**Republic of Maldives**

**Ministry of Construction, Housing and Infrastructure**

**&**

**Ministry of Finance and Planning**

**Maldives Fire Reconstruction and Building Resilience Emergency Project (P510584)**

**ENVIRONMENTAL and SOCIAL**

**COMMITMENT PLAN (ESCP)**

**Appraisal**

**April 07th, 2025**

**Ministry of Construction, Housing and Infrastructure**

**&**

**Ministry of Finance and Planning**

**Maldives Fire Reconstruction and Building Resilience Emergency Project**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Republic of Maldives (herein after the **Recipient**) will implement the ‘Maldives Fire Reconstruction and Building Resilience Emergency Project’ (the **Project**) with the involvement of the Ministry of Construction, Housing and Infrastructure, as set out in the Financing Agreement. The International Development Association (IDA), of the World Bank (hereinafter the World Bank), has agreed to provide financing for the Project, as set out in the referred agreement.
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 World Bank. 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 Republic of Maldives 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 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 under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, 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 Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient 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 SUPPORT** | | | | |
| A | **ORGANIZATIONAL STRUCTURE**   1. Establish within the Project Management Unit (PMU] qualified staff and resources to support management of ESHS risks and impacts of the Project including an Environment and Social Specialist (ESS) to assist with addressing environmental and social risks. 2. Collaborate with other agencies and third parties, such as all Implementing Agencies (IAs) and contractors, who are responsible for managing specific risks and impacts and implementing mitigation measures to establish such mitigation measures to gather inputs for reporting | The ESS of Maldives Urban Resilience Project will continue to serve as the ESS for this project.  If any changes to the current agreement, recruit an ESS within 60 days of project effectiveness and thereafter maintain the position throughout Project implementation. | MoCHI | |
| B | **CAPACITY BUILDING PLAN/MEASURES**   1. Implement the following capacity building measures:   Conduct ESF training on the requirements of the Environmental and Social Standards for (i) the Environmental & Social Specialist of the PMU and (ii) other technical/procurement staff of the PMU & implementing agencies.   1. PMU and other relevant implementing staff responsible for the Project to receive training on  * Introduction to ESF and implementation of E&S Guideline for the Project * ESCP and the Labor Management Procedures (LMP) consisting of Code of Conduct for project workers in relevant languages * Stakeholder Engagement Plan * GRM for the project * Environmental and social impacts (tools and methods) associated with the project * Mitigation Hierarchy (prevention, minimization, mitigation and compensation) * Environmental and Social Management Plans (ESMPs) * Occupational safety and health & Community health and safety * Gender-Based Violence (GBV)/ SEA/SH prevention and response measures.   Inclusion and non-discrimination. | After project effectiveness and throughout Project implementation.  Within the first 6 months from project effectiveness and thereafter, refreshers to be provided as needed throughout Project implementation (Completion Status to be updated during project implementation) | PMU/ MoCHI | |
| C | **REGULAR REPORTING**  1. Prepare and submit to the World 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&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s). | Quarterly throughout project implementation.  Submit each report to the World Bank no later than 15 days after the end of each reporting period. | PMU/ MoCHI | |
| D | **CONTRACTORS’ MONTHLY REPORTS**  Require contractors to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts  and submit such reports to the Association. | Submit the monthly reports to the World Bank as annexes to the reports to be submitted under action A above*.* | PMU/ MoCHI | |
| E | **INCIDENTS AND ACCIDENTS**  Promptly notify the World 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 injury. Provide sufficient details 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.  Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence. | Notify the World Bank no later than 48 hours after learning of the incident or accident.  Provide subsequent report on details of the incident and mitigation actions taken to the World Bank within 30 days of the incident. | PD (PMU), ESSS (PMU) | |
| **ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS** | | | | |
| 1.1 | **ENVIRONMENTAL AND SOCIAL INSTRUMENTS**  1. Develop and disclose an Environmental and Social Impact Assessment (ESIA), Environmental and Social Management plan (ESMP), Occupational/Public Health and Safety Plan (O&PHS) for the construction of the new office building in Male’ City. | Prepare the ESIA and ESMP prior to the tendering of the Design and Build Contract. | MoCHI and MoFP | |
| 1.2 | **MANAGEMENT OF CONTRACTORS**  Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S management instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and  supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts. | As part of the preparation of tender documents and respective contracts for the design and build contract.  Supervise contractors throughout Project implementation. | PD, ESS, Procurement Specialist (PS) of the PMU |
| 1.3 | **TECHNICAL ASSISTANCE**  Ensure that the consultancies, technical studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference. | Throughout Project implementation. | PD and ESS of the PMU |
| 1.4 | **ASSOCIATED FACILITIES**  Owner/operator of any associated facility (if different from the Recipient) will ensure that the activities in the identified associated facility (such as concrete plants etc) are carried out in accordance with the applicable requirements of this ESCP and the ESSs and other project specify key action plans such as the relevant ESIA, ESMP, LMP, SEP, etc. | Throughout project implementation. | PMU and MoCHI |
| 1.5 | **ACTIVITIES SUBJECT TO RETROACTIVE FINANCING**  All activities subject to retroactive financing, will ensure due diligence is conducted, and measures set out in the ESCP to meet the requirements of the ESSs (e.g., E&S audit, amendment to existing work contracts, or a corrective action plan).] are carried out. | During project implementation for those activities funded under retroactive financing. | PMU and MoCHI |
| **ESS 2: LABOR AND WORKING CONDITIONS** | | | |
| 2.1 | **LABOR MANAGEMENT PROCEDURES**  Prepare, adopt, 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 Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH)), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms. | Prepare LMP within 2 months of project effective date. Prior to the bidding process adopted before engagement of project workers | PD and ESS of PMU |
| 2.2 | **OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN**  Develop and implement occupational, health and safety (OHS) measures as part of the ESMPs in contract documents. | Develop OHS measures as part of the ESIA (refer 1.1), implement the plan throughout Project implementation. | MoCHI, PMU, Contractors |
| 2.3 | **GRIEVANCE MECHANISM FOR PROJECT WORKERS**  Establish and operate a grievance mechanism for Project workers, equipped to handle GBV/SEA/SH incidents, as described in the SEP and LMP and consistent with ESS2. | Establish workers’ GRM prior to engagement of project workers. Maintain, operate, and report workers’ GRM throughout Project  implementation. | MoCHI, PMU, Contractors |
| **ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** | | | |
| 3.1 | **WASTE MANAGEMENT PLAN**  Include and implement a waste management measures in the ESIA/ESMP consistent with ESS3. Measures to effectively manage wastes will be identified and included as part of the site- specific ESMP as specified under 1.1 | Same timeframe as for the adoption and implementation of ESIA/ESMP. (refer 1.1) | PD, ESS, PS of the PMU |
| 3.2 | **RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT**  Incorporate resource efficiency and pollution prevention and management measures in the ESIA. | Same timeframe as for the adoption and implementation of ESIA/ESMP. | PD, ESS, PS of the PMU |
| **ESS 4: COMMUNITY HEALTH AND SAFETY** | | | |
| 4.1 | **TRAFFIC AND ROAD SAFETY**  Incorporate measures to manage safety risks, as appropriate, in the ESIA and ESMP to be prepared under action 1.1 | Same timeframe as for the adoption and implementation of ESIA. | PD, ESS, PS of the PMU |
| 4.2 | **COMMUNITY HEALTH AND SAFETY**  Assess and manage specific risks and impacts to the public/community arising from Project activities and include mitigation measures in the ESIA and ESMP to be prepared under action 1.1. | Same timeframe as for the adoption and implementation of ESMP. | PD, ESS, PS of the PMU |
| 4.3 | **SEA AND SH RISKS**  Adopt behavioral standards clearly stating zero-tolerance for GBV and SEA/SH with associated consequences and communicate to all project actors. Include SEA/SH prevention Code-of-Conduct clauses, as per the LMP, to prevent the occurrence of SEA/SH incidents in civil works contracts. | SEA/SH mitigation measures included in LMP and Code-of-Conduct which will be prepared and adopted, before engagement of project workers and implemented throughout the life of the project. | PD, ESS, PS of the PMU |
| **ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT** | | | |
| 5.1 | **RESETTLEMENT POLICY FRAMEWORK**  This is not relevant as the land on which the construction will happen is Government Land | NA | NA |
| **ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES** | | | |
| 6.1 | **BIODIVERSITY RISKS AND IMPACTS**  Measures to effectively manage risks to trees on the site or compensate as well as manage additional pollution to the marine environment through the ESIA/ESMP to be prepared under action 1.1. | Same timeframe as for the adoption and implementation of the ESMP. | PD, ESS, PS of the PMU |
| **ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES** | | | |
| 7.1 | **Currently not relevant** |  |  |
| **ESS 8: CULTURAL HERITAGE** | | | |
| 8.1 | **CULTURAL HERITAGE RISKS AND IMPACTS**  Include chance find procedures in the ESMP to be prepared (action 1.1) in case valuable artefacts or culturally valuable items are discovered at sub-project sites | Same timeframe as for the adoption and implementation of ESMPs. | PD, ESS, PS of the PMU |
| **ESS 9: FINANCIAL INTERMEDIARIES** | | | |
|  | **Currently not relevant** |  |  |
| **ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE** | | | |
| 10.1 | **STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION**  Adopt and implement a 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. | The SEP will be prepared and disclosed prior to end of project appraisal.  SEP will be followed throughout implementation.  SEP will be a living document that will  be updated throughout implementation | MoCHI and PMU |
| 10.2 | **PROJECT GRIEVANCE MECHANISM**  Establish, 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. Maintain effective monitoring and reporting of GRM cases.  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.  Within the GRM, gender-sensitive mitigation measures will be put in place to address GBV or SEA/H reported cases. Through Code of Conduct and GRM, protocols will be established to address biases, harassment or violence. Vulnerable and marginalized groups, especially females, will be empowered to report any cases encountered.  Establish multiple channels through which citizens/beneficiaries/affected persons can make complaints regarding project funded activities. Complaints can be submitted either verbally or in written form using a variety of communication tools such as formal letters/petitions, telephone, email, SMS, on-line entry system etc. Moreover, there will be printed standard formats made available at the GRM focal point to receive grievances which can be accessed by the complainants to record their grievances. Aggrieved parties can also submit their grievances via project’s website. If project stakeholders/affected parties provide verbal feedback/complaint, project staff will lodge the complaint on their  behalf, and it will be processed through the same channels. | The project GRM to be outlined in the SEP which will be prepared and disclosed prior to end of appraisal and thereafter implemented throughout Project implementation.  Information of GRM cases to be provided at each project implementation supervision mission.  Prior to signing civil works contract. | MoCHI and PMU |
| **INDICATORS FOR IMPLEMENTATION READINESS** | | | |
|  | The following actions are indicators for implementation readiness:  1. Establishment of the Project Management Unit (A above)  2. Appointment of the ESS of MUDRP as ESS for REBUILD | | |