

**Ukraine**  
**Sixth Additional Financing to the**  
**Public Expenditures for Administrative Capacity**  
**Endurance**  
**(PEACE) in Ukraine Project**  
**P181514**

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

**November 22, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Ukraine (Borrower and/or Recipient, hereinafter referred to as “Borrower”) shall implement the Sixth Additional Financing for the Public Expenditures for Administrative Capacity Endurance (AF) in Ukraine Project (“Project”), with the involvement of the Ministry of Finance (MoF) as set out in the Loan Agreement and Grant Agreement, respectively. The International Bank for Reconstruction and Development (“Bank”) and the International Development Association (acting together with the Bank as an administrator of the Multi-Donor Trust Fund for the Co-financing of the Public Expenditures for Administrative Capacity Endurance in Ukraine Project) have agreed to provide Sixth Additional Financing for the Project, as set out in the referred 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 Bank. The ESCP is a part of the Loan Agreement and Grant Agreement respectively. 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 Borrower 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 Bank. Once adopted, said E&S instruments may be revised from time to time with the prior written agreement of the Bank.
4. As agreed by the Bank and the Borrower, this ESCP shall 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 Borrower and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the MoF. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank 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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Biannual reports shall be submitted to the Bank throughout Project implementation, commencing after the Effective Date. Each report to be submitted to the Bank not later than (fifteen) 15 days after the end of each reporting period.</p>	the MoF
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank 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, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injuries. Provide sufficient detail regarding the scope, severity, and possible causes of 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/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report including Root Cause Analysis on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank not later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	the MoF
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>MoF maintains an environmental and social (ES) specialist as focal point to support the management of ESHS risks and impacts of the Project.</p>	<p>Retain said specialist throughout Project implementation.</p>	the MoF
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>Assess the roles and sectors for which payments for salaries for Eligible Employees, Eligible First Responders, and Eligible Higher Education Institutions Employees, social assistance payments, PMG Payments (for salaries of health care workers), and pensions payments will be made and identify eligibility criteria (negative and positive lists) which will apply to Bank financing. Only Eligible Employees, Eligible First Responders and Eligible Higher Education Institutions Employees (excluding those who have temporarily joined the military or territorial defense units and military and excluding military schools and schools with enhanced military and physical training) shall be eligible for payment. Describe these eligibility criteria in the updated Project Operations Manual (POM) and provide monthly summary reports to verify distribution and receipt of salary</p>	<p>Eligibility criteria for all payments and activities to be included in the POM, maintain throughout Project implementation</p> <p>Assessment and reporting to be undertaken on a monthly basis prior to disbursement of funds.</p>	the MoF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	payments.		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b>  <b>Eligible Employees, Eligible Higher Education Institutions Employees and Eligible First Responders (and all other salaries paid under the Project) will be governed by the terms and conditions of their existing contractual arrangements.</b> Eligible Employees, Eligible Higher Education Institutions Employees and Eligible First Responders receiving salaries financed by the Project are beneficiaries of the Project and will continue under their existing employment conditions. Guidance on occupational health and safety, including information on survivor-centric SEA/SH services available in the country, will be included in the updated POM and will be reviewed for consistency with ESS2.</p> <p>The updated POM should include: a) procedures for establishing a safe working environment including OHS measures for employees addressing hazard identification, preventative and protective actions, and remedies for adverse impacts such as occupational injuries, deaths, disability and disease; b) training and maintenance of training records; c) reporting of incidents and accidents, d) emergency preparedness response arrangements; e) procedures for employees to report on workplace concerns including information on survivor centric SEA/SH services in the country; f) procedures for consultation and information provision to Project workers on implementation of OHS requirements; and g) review of OHS performance, methods for responding to hazards and evaluation of results.</p>	Review on a quarterly basis and include a summary of emergency OHS guidelines in the POM, maintain throughout Project implementation	the MoF
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>EMERGENCY RESPONSE PROCEDURES</b>	Review on quarterly basis and maintain throughout Project implementation	The MoF and relevant government agencies

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Prepare an Emergency Preparedness and Response Plan (EPRP) in coordination with the relevant government agencies taking into account the emergency prevention, preparedness and response arrangements put into place with government employees under ESS2. The EPRP should include, as appropriate: (a) identification of and secure access to emergency equipment available on-site and nearby if relevant; (b) notification procedures for designated emergency responders; (c) diverse media channels for notification of the affected community and other stakeholders; (d) a training program for emergency responders including drills at regular intervals; (e) public evacuation procedures; (f) designated coordinator for EPRP implementation; and other relevant follow-up measures.</p> <p>Review the EPRP on a regular basis and confirm that it is still capable of addressing the potential range of emergency events that might arise in connection with the Project.</p>		
4.2	<p><b>GBV AND SEA/SH RISKS</b></p> <p>Provide information for project beneficiaries and the community on survivor-centric SEA/SH services available in the country</p>	Review on a quarterly basis and maintain throughout project implementation	The MoF and relevant government agencies
4.3	<p><b>AWARENESS-RAISING FOR THE COMMUNITY</b></p> <p>Document emergency preparedness and response activities, resources and responsibilities, and disclose appropriate information, as well as any subsequent material changes thereto, to affected communities, relevant government agencies, or other relevant parties.</p>	Review on a quarterly basis and maintain throughout project implementation	The MoF and relevant government agencies
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 8: CULTURAL HERITAGE</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>  <b>Prepare/ update, disclose, consult and adopt and thereafter implement a Stakeholder Engagement Plan (SEP)</b> consistent with ESS10. It includes 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>	implement the SEP throughout Project implementation.	the MoF and other relevant agencies
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b>  <b>Establish, publicize, maintain, and operate an accessible grievance mechanism</b>, to receive and facilitate resolution of concerns and grievances (including SEA/SH-related complaints) related 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.</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>	Maintain the existing Grievance Mechanism throughout Project implementation	the MoF and other relevant agencies
<b>CAPACITY SUPPORT</b>			
CS1	<p><b>Undertake a review of training needs and prepare a training plan</b> in the event that additional Project activities with environmental and social assessment and management requirements are identified during implementation. Current activities do not warrant a training plan.</p>	During Project implementation in the event that additional Project activities are assessed to warrant such a plan	the MoF

