

The Islamic Republic of Pakistan
Province of Balochistan

**Integrated Flood Resilience and Adaptation
Program (IFRAP): P180323**
First Additional Financing
Second Additional Financing
Updated

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

Negotiation Version

June 19, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Islamic Republic of Pakistan (the Recipient) will implement the Integrated Flood Resilience and Adaptation Program (the Project), with the involvement of the **Ministry of Planning, Development and Special Initiatives (MoPDSI) at federal level and Planning and Development Department (P & DD), Government of Balochistan** as set out in the financing agreements for the original financing, the first additional financing, and the second additional financing, respectively (the Agreements). The International Development Association (the Association), has agreed to provide the original financing, first additional financing (AF), and second additional financing (AF2) for the Project, as set out in the referred agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original, first and second additional financing for the 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 Agreements. 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 Recipient 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 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's Representative specified in the Agreements of MoPDSI. 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 Establish and maintain an Environment and Social Management Unit in the FPMU (One Environment Specialist and One Social Development Specialist), and in each of the PIUs housed in Balochistan Irrigation Department (BID), Pakistan Meteorological Department (PMD), and Housing Reconstruction Unit (HRU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including three positions (an Environmental Specialist, a Social Development Specialist, Gender Specialist).	Complete hiring of remaining FPMU positions within 60 days after Effective Date of the FA for the AF2 and maintain these positions throughout Project implementation.	MoPDSI/FPMU HRU PIU PMD PIU BID
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the following capacity building measures: - training for all Project workers (including construction works such as contractors and community workers) on: Occupational Health and Safety (OHS); Community Health and Safety (CHS); Prevention of Gender Based Violence/SEA/SH; Reporting on incidents and accidents and emergency preparation and response preparedness; Stakeholder mapping and engagement; Grievance Mechanism especially for GBV/SEA/SH; Labor management - training for FPMU and PIUs staff on: ESF and implementation of environmental and social instruments; stakeholder engagement and GRM, including GRM for SEA/SH; GBV/SEA/SH; labor management; resource efficiency and pollution prevention and management; implementation and supervision of ESMPs	Throughout Project implementation, including when new workers are engaged. At the start of the Project implementation and refreshers on bi-annual basis	HRU PIU PMD PIU BID MoPDSI/FPMU HRU PIU PMD PIU BID
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Association regular consolidated monitoring reports on the environmental, social, health and safety (ESHS) performance of all Project components, 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, functioning of the grievance mechanisms, and contractors' quarterly reports as directed by Action C below.	Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date.	MoPDSI/FPMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Submit each report to the Association no later than 21 days after the end of each reporting period.	
D	CONTRACTORS' QUARTERLY REPORTS Require contractors and supervising firms involved in physical construction works 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 through FPMU.	Contractors should submit monthly reports to the PIU.	PIU BID PIU PMD HRU
E	INCIDENTS AND ACCIDENTS 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, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury, or exposure to hazardous waste. 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. Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide subsequent report to the Association within a timeframe acceptable to the Association.	MoPDSI/FPMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Adopt and implement an Environmental and Social Management Framework (ESMF), consistent with the relevant ESSs. The ESMF will include plans for the management of Community Health and Safety (CHS), and Occupational Health and Safety (OHS). The ESMF prepared under the original financing of the Project will be updated to reflect the changes in project description under AF and AF2.	The ESMF was adopted and disclosed on October 30, 2023. Update and re-disclose the ESMF within 30 days after the Effective Date of the FA for the AF2. Implement the updated ESMF throughout Project implementation.	MoPDSI/FPMU HRU PIU PMD PIU BID

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	2. Prepare Environmental and Social Management Plans (ESMPs) for each subproject in Components 1 and 2, and relevant instruments for activities under all Components, as described in the ESMF.	Prepare and implement ESMPs prior to procurement and initiation of civil works.	
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S 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 E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.	Prior to the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	HRU PIU PMD PIU BID
1.3	TECHNICAL ASSISTANCE Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, surveys, environmental and social assessments, etc. are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation.	MoDSI/FPMU HRU PIU PMD PIU BID
1.4	CONTINGENT EMERGENCY RESPONSE FINANCING a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, if applicable, any CERC-ESMF/ESMF Addendum for the implementation of all identified CERC components, in accordance with the ESSs. b) Adopt any environmental and social (E&S) instruments which may be required for activities under the CERC component, of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF or CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.	a) The adoption of the manual and, if applicable, other instruments, as relevant in form and substance acceptable to the Association is a withdrawal condition under section III.B.1(b) of Schedule 2 of the Financing Agreement for the original financing, additional financing, and second additional financing for the Project	MoDSI/FPMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.	
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare 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. The LMP prepared under the original financing of the Project will be updated to reflect the changes in project description under AF and AF2.	The LMP was adopted and disclosed on July 12, 2023. Update and re-disclose the LMP within 30 days after the Effective Date of the FA for the AF2. Implement the updated LMP throughout Project implementation.	MoPDSI/FPMU HRU PIU PMD PIU BID
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. Grievance mechanism will be responsive to SEA/SH complaints.	The GM for Project Workers is operational as of June 2026. Continue to implement existing GM of the original financing of the Project.	MoPDSI/FPMU HRU PIU PMD PIU BID
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Adopt and implement Waste Management measures as part of the ESMP, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Same timeframe as action item 1.1.2	HRU PIU PMD PIU BID
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under action 1.1.2 above.	Same timeframe as action item 1.1.2	HRU PIU PMD PIU BID

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in ESMPs to be prepared under action 1.1.2 above.	Same timeframe as action 1.1.2	HRU PIU PMD PIU BID
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, risks of labor influx, air and noise pollution, spread of communicable diseases, GBV, SEA/SH, elite capture, and include mitigation measures in the ESMF.	Same timeframe as action 1.1.2	HRU PIU PMD PIU BID
4.3	SEA AND SH RISKS Adopt and implement a Gender Action Plan by all PIUs, to assess and manage the risks of GBV, SEA and SH.	Implement the Gender Action Plan prepared by HRU and to be adopted by all PIUs prior to commencement of procurement and any type of civil work and implement throughout Project implementation	MoPDSI/FPMU HRU PIU PMD PIU BID
4.4	Recruit a GBV Service Provider	Same timeframe as action 1.1.1	HRU
4.5	DAM SAFETY (FOR ANNEX A ESS4) The Recipient will arrange for one or more independent dam specialists to: (a) inspect and evaluate the safety status of the existing dam, its appurtenances, and its performance history; (b) review and evaluate the owner's operation and maintenance procedures; and (c) provide a written report of findings and recommendations for any remedial work or safety related measures necessary to upgrade the existing dam to an acceptable standard of safety. In case of small existing dams that would not cause safety risks, the Recipient will require to engage qualified engineers to design safety measures of existing dams to be rehabilitated and restored under the Project, in accordance with good international industry practice and incorporate these measures in ESMF, and thereafter adopt and implement such measures. For other existing dams that include additional dam safety measures or require remedial work, the Recipient will require that: (a) the dam is designed and its construction is supervised by competent professionals; and (b) the reports and plans required for a new dam are prepared and implemented.	a) The Independent Dam Safety Specialist was hired in November 2025. (b) and (c) The Owner's engineering firm has provided the technical design, to be reviewed, evaluated and reported by the Independent Dam Specialist. The Dam Safety Assessment Report to be submitted by not later than 90 after the Effective Date of the FA for the AF2 Same timeframe as for the adoption and implementation of the ESMF and relevant ESMPs.	PIU BID
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	RESETTLEMENT FRAMEWORK AND ACTION PLANS 1. Implement the Resettlement Policy Framework (RPF) adopted for the Project, consistent with ESS5. The RPF prepared under the original financing of the Project will be updated to reflect the changes in project description under AF and AF2. 2. Adopt and implement a Resettlement Action Plan (RAP) for each activity under the Project for which the RPF requires such RAP, consistent with ESS5.	1. The RPF was adopted and disclosed on October 30, 2023. Update and re-disclose the RPF within 30 days after the Effective Date of the FA for the AF2. Implement the updated RPF throughout Project implementation. 2. Prior to commencement of any civil works that require land acquisition/IR	HRU PIU PMD PIU BID
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Adopt and implement mitigation measures related to biodiversity risks and impacts as part of the ESMF consistent with ESS6.	Same timeframe as action 1.1.1	HRU PIU PMD PIU BID
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS If required after Project screening, adopt and implement a Cultural Heritage Management measure as part of the updated ESMF, consistent with ESS8.	Same timeframe as action 1.1.1	HRU PIU PMD PIU BID
8.2	CHANCE FINDS Describe and implement the chance find procedures, as part of the ESMF of the Project.	Same timeframe as action 1.1.1	HRU PIU PMD PIU BID
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 accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	The SEP is updated and disclosed on 17th June, 2026. Implement the updated SEP throughout Project implementation.	HRU PIU PMD PIU BID

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The SEP prepared under the original financing of the Project will be updated to reflect the changes in project description under AF and AF2.		
10.2	PROJECT GRIEVANCE MECHANISM Continue to maintain, and operate an accessible grievance mechanism(GM), including hiring of a GRM firm by the HRU specific to activities under Component 3 (<i>Resilient Housing Reconstruction and Restoration</i>), to receive and facilitate resolution of concerns and grievances in relation to the HRU and GM in FPMU in relation to Component-1,2 and 4, 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.	The Project GM is operational as of November, 2024. Maintain and operate the GM throughout Project implementation. Within 3 months of the Effective Date of the FA for the AF2, the HRU and FPMU shall hire an external Grievance Redress Firm to take over GRM Responsibilities for component 3 (<i>Resilient housing reconstruction and restoration</i>).	MoDSI/FPMU HRU PIU PMD PIU BID
INDICATORS FOR IMPLEMENTATION READINESS			
The Project is already under implementation, and following actions are critical indicators for implementation readiness: a) PIUs needs to update the ESMF, LMP, RPF to reflect the updated project components within 30 days of effectiveness of the FA of AF2 b) FPMU positions require to be filled within 60 days of effectiveness of the FA of AF2 c) For dam safety, the Owner’s engineering firm has provided technical design, to be reviewed, evaluated and reported by the Independent Dam Specialist. The Dam Safety Assessment Report to be submitted by not later than 90 after the Effective Date of the FA for the AF2 d) Gender Action Plan prepared by HRU to be adopted by all PIUs before start of the civil works e) Recruitment of GBV service provider within 60 days of effectiveness of the FA of AF2. f) Hiring of a GRM firm by the HRU specific to activities under Component 3 (<i>Resilient Housing Reconstruction and Restoration</i>) and FPMU specific to activities under component 1,2,and 4, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner within 90 days of effectiveness of the FA of AF2.			