

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Gabonese Republic

**Access to Basic Services and Performance
Improvement Project (P179643)**

**Grant under the Grant Facility for Project
Preparation**

**Negotiated
June 18, 2025**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Gabonese Republic (hereinafter the Recipient) is planning to implement the proposed Access to Basic Services and Performance Improvement Project (P179643) (the Project), with the involvement of the Project Preparation Unit within the Ministry of Universal Access to Water and Energy (*Ministère de l'Accès Universel à l'Eau et l'Energie*, MAUEE) and the National Commission for Public Works for Enterprise and Employment Development (*Commission Nationale – Travaux d'Intérêt Public pour la Promotion de l'Entreprenariat et de l'Emploi*, CN-TIPPEE), for which it has requested a grant under the Grant Facility for Project Preparation (GFPP), as set out in the Letter Agreement. The International Bank for Reconstruction and Development (hereinafter the Bank), acting as trustee of the Grant Facility for Project Preparation, has agreed to provide the GFPP Grant to finance activities (the Activities) related to the preparation of the Project, as set out in the referred agreement.
2. The Recipient shall ensure that Activities are carried out in accordance with the Environmental and Social Standards (ESS) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is part of the Letter 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 the material measures and actions that the Recipient shall carry 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) instruments that shall be prepared or updated, consulted, disclosed and implemented for the Activities, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Letter Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time if necessary, during the implementation of the Activities, to reflect the adaptive management of changes and unforeseen circumstances related to the Activities or in response to the evaluation of the performance of the Activities. In such circumstances, the Bank and the Recipient, through the Ministry of Universal Access to Water and Energy, which oversee Project preparation and implementation in close collaboration with CN-TIPPEE, which handles fiduciary and safeguards related aspects, agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Ministry of Universal Access to Water and Energy. The Recipient shall promptly disclose the updated version of the ESCP.

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS			
A.	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Maintain the CN-TIPPEE with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including an Environmental Specialist, a Social Specialist, to assist in the recruitment of consultants, the preparation of the instruments for Project approval, and to support the management of ESHS risks and impacts of the activities.</p> <p>b. Maintain the Project Preparation Unit established within the the MAUEE, with participation of focal points from the Gabonese Energy and Water Utility ("<i>Société d'Énergie et d'Eau du Gabon</i>" - SEEG) to manage E&S risks and impacts of the Project, possibly through the Project Implementation Manual (PIM).</p>	An Environmental Specialist and a Social Specialist have been appointed and will be maintained throughout the implementation of the GFPP Activities.	MAUEE and CNTIPPEE
B	<p>CAPACITY BUILDING PLAN / MEASURES</p> <p>Prepare and implement the following capacity building measures:</p> <p>Training for E&S specialists of the entity implementing the GFPP on the World Bank Environmental and Social Framework (ESF) and stakeholder mapping and engagement.</p> <p>Training and workshops on E&S screening for RAP assessment and E&S data collection</p>	After the appointment of E&S specialists and before any GFPP activities start	MAUEE and CNTIPPEE
MONITORING & REPORTING			
C	<p>REGULAR REPORTS</p> <p>Prepare and submit to the Bank monitoring reports on the environmental, social, health and safety (ESHS) performance of the Activities, including but not limited to the implementation of the ESCP, status of E&S instruments under preparation, stakeholder engagement activities, log and status of any complaints received.</p>	Submit monthly reports to the Bank during implementation of the GFPP Activities, commencing after the GFPP Effective Date	Project Implementation Unit for this PPA (MAUEE and CNTIPPEE)

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
D	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related to the Activities that has, or is likely to have, a significant adverse effect on the environment, 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 Bank upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.</p> <p>Subsequently, at the request of the Bank, prepare a report on the incident or accident and propose measures to remedy it and prevent its recurrence.</p>	<p>Notify the Bank of the incident or accident no later than 48 hours after becoming aware of the incident or accident.</p> <p>Subsequently, submit a report to the Bank within a time frame acceptable to the Bank.</p>	<p>MAUEE and CNTIPPEE</p>
SEN 1: ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		CALENDAR/ DEADLINES	RESPONSIBLE ENTITY
1.	<p>TECHNICAL ASSISTANCE</p> <p>a) Ensure that all consultancies, studies (including feasibility studies, if applicable), capacity-building activities, training, and any other technical assistance activities under the GPFF Activities include, inter alia, environmental and social assessments and related environmental and social instruments. These shall correspond to the technical studies for water supply in Haut Ogooué - Ogooué Lolo, Woleu-Ntem - Ogooué-Ivindo, Ngounie – Nyanga, and Estuaire – Moyen Ogooué, including including the preparation of Environmental and Social Impact Assessments (ESIA), Environmental and Social Impact Notices (ESIN), Abbreviated Resettlement Plans (ARP), and Resettlement Action Plans (RAP), as relevant. This also includes ESIA and Environmental Hazard Studies complimenting those conducted under the AfDB-funded PIAEPAL. All such activities shall be carried out in accordance with terms of reference acceptable to the Bank and consistent with the ESSs, including, as applicable, analysis of project alternatives and design decisions. Subsequently, ensure that the output of such activities complies with the terms of reference.</p> <p>b) Ensure that preparation of key Project documents agreed for the Board approval under the GPFF including E&S Screening for summary RAP evaluation, Environmental and Social Management Framework (ESMF), Labor management procedures (LMP); Resettlement Framework (RF); Stakeholders Engagement Plan (SEP) and other environmental and social risk management documents are carried out consistent with the ESSs</p>	<p>a) Throughout the implementation of the GFPP Activities.</p> <p>b) Before project board approval</p>	<p>MAUEE and CNTIPPEE</p>

ESS 2: LABOR AND WORKING CONDITIONS			
2	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Ensure that workers are engaged in the implementation of the GFPP Activities consistent with ESS2.</p> <p>To this end, ensure that the following measures are carried out:</p> <ul style="list-style-type: none"> a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable; b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP); c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor (children under 16 years of age or younger as per Gabonese regulation); (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions; d) Develop, by Project effectiveness, a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases; e) Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities. 	Execute these actions throughout the implementation of the GFPP Activities	MAUEE and CNTIPPEE
ESS 3 to ESS9			
3	Relevant aspects of these standards will be considered in the context of the technical assistance activities under Action 1 described above, as appropriate.	Same deadlines as for Action 1	

SEN 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE		
	<p>Integrate measures related to stakeholder engagement and dissemination of information into the implementation of the GFPP Activities, in accordance with ESS No. 10.</p> <p>To this end, prepare, consult, adopt, disclose and implement a Stakeholder Engagement Plan for the GFPP Activities.</p>	<p>Adopt the SEP for GFPP Activities prior to the approval of the GFPP PPG grant and thereafter implement it throughout the delivery of the GFPP Activities</p>	<p>MAUEE and CNTIPPEE</p>
10.2	GRIEVANCES		
	<p>Receive and facilitate the resolution of concerns and complaints regarding the GFPP Activities promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all parties affected by the GFPP Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p>	<p>Throughout the implementation of the GFPP Activities.</p>	<p>MAUEE and CNTIPPEE</p>