REPUBLIC OF CONGO

The Ministry of Finance, Budget and Public Portfolio

Accelerating Governance Institutional Reforms for sustainable services (AGIR) in RoC (P177468) - additional financing (P177468)

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

Negotiated Version

March 2026

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ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Congo (Borrower) is implementing the Accelerating Governance Institutional Reforms for sustainable services (AGIR) in RoC (the Project), with the involvement of the Ministry of Finance, Budget and Public Portfolio and the Ministry of Planning, and Regional Integration (MPIR), as set out in the Financing Agreement of project and additional Financing Agreement ("the Agreements"). The International Bank for Reconstruction and Development (IBRD) and International Development Association (the Bank), has agreed to provide the original financing (P177468) and additional financing (P177468) for the Project, as set out in Agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above.

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 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 Borrower 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 Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.

4. As agreed by the Bank and the Borrower, 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 Bank and the Borrower agree to update the ESCP to reflect on these changes through an exchange of letters signed between the Bank and the Ministry of Finance, Budget and Public Portfolio. The Borrower 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.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT[1]			
A	**ORGANIZATIONAL STRUCTURE** Establish and maintain an Implementation Unit (PAGIR - PIU) that is tasked with E&S management, with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the PforR Program and IPF component of Project including a Social Specialist, an Environmental Specialist.	Maintain the PIUs established including the recruited E&S specialists throughout Project implementation.	Implementation Unit (PAGIR - PIU)
B	**CAPACITY BUILDING PLAN/MEASURES** Prepare and implement the following capacity building measures: Training for PIU staff, Ministry of Finance, Budget and Public Portfolio, Ministry of Planning, and Regional Integration (MPIR), stakeholders on stakeholder mapping and engagement, specific aspects of environmental and social assessment, labor codes of conduct, GRM for Project workers and suppliers, grievance management and Gender-Based Violence (GBV)/ Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH), Incident reporting and understanding the provisions of the Environmental and Social Incident Reporting Toolkit (ESIRT).	Required capacity building and Training shall commence no later than three (3) months after the Effective Date and will continue throughout Project implementation, with refresher training courses undertaken on a quarterly basis where applicable.	Implementation Unit (PAGIR - PIU)
MONITORING AND REPORTING			
C	**REGULAR REPORTING** Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below.	Submit quarterly reports to the Bank Throughout Project implementation, commencing 3 months after the Effective Date. Submit each report to the Bank no later than 15 days after the end of each reporting period.	Implementation Unit (PAGIR - PIU)

[1] For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	• Incident reporting and understanding the provisions of the Environmental and Social Incident Reporting Toolkit (ESIRT).		
D	**CONTRACTORS' MONTHLY REPORTS** Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.	Submit the monthly reports to the Bank as annexes to the reports to be submitted under action C above.	Implementation Unit (PAGIR - PIU)
E	**INCIDENTS AND ACCIDENTS** Notify the Bank of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; 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. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.	Implementation Unit (PAGIR - PIU)
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	**ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS** 1. Update, disclose, consult upon, adopt and implement Environmental and Social Systems Assessment, consistent with the relevant ESSs. 2. Update, disclose, consult upon, adopt and implement the GBV/SEA/SH action plan. 3. Update, disclose, consult upon, adopt and implement the Labor Management Procedures (LMP) including a workers' Grievance Mechanism (GM) and to include Codes of Conduct that address Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risks, all consistent with ESS2.	1. The Environmental and Social Systems Assessment has been updated and disclosed on January 26, 2026, and will be implemented throughout Project implementation 2. A draft GBV/SEA/SH action plan has been prepared and will be disclosed no later than three months after the Effective Date. Subsequently, the GBV/SEA/SH	Implementation Unit (PAGIR - PIU)

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	4. Update, disclose, consult upon, adopt and implement a standard-alone Stakeholder Engagement Plan (SEP) including GRM, all consistent with ESS10.	action plan will be implemented throughout the Project. 3. The LMP has been updated and disclosed on March 10, 2026, and will be implemented throughout Project implementation. 4. The SEP has been updated and disclosed on March 10, 2026, and will be implemented throughout Project implementation	
1.2	**MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, relevant E&S assessments or plans, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their 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 Bank.	During the preparation of the procurement documents and before the start of activities by contractors. Supervise contractors throughout Project implementation.	Implementation Unit (PAGIR - PIU)
1.3	**TECHNICAL ASSISTANCE** Carry out the consultants, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, specify the E&S or plans to be supported under the TA in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	Implementation Unit (PAGIR - PIU)
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**LABOR MANAGEMENT PROCEDURES**	The LMP has been updated and	Implementation Unit (PAGIR - PIU)

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Update, disclose, consult upon, adopt and implement Labor Management Procedures (LMP) including a workers' Grievance Mechanism (GM) and to include Codes of Conduct that address Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risks, all consistent with ESS2.	disclosed on March 10, 2026, and will be implemented throughout Project implementation.	
2.2	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance redress mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	Implementation Unit (PAGIR - PIU)
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
Relevant aspects of these standards shall be considered in the technical assistance activities under action 1.2. above, as relevant			
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY** Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action above.	The ESMP with embedded road safety measures, shall be adopted and disclosed prior to issuance of the bidding documents and thereafter implement the ESMF throughout Project implementation.	Implementation Unit (PAGIR - PIU)
4.3	**SEA AND SH RISKS** Update, disclose, consult upon, adopt and implement a GBV/SEA/SH Action Plan, to assess and manage the risks of SEA and SH.	A draft GBV/SEA/SH action plan has been prepared and will be disclosed no later than three months after the Effective Date. Subsequently, the GBV/SEA/SH action plan will be implemented throughout the project implementation.	Implementation Unit (PAGIR - PIU)
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
This ESS is not relevant to the project			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
This ESS is not relevant to the project			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
This ESS is not relevant to the project			
ESS 8: CULTURAL HERITAGE			
This ESS is not relevant to the project			
ESS 9: FINANCIAL INTERMEDIARIES			
This ESS is not relevant to the project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** Update, disclose, consult upon, 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 has been updated and disclosed on March 10, 2026, and will be implemented throughout Project implementation.	Implementation Unit (PAGIR - PIU)
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. 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.	Maintain the existing GRM developed under Implementation Unit (PAGIR - PIU) and thereafter maintain and operate the mechanism throughout Project implementation	Implementation Unit (PAGIR - PIU)
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: - A. Maintain qualified personnel and resources to support the management of social and environmental risks of the Project, including 1 environmental specialist, 1 social specialist. The PCU will play a coordinating role throughout the entire Project from its effective date. - 2.2. Maintain and operate the existing grievance mechanism for Project workers, including contracted workers, in accordance with ESS 2. - 4.3 implement a GBV/SEA/SH Action Plan, to assess and manage the risks of SEA and SH. - 10.2. Maintain and operate the existing GRM for the prompt and effective resolution of grievances related to the Project in accordance with ESS 10. - implementation of the GBV/SEA/SH Action Plan throughout Project implementation.		

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