

SOCIALIST REPUBLIC OF VIET NAM



**Integrated Resilient Development Project –
Gia Lai Province (P509666)**

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

July 17, 2025

ABBREVIATIONS

C-ESMP	Contractor's Environmental and Social Management Plan
ESMP	Environmental and Social Management Plan
ESF	Environmental and Social Framework
E&S	environmental and social
ESIA	Environmental and Social Impact Assessment
ESCP	Environmental and Social Commitment Plan
ESHS	environmental, social, health and safety
ESS	Environmental and Social Standards
GBV	Gender-Based Violence
GRP	Grievance Redress Procedure
LMP	Labor Management Procedure
OHS	Occupational Health And Safety Management Plan
PMU	Project Management Unit
PPC	Provincial People's Committee
RP	Resettlement Plan
SEA/SH	Sexual Exploitation and Abuse, and Sexual Harassment
SEP	Stakeholder Engagement Plan

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Socialist Republic of Viet Nam (the Borrower) will implement the Integrated Resilient Development Project (the Project) in Gia Lai Province, with the involvement of the Gia Lai Provincial People's Committee (PPC) through the Gia Lai Provincial Agricultural and Rural Development Project Management Unit (PARD PMU), as set out in the Loan Agreement for the Project – Gia Lai Province (the Agreement). The International Bank for Reconstruction and Development (the Bank) has agreed to assist in financing the activities under the Project to be carried out by Gia Lai PPC in Gia Lai Province, as described in Schedule 1 to the Agreement (Gia Lai Province's Project).
2. The Borrower, through Gia Lai PPC, shall ensure that the Gia Lai Province's 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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower, through Gia Lai PPC, 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 Gia Lai Province's Project, 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 Agreement, the Borrower, through Gia Lai PPC, 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 Gia Lai Province's Project changes or unforeseen circumstances or in response to Gia Lai Province's Project performance. In such circumstances, the Bank and the Borrower, through Gia Lai PPC, agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower, through Gia Lai PPC. The Borrower, through Gia Lai PPC, 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 Gia Lai Province's 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 BUILDING SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Maintain a Project Management Unit (PMU) with adequate and qualified staff and resources to support management of environmental, social, health and safety (ESHS) risks and impacts of the Gia Lai Province's Project, including a qualified Social Specialist, a qualified Environmental Specialist, and a Grievance Redress Procedure (GRP) Focal Point.</p> <p>b. The PMU shall hire and maintain a qualified Independent Environmental and Social Monitoring Consultant (IESMC) and a Construction Supervision Consultant (CSC) with qualified Environmental and Social practitioners for monitoring the implementation of ESHS requirements for the Gia Lai Province's Project. The Borrower, through Gia Lai PPC, shall implement the recommendations of the IESMC in a manner acceptable to the Bank.</p>	<p>a. Appoint the Environmental Specialist, Social Specialist and GRP Focal Point no later than one month after the effective date of the Agreement ("Effective Date") and maintain these positions throughout the Gia Lai Province's Project implementation.</p> <p>b. The PMU shall hire: (i) an IESMC within three months after the Effective Date; and (ii) a CSC before commencing any construction activities under the Gia Lai Province's Project.</p>	Gia Lai PPC and PMU
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>a. The PMU shall be responsible for organizing training sessions on: (i) The World Bank's Environmental and Social Framework (ESF); (ii) Stakeholder mapping and engagement; (iii) Implementation of Resettlement Plan (RP), Environmental and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), and Labor Management Procedure (LMP), including ESCOP and the Code of Conduct for Workers; (iv) The grievance Procedure; (v) Environmental and social monitoring and reporting; (vi) The Occupational Health and Safety and Community Health and Safety arrangements. These training sessions shall be conducted for (a) the environmental, social, and grievance procedure focal points of the PMU and relevant PMU staff, and (b) stakeholders (e.g., the Land Fund Development Center, the Department of Agriculture and Environment.</p>	<p>a. Within 3 months after the Effective Date and thereafter undertake refresher trainings on a quarterly basis.</p>	Gia Lai PPC and PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>b. The PMU shall be responsible for mobilizing the IESMC to conduct training on:</p> <p>(i) The environmental and social management processes of the Gia Lai Province's Project; (ii) Construction site management, pollution control; (iii) Occupational health and safety, and Community Health and Safety; (iv) Working conditions and labor management; (v) GBV/SEA/SH risks, preparedness, and response; and (vi) The grievance procedure, for PMU staff, representatives of relevant departments and agencies, particularly the Women's Union at the commune level in areas where Gia Lai Province's Project construction activities take place, consultants, and contractors.</p>	b. Within one month after signing the construction contracts.	
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Gia Lai Province's Project. The reports shall include:</p> <ul style="list-style-type: none"> - Status of preparation and implementation of ESHS documents required under the ESCP. - Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan (SEP). - Complaints submitted to the grievance procedure(s), the grievance log, and progress made in resolving them. - ESHS 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. <p>Detailed information on monitoring and reporting will be provided in the ESHS documents of the Gia Lai Province's Project, including the ESIA, RP, SEP, and LMP.</p>	Submit quarterly progress and monitoring reports to the Bank throughout the Gia Lai Province's Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 10 business days after the end of each reporting period.	Gia Lai PPC and PMU
D	CONTRACTORS' AND CSC MONTHLY REPORTS		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Require contractors and Construction Supervision Consultant (CSC) 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 Bank.</p> <p>Require the Independent Environmental and Social Monitoring Consultant (IESMC) to provide a Quarterly Environmental Monitoring Report and a six-monthly social monitoring report.</p>	Submit the monthly, quarterly and six-monthly reports to the Bank upon request as annexes to the reports to be submitted under action C above.	Gia Lai PPC and PMU
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Bank of any incident or accident relating to the Gia Lai Province's 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; 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.</p> <p>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.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>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.</p>	Gia Lai PPC and PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>Prepare and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for the Gia Lai Province's Project, consistent with the relevant ESSs.</p>	The ESIA and ESMP have been prepared and shall be updated if necessary and redisclosed before the commencement of the procurement process for the Gia Lai Province's Project; and thereafter implement the ESIA and ESMP throughout Gia Lai Province's Project	Gia Lai PPC and PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<p>implementation.</p> <p>Adopt the ESMP before launching the bidding process for the Gia Lai Province's Project that requires the adoption of such ESMP.</p>	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the ESMP, sub-plans, GRP, 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 that they require their subcontractors to comply with the ESHS specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank. Each Contractor shall be required to develop and implement a Contractor's ESMP (C-ESMP) based on the final ESMP.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Gia Lai Province's Project implementation. Copies of relevant contracts provided to the Bank upon request.</p> <p>The C-ESMP shall be cleared by the PMU prior to the commencement of construction under the respective contract.</p>	Gia Lai PPC and PMU
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Gia Lai Province's Project 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.</p>	Throughout Gia Lai Province's Project implementation.	Gia Lai PPC and PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Implement and update when necessary the Labor Management Procedures (LMP) including, inter alia, provisions on working conditions, management of workers</p>	Adopt the LMP prior to engaging Project workers and thereafter implement the	Gia Lai PPC and PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.	LMP throughout Gia Lai Province's Project implementation.	
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN (OHS)</p> <p>Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Gia Lai Province's Project. Contractors and subcontractors are required to prepare and implement OHS Management Measures or Plan as part of the standalone OHS plan in accordance with the Gia Lai Province's Project's ESIA and ESMP.</p> <p>Adopt and implement an UXO risk management protocol in the C-ESMP where civil works will be carried out. The PMU shall ensure that the required budget for UXO surveys and clearance is in place.</p>	<p>Prepare a standalone OHS Management Plan as an addition to the CESMP (for each contract) prior to the commencement of activities under the respective contract and thereafter implement the OHS plan throughout Gia Lai Province's Project implementation.</p> <p>Secure all UXO Clearance certificates from the appointed authority for the specified project site prior to commencement of any construction activities. To be reported to the Bank upon receipt of the certificates and reported in the regular reporting.</p>	Gia Lai PPC and PMU
2.3	<p>GRIEVANCE PROCEDURE FOR PROJECT WORKERS</p> <p>Establish and operate a grievance procedure for Project workers, as described in the LMP and consistent with ESS2.</p>	Develop a grievance procedure prior to engaging Project workers and thereafter maintain and operate it throughout Gia Lai Province's Project implementation.	Gia Lai PPC and PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN		Gia Lai PPC and PMU .

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement a Waste Management Plan (WMP), as part of the ESMP prepared for the Gia Lai Province's Project, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Adopt the WMP before commencement of Gia Lai Province's Project activities, and thereafter implement the WMP throughout Gia Lai Province's Project implementation.	
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 3.1 above.	Same timeframe as for the preparation and implementation of the ESMP.	Gia Lai PPC and PMU
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 1.1 above.	Same timeframe as for the preparation and implementation of the ESMP.	Gia Lai PPC and PMU
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Gia Lai Province's Project activities, including: behavior of Project workers, risks of labor influx, the risk of infectious disease transmission due to project activities to be prepared under action 1.1 above, response to emergency situations, and include mitigation measures in the ESMP and LMP to be prepared in accordance with the ESF.	Same timeframe as for the preparation and implementation of the ESMP and LMP.	Gia Lai PPC and PMU
4.3	SEA AND SH RISKS Implement and monitor the requirements of SEA/SH risks management, and mobilize the CSC to monitor daily the implementation of these requirements for each civil works package and report findings in the monthly ESHS reports.	Include requirements for SEA/SH risks management into bidding documents before bidding. Mobilize CSC to monitor daily the implementation of the requirements of the SEA/SH risks management for each civil works package during the	Gia Lai PPC and PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		implementation of activities under such package, and report findings in the monthly ESHS report throughout the Gia Lai Province's Project implementation	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT PLAN (RP)</p> <p>Prepare and implement a Resettlement Plan, including a Livelihood Restoration Plan (LRP), for the Gia Lai Province's Project, consistent with ESS5 and national law.</p> <p>A due diligence review (DDR) on land acquisition shall be conducted for components or works where land acquisition was implemented before the Effective Date. All gaps identified by the DDR must be rectified according to the recommendations of the DDR and reflected in the DDR report and corrective action plan as needed.</p> <p>Manage the relocation of the graves in Gia Lai Province and include measures as part of a grave relocation plan, consistent with ESS5.</p>	<p>RP, including LRP, has been prepared and will be implemented throughout the Gia Lai Province's Project implementation in compliance with regulations of the RP.</p> <p>Conduct a Due Diligence Review on land acquisition and develop a corrective action plan (if needed) for implementation before commencing civil work construction.</p> <p>Prepare and implement the grave relocation plan at same timeframes for the preparation and implementation of the RP.</p>	Gia Lai PPC and PMU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
6.1	BIODIVERSITY RISKS AND IMPACTS Prepare and implement measures and actions to assess and manage risks and impacts on biodiversity, the removal of parts of the Production and Coastal Protection Forest and other activities as part of ESMP, consistent with ESS6.	Same timeframe as for the preparation and implementation of the ESMP.	Gia Lai PPC and PMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	Not relevant. No indigenous peoples meeting the ESS7 criteria are identified in the Gia Lai Province's Project area.		
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Assess the impacts on cultural heritage in Gia Lai Province's Project area and include and implement measures, as part of the ESIA and ESMP, consistent with ESS8.	Same timeframe as for the preparation and implementation of the ESMP.	
8.2	CHANCE FINDS Develop and implement the chance finds procedures, as part of the ESMP for the Gia Lai Province's Project.	Same timeframe as for the preparation and implementation of the ESMP.	Gia Lai PPC and PMU
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not relevant. No financial intermediaries are expected to be involved in the Gia Lai Province's Project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare and implement a Stakeholder Engagement Plan (SEP) for the Gia Lai Province's Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and	SEP has been prepared, and will be implemented throughout the Gia Lai Province's Project implementation.	Gia Lai PPC and PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.		
10.2	<p>PROJECT GRIEVANCE PROCEDURE</p> <p>Establish, publicize, maintain, and operate an accessible grievance procedure, to receive and facilitate resolution of concerns and grievances in relation to the Gia Lai Province's 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.</p> <p>The grievance procedure 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.</p>	Develop the grievance procedure prior to commencement of activities under Gia Lai Province's Project, and thereafter maintain and operate the procedure throughout the Gia Lai Province's Project implementation.	Gia Lai PPC and PMU
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			
S/N	Indicator		
A	The PMU staff hired and mobilised with a Social Specialist, Environmental Specialist, GRP Focal Point no later than one month after the Effective Date.		
A	IESMC hired and mobilized within 3 months after the Effective Date.		
B	PMU training complete within 3 months after the Effective Date.		
B	IESMC conducted training within one month of signing construction contract.		
1.1	ESIA, ESMP cleared and disclosed on both Bank and Gia Lai PPC websites.		
2.1	LMP adopted prior to engaging project workers.		
2.3	Grievance Redress Procedure developed and implemented within one month after the Effective Date.		
5.1	RP approved by Gia Lai PPC within one month after the signature date of Agreement and disclosed locally.		
5.2	Budget for implementation of land acquisition and resettlement allocated sufficiently and timely within 3 months after the Effective Date.		