

**Asian Disaster Preparedness Center (ADPC) and the  
Regional Integrated Multi-Hazard Early Warning  
Systems for Africa and Asia (RIMES)**

**Climate Adaptation and Resilience for South Asia  
(CARE)**

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

**11 February 2020**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. **The Asian Disaster Preparedness Center, herein after called as “ADPC”, and the Regional Integrated Multi-Hazard Early Warning System for Africa and Asia, herein after called as “RIMES”,** will implement the **Climate Adaptation and Resilience for South Asia Project (“CARE” Project)**. The International Bank for Reconstruction and Development/International Development Association, hereinafter called the “Bank”, has agreed to provide financing for the Project.
2. **ADPC and RIMES** will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. **ADPC and RIMES** will also comply with the provisions of any other environmental and social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP, such as the Stakeholder Engagement Plan (SEP), and the timelines specified in the E&S documents.
4. The table on the following page summarizes the material measures and actions required, as well as their timing. **ADPC and RIMES** are responsible for compliance with all requirements of this ESCP.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the **Bank** by **ADPC and RIMES** as required by the ESCP and the conditions of the legal agreement, and the **Bank** will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the **Bank** and **ADPC and RIMES**, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, **ADPC and RIMES** will agree to the changes with the **Bank** and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the **Bank** and **ADPC and RIMES**. **ADPC and RIMES** will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, **ADPC and RIMES** shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<b>REGULAR REPORTING</b> 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, stakeholder engagement activities, and functioning of the Project's grievance mechanism.	Every 6 (six) months throughout project implementation	ADPC and RIMES
B	<b>INCIDENTS AND ACCIDENTS</b> Promptly notify the Bank of any incident or accident related to the Project.	Within 48 hours after learning of the incident or accident	ADPC and RIMES
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ORGANIZATIONAL STRUCTURE</b> Establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks.	Prior to Project effectiveness and maintained throughout Project implementation	ADPC and RIMES
1.2	<b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b> Project-related activities will be screened for environmental and social risks and impacts. If no further assessment is required as per this Project screening, no additional action needs to be taken/carried out. If activities have potential environmental and social risks and impacts based on the screening, E&S analysis and management measures will be embedded in the Terms of Reference of the activity and required in the activity outputs.	Prior to Project appraisal and maintained throughout Project implementation	ADPC and RIMES
1.3	<b>MANAGEMENT TOOLS AND INSTRUMENTS</b> Screen project activities for any E&S risks and impacts in a manner acceptable to the Bank. Environmental and social specialist will be engaged in subproject screening and implementation, with ToRs incorporating E&S risk and impact analysis and management measures, where relevant.	Prior to Project appraisal and maintained throughout Project implementation	ADPC and RIMES
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>2.1 <b>LABOR MANAGEMENT PROCEDURES</b>                      The Project does not envisage any civil works. Therefore, LMPs related to contracted workers are not relevant.</p> <p>The Project activities will require services of direct workers such as consultants (individuals as well as firms) to augment ADPC and RIMES’s capacity and specialist skillsets and to carry out studies, plans, advisory services, analytics, etc. For this, the contracts for the consultants and direct workers will ensure that relevant aspects of ESS2 apply to Project workers, as appropriate, in accordance with the type of workers involved in the Project, including, inter alia, by adopting clear terms and conditions of employment, and adequate occupational, health and safety measures. ADPC and RIMES will also comply with all relevant international laws and regulations for labor and health and safety. ADPC and RIMES will ensure that the contracted party or parties comply with these contractual commitments throughout their respective periods of engagement.</p>	<p>Maintained throughout Project implementation</p>	<p>ADPC and RIMES</p>
<p>2.2 <b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>                      RIMES will adopt its existing grievance mechanism for Project staff and consultants.</p> <p>ADPC will adopt the parts of the ADPC Personnel Policy related to grievance to extend provisions of the Personnel Policy to consultants.</p>	<p>Prior to Project effectiveness and maintained throughout Project implementation</p>	<p>ADPC and RIMES</p>
<p>2.3 <b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b>                      RIMES will adopt its existing occupational, health and safety (OHS) regulations for Project staff and consultants.</p> <p>ADPC will adopt its existing staff health and safety policies for Project staff and extend the relevant provisions of its Personnel Policy to consultants.</p>	<p>Prior to Project effectiveness and maintained throughout Project implementation</p>	<p>ADPC and RIMES</p>

**ESS 4: COMMUNITY HEALTH AND SAFETY**

4.3	<p><b>GBV AND SEA RISKS:</b> RIMES will adopt and implement its Gender Strategy to manage the risks for gender-based violence (GBV), and sexual exploitation and abuse (SEA) during project implementation.</p> <p>ADPC will enforce, extend, and adopt its Gender and Diversity Framework, Child Protection Policy, and Sexual Harassment Policy to all relevant Project staff and consultants.</p>	Prior to Project approval and maintained throughout Project implementation	ADPC and RIMES
4.4	<p><b>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</b> RIMES will ensure implementation of measures to address GBV and SEA risks and impacts that may arise during Project implementation.</p> <p>ADPC will apply and enforce the institution's Gender and Diversity Framework, the Sexual Harassment Policy and the Child Protection Policy, to address anticipated GBV and SEA risks that may arise during project implementation.</p>	Prior to Project effectiveness and maintained throughout Project implementation	ADPC and RIMES
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> A Stakeholder Engagement Plan (SEP) will be developed, consulted upon and disclosed, which describes how regional- and national-level stakeholders will be engaged throughout the life of the Project, as well as how information will be provided to and received from these stakeholders.</p>	Prior to the Project appraisal and maintained throughout Project implementation	ADPC and RIMES
10.2	<p><b>PROJECT GRIEVANCE MECHANISM:</b> Prepare, adopt, maintain and operate a project grievance mechanism, as described in the SEP.</p>	Prior to Project effectiveness and maintained throughout Project implementation	ADPC and RIMES
<b>CAPACITY SUPPORT (TRAINING)</b>			

<p><b>CS1</b></p>	<p><b>Training to be provided and targeted groups</b></p> <ul style="list-style-type: none"> <li>• stakeholder engagement for PIU staff</li> <li>• environmental and social screening and ESF for PIU staff and consultants</li> <li>• standard Gender and Diversity Framework training for all incoming staff and consultants</li> <li>• Sexual Harassment Policy and Child Protection Policy training for all relevant staff</li> </ul> <p>Specific capacity building for stakeholders will be identified in the SEP process and during project implementation. PIU staff, including its social and environmental specialist representing one from ADPC and another from RIMES, may require capacity building on specific environmental and social assessment techniques, in line with Project objectives and the applicable WB policies.</p>	<p>Prior to Project approval and maintained throughout Project implementation</p>	<p>ADPC and RIMES</p>
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