrigation schemes, temporary road repairs, repairs/ refurbishment to infrastructure and buildings. • Installation of logistical support bridges • Construction or refurbishment of storage facilities • Activities involving land acquisition, restrictions on land use or resettlement (both temporary and permanent). • Activities in protected and sensitive areas including riverbanks, key biodiversity areas, and critical habitat. • Activities in known national or internationally recognized cultural heritage sites. • Activities that can cause severe deforestation and pollution of the environment. • Activities that will lead to violation of human rights including SEA/SH and discrimination on the basis of ethnicity, color, sex, political affiliation etc. • Any activities requiring site specific environmental and social risk and/ or impact assessment. • Sanitary waste management.	Throughout project implementation	Ministry of Rural Development and Implementing Agencies

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	• Procurement, storage, or distribution of fuel. • Procurement, storage, or distribution of goods with chlorine or other hazardous substances. • Direct operation of shelters, including activities such as camp establishment, land agreements and compensation, and the provision of sanitation and waste management services. • Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international bans, such as pharmaceuticals, pesticides/herbicides, ozone depleting substances, PCB's, wildlife or products regulated under CITES. • Production or trade in weapons and munitions. • Production or trade in alcoholic beverages. • Production or trade in tobacco. • Gambling, casinos and equivalent enterprises. • Production or trade in radioactive materials. This does not apply to the purchase of medical equipment, quality control (measurement) equipment and any equipment whereas the Association considers the radioactive source to be trivial and/or adequately shielded. • Production or trade in unbonded asbestos fibers. This does not apply to purchase and use of bonded asbestos cement sheeting where the asbestos content is less than 20%. • Drift net fishing in the marine environment using nets in excess of 2.5 km. in length.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS Implement the Environmental and Social Management Plan (ESMP) for the Project, consistent with the relevant ESSs.	Implement the ESMP throughout project implementation.	Ministry of Rural Development and Implementing Agencies.
1.2	TECHNICAL ASSISTANCE Carry out the consultancies, capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout project implementation.	Ministry of Rural Development and Implementing Agencies.
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Implement the Labor Management Procedures (LMP) for the Project as part of the ESMP	Implement the LMP throughout project implementation.	Ministry of Rural Development and Implementing Agencies.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Prepare and implement an OHS Management Framework, consistent with ESS2 and World Bank Environmental, Health, Safety Guidelines developed as part of the ESMP to assess and manage the OHS risks and impacts for a specific CERP activation.	Implement OHS management framework in the ESMP.	Ministry of Rural Development and Implementing Agencies.
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Implement the grievance mechanism in the ESMP.	Ministry of Rural Development and Implementing Agencies.
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Implement an Infection Control and Waste Management Plan (ICWMP) and Waste Management Plan (WMP) as part of the ESMP prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3 and WB Environment, Health and Safety Guidelines.	Implement the ICWMP and WMP mitigation measures in the ESMP.	Ministry of Rural Development and Implementing Agencies.
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP prepared under action 1.1 above.	Same timeframe as for the implementation of the ESMP.	Ministry of Rural Development and Implementing Agencies.
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Implement measures to manage traffic and road safety risks as required in the ESMP prepared under action 1.1 above.	Implement the road traffic safety mitigation measures in the ESMP.	Ministry of Rural Development and Implementing Agencies.
4.2	COMMUNITY HEALTH AND SAFETY Manage specific risks and impacts to the community arising from Project activities as per the project ESMP. Implement Standard Operating Procedures (SOPs) as part of the ESMP to address sanitation, staff hygiene, and food safety related risks of the Project.	Implement the CHS mitigation measures in the ESMP.	Ministry of Rural Development and Implementing Agencies.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	SEA AND SH RISKS Manage SEA/SH arising from Project activities as per the SEA/SH Action Plan. SEA/SH Action Plan and a code of conduct for project workers will be an annex to the ESMP.	Implement the SEA/SH Action Plan throughout Project implementation.	Ministry of Rural Development and Implementing Agencies.
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT. This standard is not relevant at this time. Land acquisition, restrictions on land use and involuntary resettlement are excluded from the Project.			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Manage potential risks impacts on biodiversity and sensitive natural habitats arising from Project activities as part of the project ESMP.	Implement the biodiversity risk mitigation measures in the ESMP	Ministry of Rural Development and Implementing Agencies.
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below that can be used if determined that ESS7 is relevant, as set out in paragraph 54 of the E&S Policy and paragraphs 8-10 of ESS7.]			
7.1	INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS] Adopt the Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7 as per annex 8 of the ESMP. Prepare, adopt, and implement Indigenous Peoples Plans (IPPs) whenever required as per the IPPF requirements in the ESMP.	Adopt the IPPF at the time of activation of the CERP activation package to Project implementation. Prepare, adopt, and implement Indigenous Peoples Plans (IPPs) once Indigenous Peoples have been identified as beneficiaries of the CERP and before implementing activities. Implement throughout Project implementation.	Ministry of Rural Development and Implementing Agencies.
ESS 8: CULTURAL HERITAGE. This standard is not relevant at this time. Impacts to cultural heritage are not anticipated under the project.			
ESS 9: FINANCIAL INTERMEDIARIES. This standard is not relevant as there will be no Financial Intermediaries involved with the project.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN 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	Implement the SEP throughout Project implementation.	Ministry of Rural Development and Implementing Agencies.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation during CERP implementation.		
10.2	PROJECT GRIEVANCE MECHANISM Maintain, and operate an accessible grievance mechanism under the Cambodia Southeast Asia Disaster Risk Management Project 2 (P177185) at the Ministry of Rural Development (MRD), and relevant CERP implementing agency 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. 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.	Maintain and operate the mechanism throughout Project implementation.	Ministry of Rural Development and Implementing Agencies.
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: A: Ensure the implementing agencies have designated qualified staff and resources to support management of environmental, social, and health and safety (E&S) risks and impacts upon activation of the CERP. 1.1: Implement the Environmental and Social Management Plan (ESMP) and Stakeholder Engagement Plan (SEP) for the Project consistent with the relevant ESSs.			